

USA VOLLEYBALL BOARD OF DIRECTORS MEETING MINUTES
Tuesday, October 7, 2025

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

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

II. CONFLICT OF INTEREST DECLARATIONS - 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 any provided materials.

III. ROLL CALL, DIRECTORY UPDATE, DECLARATION OF QUORUM - Rachael Stafford

Ms. Stafford conducted roll call and declared quorum. Staff and new Board members attending the meeting were introduced.

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

Absent: S. Hughes

Guests: J. Armson-Dyer, S. Bishop, C. Bowman, C. Compoc, N. Funk, W. Gerard, M. Goodall, K. Castillo, S. Kearns, S. Kenyon, N. Kingston, B. Maclean, K. Mooradian, S. Mueth, J. Speraw, R. Stafford, C. Vadala, P. Vint, J. Weston, N. Wilkinson, K. Woodruff

IV. BOARD ADMINISTRATION - Dave Gentile

Motion #1 to approve the agenda as presented for the October 7, 2025 Board Meeting, made by D. Gentile, seconded by J. McGhee, approved unanimously.

V. BOARD CHAR REPORT - Dave Gentile (verbal)

Mr. Gentile noted that the Newport Elite Beach event has started and congratulated John Speraw and his team for securing the OC Vibe arrangement. Mr. Gentile then provided a brief overview of some of the matters that will be discussed during the Board meeting.

VI. CEO REPORT - John Speraw

A. One Year Anniversary Update

Mr. Speraw provided an overview of the first year of his tenure as Chief Executive

Officer of USAV. Mr. Speraw noted various accomplishments of USAV this year, including key new hires, re-engagement of boys' clubs, expansion into USAV junior events and preparation for the 2027 Women's World Championships. Mr. Speraw also noted several key growth areas, including modernization of the USAV platform, commercial investments, partnership management and members' services and education.

B. Region Discussions Update

Mr. Speraw provided an overview of the Region RVAA Administrative Council discussions and highlighted the need to improve communications between USAV and the Regions. Mr. Speraw noted that important discussion topics included athlete safety, governance, access and barriers to entry, and reinvestment in youth.

C. Critical Initiatives

Mr. Speraw discussed the logistics and financial implications of hosting the 2027 FIVB Women's Volleyball World Championships including case studies from similar events. Mr. Speraw noted the potential for the 2027 Volleyball World Championships to build excitement for the 2028 Olympic Games. The Board also discussed questions and concerns relating to venue size, sponsorships, and ticket sales for the 2027 World Championships.

VII. KEY REPORTS AND BOARD DISCUSSIONS

A. LAO Update - Andy Reitingner/Steve Mueth (RVAA Chair)

Mr. Reitingner provided an overview of local affiliated organizations (LAOs) and emphasized the need for LAO Guidelines to ensure uniform operations among LAOs. Mr. Baker noted that the Board should discuss how to handle noncompliance in a fair and objective manner. Mr. Reitingner discussed the implementation of the LAO Compliance Council, intended to be comprised of USAV staff, Board members and RVAA members. Mr. Gentile noted that the LAO Guidelines should be finalized for the Board's review and signoff at the December 18, 2025 meeting.

B. Budget Development Process and Key Dates - Stacie Kearns

Ms. Kearns provided a staff report for the Board's review.

C. MMS and APP Development - Steve Bishop

Mr. Bishop provided a staff report for the Board's review.

D. Foundation Update - Wade Garard

Mr. Garard provided a staff report for the Board's review.

E. Marketing and Commercialization Update – Jamie Weston

Ms. Weston provided a staff report for the Board's review.

F. Player Safety Update - Rachael Stafford

Ms. Stafford presented the Board with a revised Athlete Participation Policy, which includes specific language from the USOPC's website regarding compliance with Executive Orders.

Motion #2 to approve the revised Athlete Participation Policy, made by D. Gentile, approved by J. McGhee, seconded by A. Reitingger, approved unanimously.

G. National Training Centers for USAV - Karlis Kezbers

Mr. Kezbers provided an update on potential training facilities in Orange County for the indoor teams.

VIII. BOARD COMMITTEE REPORTS (INCLUDING MOTIONS AS NEEDED)

A. Strategic Planning Committee - Jamie Morningstar

Ms. Morningstar noted that the Strategic Planning Committee is preparing a presentation of strategic initiatives which will be shared at the December 18, 2025 Board meeting.

B. Audit, Finance and Budget Committee - George Thompson

Mr. Thompson stated that there are budget meetings in process. Mr. Thompson indicated the desire to conduct new Board member orientation with respect to financial matters. Mr. Thompson confirmed that USAV's Form 990 would be sent to the Audit, Finance and Budget Committee for review.

C. Ethics and Eligibility – Rachael Stafford

Ms. Stafford confirmed that there are no updates from the Ethics and Eligibility Committee.

D. Governance Committee - Bob Baker

Mr. Baker discussed proposed changes to the USAV Bylaws, including the addition to two AAC representatives (one for beach/indoor and one for sitting).

Motion #3 to approve addition of two AAC representatives, made by B. Baker, approved unanimously.

Mr. Baker then led a discussion regarding the term eligibility of the Board Chair and the concept of limiting the term of the Board Chair to four-years with additional modification to allow for any Board member that is in the final two years of such

Board member's second term to be eligible to serve the entire four year Board Chair term (with such Board member's term not to exceed 10 years). The Board then discussed the positive and negative implications of the proposal.

Motion #4 to direct the Governance Committee to draft proposed language instituting a four year term for the Board Chair and permitting a second-term Board member with fewer than two years remaining in his or her term to serve as Board Chair the full Board Chair term (with such Board member's total service not to exceed ten years), made by A. Reitingger, seconded by K. Kezbers, approved unanimously.

Mr. Baker then discussed the implementation of the LAO Compliance Council in connection with the anticipated LAO Guidelines, which will be composed of USAV staff, Board members and RVAA representatives.

Mr. Baker then reported on the Governance Committee's discussion of proposed modifications to the existing supermajority voting threshold. Mr. Baker noted the request to lower the two-thirds requirement and discussed several alternative voting thresholds. Mr. Baker confirmed no changes to the existing thresholds were recommended by the Governance Committee.

E. Nominating Committee - Andy Reitingger

Mr. Reitingger discussed the need to fill a vacancy in the Nominating Committee and proposed Sarah Noriega to fill such vacancy.

Motion #5 to appoint Sarah Noriega to the Nominating Committee, made by A. Reitingger, seconded by C. Litchman, approved unanimously.

IX. CONSTITUENCY AND ATHLETE REPORTS

A. USOPC AC - Miles Partain/Travis Ricks

Mr. Partain stated he had no updates to share with the Board. Mr. Ricks provided a brief overview of the USOPC assembly, noting good reports from USAV AAC.

B. Indoor - Cassidy Litchman/Kyle Dagastino

Mr. Dagastino discussed the importance of social media and storytelling to encourage the next generation of athletes. Ms. Litchman and Mr. Dagastino both emphasized the importance of increasing the social media budget, particularly in advance of the 2028 Olympics.

C. Sitting - Nicky Nieves/Chris Seilkop

Ms. Nieves briefly discussed staffing concerns. Mr. Gentile requested that Ms. Nieves discuss these concerns directly with him following the Board meeting.

X. EXECUTIVE SESSION

Motion #6 to go into Executive Session, made by A. Reitingger, approved unanimously.

The following topics were discussed during the Executive Session:
SCSN Ad Hoc Board Group Update - Discussion led by C. Litchman
Mid-Year Performance Review Discussion led by D. Gentile

Motion #7 to exit the Executive Session and return to regular session, made by D. Gentile, seconded by D. Peixoto, approved unanimously.

XI. NEXT MEETING DATES AND LOCATIONS

December 18, 2025 – Board Meeting (In Kansas City - NCAA Women’s Final Four (Semi-finals))

January 6, 2026 – Budget Approval Meeting (only needed if not completed at December 18, 2025 Board Meeting)

March 18, 2026 – Board Meeting (Teleconference)

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

XII. ADJOURNMENT

Motion #8 to adjourn the meeting, made by C. Litchman, seconded by D. Peixoto, approved unanimously.