

MEETING OF USA VOLLEYBALL BOARD OF DIRECTORS
January 9, 2025
Via TEAMS Video Conference

I. CALL TO ORDER & WELCOME

- **Welcome, Meeting Guidelines, Introductions – Dave Gentile, Chair**

Mr. Gentile welcomed the Board members to the meeting.

- **Roll Call, Directory Update, Declaration of Quorum – Rachael Stafford**

Present: B. Baker, A. Reitinger, D. Gentile, J. McGhee, K. Kezbers, D. Peixoto, N. Nieves, C. Seilkop, A. Lau, P. Lucas-White, D. Eldridge, T. Karlin, C. Patterson, C. Lichtman, E. King, G. Thompson (non-voting, Treasurer).

Absent: S. Hughes, K. Shoji, D. Blanton.

Guests: E. Duda (Representative to Team USA AC), J. Speraw, R. Stafford, S. Kearns, C. Vadala, B. MacLean, Natalie Wilkinson, Steve Mueth, P. Vint, M. Goodall, N. Funk, J. Weston, S. Bishop, L. DiGiacinto, Do. Donaghy, S. Smith (Recording Secretary).

II. BOARD ADMINISTRATION

- **Approval of Meeting Minutes – Dave Gentile (posted in Teams)**

Motion #1 to approve the meeting minutes from October 23rd and December 10th posted in Teams, made by Reitinger, seconded by Peixoto, approved unanimously.

- **Approval of the January 9, 2025, Agenda – Dave Gentile**

Motion #2 to approve the agenda for today's meeting, made by Reitinger, seconded by Baker, approved unanimously.

III. BOARD CHAIR REPORT – Dave Gentile

Mr. Gentile reported that he has been working with the Executive Committee and the Transition Group and working closely with John Speraw on the transition.

Mr. Gentile received a letter on transgender issues, what has been happening in California and around the country. He will be turning the letter over to the General Counsel for response. Mr. Speraw noted that President-elect Trump will be proposing new laws in this area, so he suggested that USAV be in a holding pattern for now while events evolve. Ms. Stafford agreed since we do not know what will happen with this legislation. She also provided the Board with the 2024-25 Transgender Guidelines. Mr. Gentile noted that state law also plays an important role in the transgender issue.

IV. CEO Report

Mr. Speraw noted that today is his 100th day. He also noted that USAV has hired Erik Sullivan as the Head Coach for the Women's Team. He felt that the search process was very thorough and exhaustive. He also noted that there is a question of whether we want our Women's Team coaches to coach in the pro leagues.

He then went through a presentation on his first 100 days, which will be refined and then distributed. This included the following topics:

1. A summary of where USAV is currently.
2. USAV's Purpose of Intent
3. Themes and Challenges
4. The National Teams
5. Evaluating Volleyball through a culturally relevant lens
6. Era of Rapid Change
7. Consumer products landscape
8. Athletes Crossing Over to Multiple Sports Experiences
9. SWOT Analysis
10. U.S. Youth Sports Landscape
11. Key Objectives and Deliverables
12. Assessment of USAV Enterprise
13. Projected Phased Transformation of USAV Enterprises
14. Organization Transformation
15. Priorities
 - Modernize Brand Narrative
 - Create a captivating "movie trailer"
 - Capture Volleyball's hidden worlds that inspire
 - Community and cultural confusion
 - Significant of cultural influence
 - Premium brand hierarchy
 - Broaden the reach to obtain 1 million members
 - Reimagine grassroots experience
 - Cultivate breadth of experiences

- Bring Volleyball to the Forefront
 - Cultivate strategic partners
 - Cultivate Pipelines
 - Prioritize Commercial Opportunities
 - Explore and develop new capabilities
 - Use of Advanced Technology
 - o Audience connectivity, capture and retention
 - Architect Road to LA 28 (and Brisbane 32 and beyond)
 - o Medal in LA in all disciplines
 - o How do we capture consumer imagination
 - o Deliver compelling global impact
 - o Position volleyball to be the breakout sport of LA
 - Creation of Genuine Impact and Legacy
16. Deliverables and Redlight Issues

Ms. Nieves asked how the Sitting discipline fits into this. Mr. Speraw noted that Sitting is a big part of this plan, and he wants to work with Ms. Nieves to make that stand out more in the presentation.

Mr. Gentile asked about the scheduling for a strategy session. Mr. Speraw noted that this is in process, and he expects to reach out to the Board on this shortly. He also noted that there is a sense of urgency on this.

V. Personnel Committee – Jenny McGhee

Ms. McGhee noted that her report has been moved to Executive Session.

VI. Audit, Finance and Budget – George Thompson

Mr. Thompson thanked the Board for all of their work in approving the budget.

VII. Ethics and Eligibility – Rachael Stafford

Ms. Stafford reported on a new process for how Ethics and Eligibility will function moving forward. They are looking for a qualified pool of individuals to call upon for a case that may arise. Mr. Reitingier asked how E&E would address picking a group big enough to cover the different diverse groups to create a “jury of their peers.” Mr. Stafford responded that, by creating a pool, we can build out a fairly large group that is more diverse.

VIII. Governance Committee– Travis Karlin

Mr. Karlin reported that the Committee is waiting on the E&E changes. It is also looking at the Beach At-Large position. The Committee has also drafted the language on Independence. He asked whether this would require a Bylaws amendment, and Mr. Gentile said this should be discussed with Rachael Stafford. Ms. Stafford noted that there were two issues – the Beach Representative, which would require a Bylaws amendment, while guidelines on independence would not need a Bylaws amendment. Mr. Reitingier suggested that, with David Eldridge rotating off the Board, it would be helpful to get someone with a legal background. Mr. Gentile noted this would be considered. He also requested that the Governance Committee look at considering a Chair-elect or Chair Emeritus position to help in the transition from one Chair to another. Mr. Gentile agreed that it would be helpful to have a more structured transfer process, and he thinks the incoming Chair should be elected by February 1 or earlier in the year that the current Chair will depart.

IX. Nominating Committee – Nancy Funk

Ms. Funk said she did not want to post for the Independent Director position during the holidays, and she also heard about the Governance Committee's draft of guidelines, which could change what they might post. She also asked if there should be additional guidance on skill sets, such as a legal background. Ms. Funk noted that Dave's seat, Kavika's seat and Jenny's seat are all up for replacement due to term limits.

X. Constituency Reports

Officials Lisa

Nothing to report.

Team USA AC Erik Duda

Mr. Duda reported that Miles is representing the beach athletes, and Erik will be representing the paralympic athletes for the Team USA AC. The Team USA AC is pushing to make the Team USA AC a separate agency to represent the athletes.

RVA Michelle Goodall

Informal meeting of Region Leaders was held on December 20th. It was a good event. She reported on the topics discussed during that meeting.

Other reports are online in the TEAMS File

Indoor Athletes

Cassidy Lichtman

Ms. Lichtman reported that the Men are overseas, and she is hearing that they are excited about the hiring of Karch as National Team Coach. On the women's side, there is a lot of professional volleyball going on. She hasn't had much time to get feed back on Erik's hiring, but what she has heard has been positive.

Sitting

Nicky Nieves

Ms. Nieves reported that training starts back up next week for the women. The only concerns are whether key people will be returning. Mr. Gentile reported that this will be settled in the next couple of weeks. Mr. Seilkop reported that Japan is coming to the U.S. in February, and the men have a camp in the next two weeks. He also appreciated John Speraw for reaching out to get their input on the coaches.

Beach

Motion #3 to go into Executive Session, made by Reitingger, seconded by McGhee , approved unanimously.

Motion #4 to come out of Executive Session, made by Reitingger seconded by Peixoto, approved unanimously.

Mr. Gentile reported that the topics discussed in Executive Session including the following:

- Para Programming
- Women's Professional Volleyball
- Employment issues

Motion #5 to elect George Thompson as the Treasurer, made by Reitingger, seconded by Peixoto, approved unanimously.

Motion #6 to approve the proposed 2024 employment bonus for John Speraw discussed in Executive Session, made by McGhee, seconded by Kezbers, approved unanimously.

Motion #7 to adjourn, made by Lichtman, seconded by Baker, approved unanimously.