

USA VOLLEYBALL BOARD OF DIRECTORS

MINUTES OF MEETING HELD WEDNESDAY, OCTOBER 11, 2023

I. CALL TO ORDER & WELCOME

- **Welcome, Meeting Guidelines, Introductions – David Eldridge Acting Chair (Dave Gentile is out on Medical Leave)**

D. Eldridge welcomed the Board members to the meeting. He mentioned that Dave Gentile was unable to attend due to medical reasons. He also welcomed Travis Karlin and Karlis Kezbers as new members to the Board. He congratulated the WNT, MNT and Women's Sitting Team for Paris 2024. He then read the standard conflict provision to the Board and requested any conflicts be raised. None were raised.

- **Roll Call, Directory Update (found on Teams), Declaration of Quorum – Rachael Stafford**

K. Shoji, C. Lichtman, S. Bishop, D. Blanton, P. Lucas-White, D. Eldridge, K. Kezbers, J. McGhee, T. Karlin, D. Peixoto, D. Donaghy, B. Baker, N. Nieves (for Executive Session), G. Thompson (Treasurer), E. King

Absent: S. Hughes, T. Bourne, D. Gentile, C. Seilkop

Guests: K. Rickert, C. Vadala, P. Vint, R. Stafford, S. Kearns, B. McLean, M. Goodall, N. Funk, E. Duda, J. Davis, A. Reitingner, N. Wilkinson, K. Gilgenast, C. Weidel, D. Ames

- **Status of SafeSport Annual Disclosures – Rachael Stafford**

D. Eldridge reminded the Board to complete SafeSport training. R. Stafford noted that Board members cannot participate in future decision making unless requirements are completed.

- **Status of Updated Board Member - USAV Registrations for 2023-24 Season**

N/A

II. BOARD ADMINISTRATION

- **Approval of Meeting Minutes for: May 24, 2023 – David Eldridge**

Motion #1 made by J. McGhee seconded by D. Peixoto to approve the minutes from the May 24, 2023 meeting, approved unanimously.

- **Approval of the October 11, 2023, Agenda – David Eldridge**

Motion #2 made by D. Baker seconded by D. Peixoto to reorganize the agenda to acknowledge the written report from D. Gentile and move the Personnel Committee report to the next meeting, approved unanimously.

III. BOARD CHAIR REPORT – David Eldridge

- **Written Report from Dave Gentile**
D. Eldridge noted the Written Report.

IV. CEO REPORT – Jamie Davis

J. Davis began his report with a discussion of the national team qualifications for Paris 2024. He congratulated the Women's Sitting team as the first team of any USA team to qualify for the Paris Olympics and noted that they not only qualified for the 2024 games, but won their qualifier, a feat considering the very competitive pools. He congratulated the Beach World Champs with 6 US teams winning their pool and 1 team making it in through the "lucky losers". He continued by noting that now we need the Men's Sitting team to qualify, which they are heading to Egypt in hopes of doing so, and if they aren't successful in Egypt or if they do not travel to Egypt due to safety concerns, there will be a last chance competition in China in 2024.

J. Davis gave an overview of the growth rates in membership, being the largest growth since 1996 with membership overall up 9.6% and full memberships up 10.6%. It is the first-time total membership is over 500k, so this growth is very encouraging. J. Davis thanked the regions for their help in creating a product that people want to join and participate in. Membership grew in all demographics as well and J. Davis specifically noted that Boys membership was up almost 16% year-on-year while females make up 88% of the membership overall. He continued to note that the 2024 boys and girls national championships dates and locations have been determined and we will be doing a national development team event that will correspond with those dates. B. Baker noted how great it is that the boys and girl's memberships have increased and asked for more detail on the total capacity for boys participating in national events. J. Davis briefly shared additional numbers and deferred to the full CEO report. B. Baker asked for a report in the future that puts this year's numbers into context with last year's numbers. J. Davis then discussed efforts to enhance and lower the barrier to entry for boys. He also noted that there will be a change for 2024 based on discussions with the Regions that the schedule is very tight for the athletes for all-star and based on feedback received and internal scenario modeling we have made the decision to cancel [the NDTP and reduce to a tri instead of a quad].¹

J. Davis continued with an update on the status of funding for the Regions event and that the priority for the Region investment funding for 2024 is in the purchase of 53 courts, bringing the total to 113. There will be 16 located in Colorado Springs with the rest will be in the current warehouse the Ohio Valley System so they can serve the region. He stated that now we will have courts on Midwest, East Coast and West Coast, and they will be available with priority to USAV then rental for the Regions who will have priority over anyone else who needs courts.

J. Davis proceeded to give a brief summary of the topics from discussions at the NGBC (National Governing Body Council) Assembly in September. He noted that there was not much to report, but that transgender participation policies were a topic of discussion. J. Davis asked D. Eldridge and B. Baker if the board could have a discussion of USAV's transgender policy at this time. Permission was granted. The discussion ensued. J. Davis noted that USAV's transgender policy right now is similar to the majority of NGBs. B. Baker asked whether USAV has a non-binary policy and, if so that it be posted clearly. R. Stafford responded that the policy is not posted because there haven't been many instances, but that we are working with the Regions regarding communication and determination for competition on the back end for the purposes of rostering. A. Reitingger and J. Davis had a discussion regarding current athlete situations and how those were being addressed under the policy. J. Davis, D. Peixoto, D. Donaghy and R. Stafford discussed state-specific regulations and restrictions and the processes taken by the Regions and USAV. R. Stafford shared that we are continually bringing these situations to the gender commission and are consistently

¹ Note to Rachel: Consider revising to remove the acronym and make clear the new format. Our unfamiliarity with the topic restricts our interpretation of Jamie's report in this instance.

evaluating our process and policies in an effort to stay on the forefront and balance fairness and fair competition. J. Davis concluded this discussion by acknowledging that USAV is trying to ensure non-discrimination and inclusivity while balancing fair play.

J. Davis proceeded to report that the international policies regarding Russian/Belarus participation in the games has softened and that the new policy proposed is that the athletes show that they are neutral. He noted that as of right now, the Paris 2024 games will not have any Russian/Belarus volleyball athletes as the qualifiers have already happened, but FIVB will not allow and ParaVolley will not allow Russia/Belarus athletes at this time.

J. Davis spoke briefly on the US Congressional Hearing on “The Future of Olympic and Paralympic Sports in America”, a Commission set up by Congress. He shared that USAV submitted thousands of pages of information to the Commission. He reported that the big theme that all the NGBs put forward that it is not fair for there to be a different standard. If you are going to protect the US, then protect all of the US. The NGBs want a level playing field for all.

J. Davis then discussed the US Sports Alliance, which is a for-profit run by individuals. There needs to be additional clarity on what the Alliance is offering to NGBs before USAV will participate. K. Kezbers asked for clarification of the assets USAV would have access to. J. Davis briefly explained.

J. Davis spoke briefly on the potential development of a national development training facility for Volleyball with 10 indoor, 10 beach (climate controlled), state of the art recovery, strength and conditioning facilities, a ten thousand seat arena and education facilities potentially being built on a 2,000-acre development in Nebraska. J. Davis shared insight into current discussions and feedback from members of the men’s and women’s indoor teams. Based on the feedback received J. Davis believes that there is enough interest to continue the conversation with the developers. J. Davis asked J. McGhee and K. Kezbers to be involved in this as board members, to which they agreed. K. Shoji asked a series of questions regarding accessibility and timing which J. Davis addressed in turn. K. Shoji also offered to be involved along with J. McGhee and K. Kezbers.

J. Davis concluded his report with the news that LA 2028 has expanded to include the sports of baseball/softball, cricket, flag football, squash and lacrosse, noting that breakdancing will not make it back. He expressed a concern that with more NGBs if there is not more funding from the USOPC to be split between the NGBs, there could be a financial constraint on NGBs.

BOARD COMMITTEE REPORTS – as submitted to Chair (found on Teams)

V. GOVERNANCE COMMITTEE – Andy Reitingger (See Teams)

A. Reitingger began with a discussion of the current topics under review at the August meetings. He shared that there was discussion in the August meeting regarding having a Strategic Planning Committee and that USA Volleyball has the ability to add that as an ad-hoc committee or a standing subcommittee. He then discussed the Nominating Committee Process Policy and whether the Nominating Committee Process Policy should apply to the Beach At-Large position as well. A. Reitingger then shared the action items coming out of the August meetings which were:

- Approve documents regarding the process to select the Beach Development Board of Directors Position. Motion Carried Committee 4-1-1
- Approve documents regarding the Nominating Committee Procedures Policy. Motion Carried Committee 6-0.

- Approve motion to amend the Bylaws 9.02 to no longer “require” the Chair of the USAV AAC to be a part of the USAV Administrative Council. Motion Carried Committee 6-0.

Motion #3, brought forward by Governance Committee, to approve 30 day posting requirement waiver for the motions recommended by the Governance Committee, B. Baker moved and K. Kezbers seconded, approved unanimously.

Motion #4, brought forward by Governance Committee, to approve the motions recommended by the Governance Committee, B. Baker moved and K. Kezbers seconded, approved unanimously.

A. Reitingger continued his report by noting that the Local Organization Agreement has been sent to a group of Regional Commissioners for comment.

VI. NOMINATING COMMITTEE – Nancy Funk

N/A

VII. AUDIT, FINANCE AND BUDGET COMMITTEE – George Thompson

Update on 3rd Quarter (presented in Executive Session)

VIII. PERSONNEL COMMITTEE – Elizabeth King

Report moved to next meeting per Motion #1.

IX. ETHICS AND ELIGIBILITY COMMITTEE - Jon Lee

Verbal report given by R. Stafford in Executive Session

X. REPORTS FROM ATHLETES, ASSEMBLIES, CONSTITUENTS, COUNCILS AND COMMISSIONS

Verbal Reports

- **INDOOR – Cassidy Lichtman / Kawika Shoji**

K. Shoji spoke briefly on recent accomplishments of the indoor teams and congratulated both the Men’s and Women’s teams on qualifying for Paris 2024. He also noted that the Women’s National Team Training will be this weekend.

- **PARALYMPICS – Eric Duda**

XI. E. Duda shared that the African zone is waiting until after the World Cup to hold their qualifier events and that AAC may have to pursue legal action. J. Davis shared that USAV has a relationship with a law firm that may be able to assist.

XII. E. Duda shared his disappointment that US was unable to host the Last Chance Qualifier event this year and that the team is not going to attend the Last Chance Qualifier in China. J. Davis provided color on the application process and explained that there was too short of a window and an issue that USAV could not do a joint bid (men and women) because the Women’s Sitting Team has already qualified.

- **BEACH – Sara Hughes / Tri Bourne**

S. Bishop gave the report and noted that 15-20 athletes are signed up for the camp this weekend. A. Reitingner inquired into Beach's desire to host international events. Discussion ensued regarding the financial viability of such events. J. Davis provided insight into the financial incentives and differences between Indoor, Sitting and Beach international events and financial considerations that go into hosting such events. E. Duda expressed a desire for international Sitting events on US soil would be a good thing for the program. B. Baker expressed a similar opinion with the goal of promoting the sport.

- **AAC – Eric Duda**

N/A

- **USAV Administrative Council – Andy Reitingner**

A. Reitingner noted that two years ago the USAV Administrative Council set up a Regions Standards Committee. This year the Nominating Committee has been active and has already vetted and recommended chair appointments for a number of committees so far this year. The Insurance Committee had a vote recommending an insurance broker for next 6 years. He then reported that the SafeSport Committee is keeping up with requirements at the national level. He concluded by sharing that the Administrative Council is empowered to deal with any conflicts that arise between RVAA and the Junior Assembly, though there have been none to date.

- **Region Volleyball Association Assembly (RVAA) – Andy Reitingner**

A. Reitingner shared that the RVAA just got done with their meetings over the past weekend. He summarized the three motions that brought forward from the meetings: (1) the Beach Committee requested a reduced rate membership and certain regions requested to take cap off how much region can charge, discussions looking into the best option are underway; (2) there was a request for a non-binary category for membership and publication of USAV's policy on non-binary participation in gendered completion events, A. Reitingner is going to share insights from the Board's discussion of transgender policy earlier in the meeting with the RVAA; and (3) the RVAA clarified what was required to be a board member and a member in good standing. He then shared a request that USAV pay for audio visual and refreshments at an upcoming event or host a luncheon. He expressed a desire by certain regions to put up funding to help Beach and Sitting host international events. He concluded with a report that there is a desire to have more interaction with J. Davis between the members of the RVAA, even if at events if J. Davis's schedule would allow. J. Davis expressed a willingness to do so.

- **Junior Assembly –**

N/A

- **OFFICIALS – Travis Karlin**

T. Karlin noted that there was a late written Officials report in the Teams folder and he deferred to the report.

XIII. NEW BUSINESS

None.

CONVENE EXECUTIVE SESSION(S)

Motion #5, to convene executive session, D. Peixoto moved and J. McGhee seconded, approved unanimously.

Motion #6, to move back into the regular session, D. Peixoto moved and J. McGhee seconded, approved unanimously.

Mr. Eldridge reported that the Board discussed the following in Executive Session:

EXECUTIVE SESSION WITH CEO PRESENT

- **AF&B Report on 3rd Quarter Results – George Thompson**

AF&B Report, which was provided by G. Thompson and accepted by the Board.

- **Other Topics TBD**

Rachael Stafford – US Center for SafeSport Audit Results.

Other Audit updates.

EXECUTIVE SESSION ABSENT CEO

- **Personnel Committee Update – Elizabeth King**
N/A

X. ADJOURNMENT

Motion #7, to adjourn, K. Kezbers moved and J. McGhee seconded, approved unanimously.

BOARD CHAIR REPORT (submitted by Dave Gentile)

The following is a briefing I wanted to give to the Board for the upcoming October 11, 2023, Board Meeting. I will not be able to attend thus a written report seemed appropriate. I have asked David Eldridge to perform Chair duties at this meeting and I want to first thank him for his willingness to guide the discussions at the meeting.

I have written up two primary topics worthy of note that I wanted to update you as follows:

1. Executive Committee Deliberations: I routinely meet with the Executive Committee to keep them abreast of significant topics. The items of import for the full Board are:
 - a. National Team Training Center Discussions: Jamie is going to report on this in executive session. It essentially involves a review of potential training center locations of merit. Many of you will recall we hit pause on this effort when Covid came along, and it has been on a back burner since then. Again, Jamie will brief you all on the efforts hereto date.
 - b. Discussion of CEO Performance and Timing: Elizabeth King and I discussed in general terms how the process will shape up in 2023 which essentially mirror images previous performance review but with a few modifications. This along with a reference outline of how the Board will need to consider (and the timing of) the CEO contract review process. This will be discussed in Executive Session (without the CEO present) at the October meeting. You will recall Jamie Davis' contract expires on December 31, 2023.
 - c. Establishing a Strategic Plan Review sub-committee: In my last Chair report I noted and confirmed that a new Board standing committee would be challenging to set up at this time. In lieu of that I am going to set up a subcommittee with the express purpose of coordinating quarterly reviews and suggesting concepts for Jamie and his team to consider going forward. I will address the formation of this later this fall.
2. Governance Topics: I wanted to call out two of the topics that are going to be discussed during the Governance Committee agenda time slot.

The first is the continued work on the development of an agreement between USAV and Regions. This was identified as a priority earlier in my Chair tenure and has been on the drawing board since that time. This is an important development topic in that we do not have any such agreement in place today other than the By-Laws that reference the relationship of USAV and Regions. An initial draft was developed by Rachael Stafford / Jamie Davis and presented to the Governance Committee. Upon reflection we noted that the agreement must be developed in a fair and balanced manner whereby all the parties including USAV must commit to an appropriate level of performance to ensure the enterprise is advancing collectively. The draft is in Jamie's and Rachael's court so to speak to develop a more robust set of USAV requirements that will demonstrate a sense of collaboration and accountability that USAV has Regions in the scheme of an enterprise success strategy.

I hope that by year end a draft agreement can be presented at the January 2024 meeting with a sense of support from the RVA and USAV including a review from both the Governance Committee and the Executive Committee. You should also know that it is my understanding that the RVAA has also begun the review process and I believe they have formed a review committee. I have not confirmed that in time for this report.

The second topic is a requested change in how we as a Board receive nominations of candidates for Board consideration. I realized that the process followed at this time restricts the Board from

participating in a thoughtful and helpful manner when candidates are reviewed, considered and nominated. I recommended that the Governance committee bring to the Board a revised approach following closely the manner in which the USOPC handles the nomination process for their board candidates.

That's it for now – I hope you all have a great meeting and I look forward to hearing an update from David Eldridge later in October. Thanks for all you do in your service to USAV.