

USA VOLLEYBALL BOARD OF DIRECTORS MEETING MINUTES
Thursday, December 18, 2025

I. CALL TO ORDER & WELCOME - Dave Gentile, Chair

Mr. Gentile welcomed the Board, staff, and guests to the Board Meeting.

II. MEETING GUIDELINES, INTRODUCTION OF GUESTS - Dave Gentile

Mr. Gentile noted that this was a joint-session with USAV Foundation Board members.

III. CONFLICT OF INTEREST DECLARATION FOR ANY BOARD MEMBER - Dave Gentile

Mr. Gentile reminded the Board of their fiduciary duties. Mr. Gentile also reminded the Board members of their duty to maintain strict confidentiality regarding Board discussions and provided materials.

IV. ROLL CALL, DIRECTORY UPDATE, DECLARATION OF QUORUM - Dave Gentile

Prior to roll call, members of the USAV Board and USAV Foundation Board introduced themselves. Mr. Peterson, Chair of the USAV Foundation's Board, greeted everyone present at the meeting and confirmed the merger of USAV Foundation and First Point Volleyball Foundation on May 31, 2025.

Mr. Gentile conducted roll call and declared quorum.

Present: B. Baker, T. Bunnell, D. Blanton, D. Gentile, K. Kezbers, A. Lau, C. Litchman, P. Lucas-White, J. McGhee, J. Morningstar, N. Nieves, M. Partain, D. Peixoto, A. Reitingner, T. Ricks, C. Seilkop, G. Thompson (Treasurer, ex officio)

Absent: K. Dagastino, P. Dalhausser, T. Karlin

Guests: B. Andrew, J. Armson-Dyer, S. Bishop, H. Buff, M. Casteel, S. Conklin, T. Farrey, S. Fortune, W. Gerard, K. Goodsel, B. Hamiter, S. Kearns, E. Keller, N. Kingston, K. Kiraly, K. Lietzke, B. Lincoln, K. Mooradian, J. Palilonis, D. Patterson, M. Peterson, G. Redzic, K. Rodgers, A. Ross, J. Speraw, R. Stafford, E. Sullivan, K. Theune, Z. Upp, C. Vadala, J. Weston, N. Wilkinson

V. BOARD ADMINISTRATION

A. Approval of Meeting Minutes

Motion #1 to approve the meeting minutes for the May 21, 2025 (as corrected), July 11, 2025, July 24, 2025, October 7, 2025, and November 25, 2025 Board Meetings, made by J. McGhee, seconded by K. Kezbers. Approved

unanimously.

B. Approval of Meeting Agenda

Motion #2 to approve the agenda as presented for the December 18, 2025 Board Meeting, made by A. Reiting, seconded by B. Baker. Motion carries.

C. February Board Meeting

Mr. Gentile noted that the Board plans to hold a Strategic Plan Discussion to discuss USAV's future and to receive an update from the American Volleyball Coaches Association during its February 2026 Board Meeting.

VI. GUEST PRESENTATIONS

A. Aspen Institute, Children's Bill of Rights in Sports - Tom Farrey

Mr. Speraw introduced Mr. Farrey, Founder and Executive Director of the Sports and Society Program at the Aspen Institute and his research relating to youth sports. Mr. Farrey detailed the growing bipartisan support in the United States Congress for increasing children's participation in sports, and outlined the positive outcomes associated with youth sports participation, including higher college attendance rates and reduced risks of obesity and certain diseases. Mr. Farrey noted volleyball's continued growth and its accessibility across multiple formats (indoor, beach, grass, informal, and organized). Mr. Farrey explained that the Children's Bill of Rights in Sports builds on the United Nations Convention on the Rights of the Child (1989) and international models such as Norway and New Zealand. Mr. Farrey reviewed the eight rights and encouraged USAV to serve as a model for other sports in implementing a rights-based youth sports ecosystem. The Board discussed the potential for a roundtable to further evaluate implementation strategies and develop a practical template. Mr. Gentile noted USAV's existing SafeSport compliance, and Mr. Farrey referenced SafeSport as a consideration in youth sport registration efforts. Attendees expressed general support for the Bill of Rights and noted opportunities for continued discussion, including the limited adoption of similar principles at the collegiate level.

B. USOPC and NGB Governance Review - Dave Patterson

Mr. Speraw introduced Mr. Patterson, USOPC Senior Governance Advisor, and emphasized Mr. Patterson's work with multiple NGBs. Mr. Patterson addressed USAV's governance goals and future direction, and stated that in order to achieve USAV's goals and be positioned to be a best-in-class NGB, Board members should adhere to three core governance responsibilities: fiduciary duty, duty of care and duty of dissent. Mr. Patterson stressed that the Board should act collectively, not individually, and that informed decision-making is critical to Board actions. Mr. Patterson emphasized the importance of constructive dissent in strengthening Board decisions. Mr. Patterson also highlighted the Board's role in framing strategic questions, considering long-term impacts and planning intentionally for the future. Mr. Patterson noted that upon reviewing prior USAV Board Meeting Minutes, a

significant portion of the Board's discussions focused on future considerations, underscoring the importance of long-term foresight. Mr. Patterson identified four key Board functions: generative thinking, fiduciary oversight, strategy and governance. Mr. Patterson also discussed conflict-of-interest best practices, collaboration among Board members and engagement with athletes and constituents. Mr. Patterson's discussion concluded with a review of, and rationale for maintaining, USAV's regional structure.

VII. CEO REPORT - John Speraw

A. World Championship Update

Mr. Speraw stated that USAV is midway through its leadership transition, making it an ideal time to reflect on the organization's current state and future direction. Mr. Speraw shared the key reasons he accepted the role of CEO and emphasized that USAV exists to serve athletes, their families, competitors, recreational players and spectators. Mr. Speraw stressed that everyone should have access to volleyball and meaningful experiences with the sport, and highlighted the importance of breaking down barriers to participation. Mr. Speraw identified opportunities to leverage major events, including the upcoming World Championships and the 2028 Olympic Games, to expand USAV's reach and engagement. Mr. Speraw noted growth potential within the boys' and men's programs, while acknowledging recent success with the women's programs, including hosting the upcoming World Championships and strengthening strategic partnerships. Mr. Speraw concluded by reiterating that everyone should have access to volleyball and meaningful experiences with the sport.

B. Newport Beach Event Results

Mr. Speraw uploaded a brief writeup of the successful Newport Beach Event to the Teams folder for the Board to review.

C. Critical Initiatives

i. Commercialization Efforts

Mr. Speraw discussed USAV's commercialization efforts and USAV's goal of continuing to find innovative ways to best serve its constituents.

ii. Expansion of USAV Events

Mr. Speraw noted the effort to expand USAV events to include additional events for juniors.

iii. Plan and Budget Process

Mr. Speraw focused on the need to continue to focus on USAV's grassroots development of youth volleyball. Mr. Speraw emphasized USAV's need to stay culturally relevant and commercially viable, while delivering a positive youth volleyball experience.

iv. National Team Training Center

Mr. Speraw described the work done to date concerning the USAV national training centers and stated that he will provide further updates at the February 2026 Board Meeting.

v. JMI Relationship

Mr. Speraw detailed the relationship between USAV and JMI and potential related opportunities.

VIII. FOUNDATION CEO REPORT

A. Year to Date Performance Results

B. 2026 Plan and Plans for 2027-2032 - Wade Gerard

Mr. Gerard provided the Board with an update on the USAV Foundation regarding the various projects of its Board committees, including building out financial and gift acceptance controls and policies, reviewing grants and enhancing marketing efforts. Mr. Gerard provided an update on the USAV Foundation website, which will serve as a platform for regional clubs to request grants and promote awareness in the volleyball community of various opportunities. Mr. Gerard further stated that the Foundation is currently in the process of determining its fundraising and investment goals for 2027-2032.

IX. ATHLETE AND AC REP REPORTS - Cassidy Litchman, Chris Seilkop, Nicky Nieves, Travis Ricks, Miles Partain

Ms. Litchman provided a brief update on the indoor teams. Ms. Nieves provided an update on the sitting teams, noting the team's strong performance in recent tournaments. Mr. Ricks noted the focus on integration of younger players on the sitting team. Mr. Partain provided an update on the involvement of the Administrative Council and leadership changes therein.

X. NATIONAL TEAM COACHES UPDATES – K. Kiraly, E. Sullivan, B. Hamiter, A. Ross

Mr. Kiraly, Mr. Sullivan, Mr. Hamiter, and Ms. Ross each provided a brief update on their respective teams.

XI. BEACH PERFORMANCE COLLECTIVE - John Speraw

Mr. Speraw led a discussion on how USAV can best support the beach team athletes, including through budget allocation to unify USAV's training models. Mr. Speraw indicated that the proposed transition towards a unified training model would start with the men's teams and then continue with the women's teams.

Motion #3 to begin the transition of the beach performance collective to a centralized training model, made by D. Gentile, seconded by A. Lau. Motion carries.

XII. STAFF REPORTS

Mr. Gentile noted that a summary of the various staff reports was uploaded to the Teams folder for the Board's review. Mr. Bishop led a brief discussion regarding the recent technology upgrades. Mr. Bishop also mentioned the addition of various AI features to track, among other things, national ranking statistics.

XIII. BOARD COMMITTEE REPORTS

A. Beach Olympic Qualifier - John Speraw

Mr. Speraw noted the recent focus on the beach teams during the last few months and differences in viewership statistics and sponsorship opportunities. Mr. Speraw then discussed the possibility of USAV moving to a beach qualifying structure.

Motion #4 to endorse the beach qualifying structure, made by A. Lau, seconded by J. McGhee. Motion carries with one abstention.

B. LAO Guidelines - Dave Gentile/Nikole Kingston

Mr. Gentile introduced Ms. Kingston, outside counsel to USAV, who provided an overview of the LAO Guidelines. Ms. Kingston explained that the LAO Guidelines outline the expectations of the Board for the LAOs, as well as certain benefits that may be made available to the LAOs. Ms. Kingston noted that the LAO Guidelines cover essential aspects of nonprofit governance, including corporate structure, board independence, financial accountability, grassroots development communication, expectations and compliance enforcement. Ms. Kingston explained that adherence with the LAO Guidelines will strengthen USAV's operations, service quality and overall success, and failure to adhere with the LAO Guidelines will result in the application of the noncompliance procedures set forth therein. Ms. Kingston noted that the LAO Guidelines are not an agreement and are not intended to alter, amend or override USAV's Bylaws or other governing documents. Ms. Kingston stated that the rollout procedure for the LAO Guidelines has not yet been established, but that a discussion on the details of such rollout will be discussed during the Executive Session. From a compliance perspective, Ms. Kingston stated that a Compliance Council, comprised of USAV staff, USAV Board members and designated members from the RVAA, will be ratified and approved by the Board and its primary purpose would be to review each LAO's annual compliance with the LAO Guidelines and to confirm each LAO's good standing status with USAV. Ms. Kingston concluded by discussing the noncompliance procedures set forth in the LAO Guidelines.

Motion #5 to approve the LAO Guidelines, subject to further discussion on the rollout procedure, made by D. Gentile, seconded by C. Litchman. Motion carries.

C. Governance Committee - Bob Baker

Mr. Baker provided a copy of the Strategic Planning Committee Charter for the Board to review.

Motion #6 to approve the Strategic Planning Committee Charter, made by D. Gentile, seconded by B. Baker. Motion carries.

XIV. EXECUTIVE SESSION

Motion #7 to go into the Executive Session (including staff and guests), made by D. Gentile, seconded by A. Reitingner. Approved unanimously.

Motion #8 to exit the Executive Session and return to the regular session, made by D. Gentile, seconded by D. Peixoto. Approved unanimously.

Mr. Gentile reported that the following topics were discussed during the Executive Session:

- SCSN Ad Hoc Board Group Update.

[Included a Motion to approve the SCSN framework and adopt an advisory commission, made by C. Lichtman, seconded by A. Reitingner. Approved unanimously.]

- Audit, Finance and Budget Committee Update regarding 2026 budget and the funding model for the World Championship.

[Included a Motion to approve the 2026 budget as presented, made by D. Gentile, seconded by A. Reitingner. Approved unanimously.]

[Included a Motion to request investment commitment of \$3 million for the World Championships, made by A. Reitingner, seconded by K. Kezbers. Approved unanimously.]

- Rollout Dynamics of the LAO Guidelines, led by D. Gentile and N. Kingston.
- Commercialization Entity Discussion, led by J. Speraw.
- Chair Elect Discussion, led by A. Reitingner.
- Confidential Chair-Elect Vote, led by D. Gentile. C. Lichtman is elected as the Chair-Elect.
- Potential JVA Affiliation Opportunity, led by J. Weston.

[Included a Motion to approve further discussions with JVA made by B. Baker, seconded by T. Bunnell. Motion carries.]

- SafeSport Discussion, led by D. Gentile, J. Speraw, and R. Stafford.
- 2025 Year-End CEO Review Discussion, led by J. McGhee.

XV. NEXT MEETING DATES AND LOCATIONS

Tuesday-Wednesday, February 24-25, 2026 – Board Strategy Session (In-person, Dallas, TX - TBD)

Wednesday, May 20, 2026 – Annual Meeting (In-person, Orlando, Florida - followed by Hall of Fame Reception and Dinner)

XVI. ADJOURNMENT

Motion #9 to adjourn the meeting, made by D. Peixoto, seconded by A. Reitingger. Approved unanimously.