USA VOLLEYBALL BOARD OF DIRECTORS MEETING MINUTES
Tuesday, February 24, 2026

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

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

II. CONFLICT OF INTEREST DECLARATION - Dave Gentile

Mr. Gentile reminded Board members of their fiduciary duties. Mr. Gentile also reminded Board members of their duty to maintain strict confidentiality regarding Board discussions and provided materials and stated that any new conflicts should be reported to Ms. Stafford.

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

Ms. Stafford conducted roll call and declared quorum.

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

Absent: D. Blanton, N. Nieves, D. Peixoto

Guests: C. Bowman, K. Castillo, A. Curci, W. Garard, S. Kearns, N. Kingston, B. Maclean, S. Meuth, K. Mooradian, J. Speraw, R. Stafford, Z. Upp, N. Wilkinson, R. Wyatt

IV. BOARD ADMINISTRATION

A. Approval of Meeting Minutes

Motion #1 to approve the meeting minutes from the December 18, 2025, January 14, 2026, and February 5, 2026 Board Meetings, made by A. Reitinger, seconded by K. Kezbers. Approved unanimously.

B. Approval of Meeting Agenda

Motion #2 to approve the meeting agenda, as modified, for the February 24, 2026 and February 25, 2026 Board Meetings, made by C. Litchman, seconded by A. Reitinger. Approved unanimously.

V. CEO REPORT - John Speraw

A. Critical Initiatives in Process

i. *Sponsorship and Commercialization Efforts*

a. Credit Union 1

Mr. Speraw stated that USAV completed the negotiation of terms for a four-year partnership with Credit Union 1 ("C1") and announced the partnership. Mr. Reitinger asked whether there is a required minimum annual payment amount payable to JMI. Mr. Speraw stated that JMI would receive an annual flat fee to cover the cost of shared employees, with the remaining revenue split as determined between the parties. Mr. Kezbers asked why C1 was interested in the partnership. Mr. Speraw stated that USAV has an existing relationship with C1 and that C1 already has a presence in the Midwest. Mr. Speraw stated that the agreement currently covers up to five mutually agreed-upon tournaments: Sunshine, Salt Lake City Showdown, the Girls' and Boys' National Championships and 18s National Championship. Mr. Speraw confirmed that there are no international tournaments contemplated as part of the arrangement. Mr. Speraw emphasized the importance of activation efforts and noted that, as USAV begins discussions with other potential partners and explores other partnership models, it may need to consider additional staffing. Mr. Speraw also noted that the goal is to execute the activation effectively so that C1 may consider expanding the partnership further after expiration of the four-year term.

b. Potential Sponsorship Opportunities

Mr. Speraw stated that the working relationship with JMI has been established. Mr. Speraw noted that USAV has prepared a commercial deck to use in two upcoming meetings with potential partners. Mr. Speraw also stated that, during his trip to Milan for the 2026 Olympic Games, he met with several potential partners and had a productive conversation with the CEO of Winter House regarding hospitality considerations in preparation for the 2028 Olympic Games.

ii. *Beach Collective*

Mr. Speraw reported that a donation through the USAV Foundation received at the beginning of 2026 has enabled USAV to move forward with the planned Beach Performance Collective, with the donor expecting some visibility into how its investment will be deployed. Mr. Speraw stated that Mr. Garard is currently working on a campaign to build out a revenue strategy to achieve the goal of non-reliance on philanthropy beyond 2032. Mr. Speraw announced the hiring of Matt Fuerbringer to lead the Beach Performance Collective given Mr. Fuerbringer's experience with centralized training models. Mr. Speraw stated that part of Mr. Fuerbringer's role will be to address complex issues such as athlete selection, staff assignments and global perspectives on travel and competition. Mr. Speraw elaborated on the donor gift and noted that a component of the commitment requires the formation of a Beach Commission. Mr. Speraw indicated that he would like Mr. Partain and Mr. Dalhausser to join the Beach Commission alongside donors to discuss performance, coaching excellence and long-term revenue generation. Mr. Reitinger asked whether athlete representation is required for the Beach Commission. Ms. Stafford confirmed that athlete representation is required and that formation of the Beach Commission requires both Board and AAC approval.

Motion #3 to create a beach collective commission, made by M. Partain, seconded by T. Karlin. Approved unanimously.

iii. *Socialization of USAV Camps*

Mr. Speraw discussed a potential initiative with Gold Medal Squared towards hosting USAV branded camps. Mr. Speraw noted that the concept was developed after reviewing Nike's volleyball camps, which generate significant revenue annually. Mr Speraw reported that there are ongoing discussions regarding a potential joint venture between USAV and Gold Medal Squared.

iv. *Membership Management System*

Mr. Speraw introduced Mr. Chad Bowman, USAV's Chief Technology Officer, and noted that Mr. Bowman was present to address questions regarding the membership management system. Mr. Reitinger raised a question regarding the timeline for rolling out the membership management system across the regions. Mr. Bowman explained that the rollout will occur in three phases: the first phase is scheduled to begin in early May with club onboarding; the second phase is scheduled to begin in August with coach and club administrator onboarding; and the third phase is scheduled to begin in September with full membership access. Mr. Bowman noted that training sessions are currently in process and that regions are aware of the membership management system rollout. Mr. Lau asked Mr. Bowman to confirm if plans are in place to address questions and concerns as users migrate to the new membership management system. Mr. Bowman stated that he and his team are currently developing a comprehensive training and education program and implementing a new support system that will include dedicated regional support and a clear division of responsibilities between technical support and membership support functions.

VI. ATHLETE AND AAC REP REPORTS - Cassidy Litchman, Kyle Dagastino, Chris Seilkop, Miles Partain, Travis Ricks

Ms. Litchman provided a brief report on the indoor teams. Mr. Dagastino noted that athletes are in the midst of the professional season and are competing around the world, primarily in Europe, Turkey and Japan. Mr. Seilkop provided an update on the para-athlete teams and noted a newly imposed requirement that the host country's team must finish in the top eight at the 2026 World Championships to secure its Paralympic spot with further discussion to follow in Executive Session. Mr. Partain provided a brief report on the beach teams and requested clarification as to how the beach teams are organized financially. Mr. Ricks provided an update regarding new leadership of the Athlete's Advisory Council and noted that athlete communication to the Board should be funneled through AAC representatives.

VII. USAV FOUNDATION - Wade Garard

A. Overview of 2025 Fundraising Efforts

Mr. Garard provided the Board with an overview of the Foundation's 2025 fundraising efforts. Mr. Garard noted that the increase in assets from 2024 to 2025 was largely attributable to investment performance. Mr. Garard emphasized the importance of creative storytelling as a compelling way of engaging donors, rather than simply requesting that donors offset the budget. Mr. Garard also provided an update on the grant-making process and noted that a grants committee will be formed to review grant applications against well-defined criteria.

B. Overview of 2026 Fundraising Goals and Efforts

Mr. Garard provided an overview on the Foundation's 2026 fundraising goals and efforts, which focus on developing the Beach Performance Collective, advancing commercialization ahead of the World Championships and the LA 2028 Olympics, improving affordability and accessibility for players and their families and supporting creative storytelling initiatives. Mr. Garard noted that these goals are fluid and may change based on donor interest or shifts in USAV's priorities. Mr. Garard confirmed that the Foundation intends to launch a grant application website, which will be managed internally, rather than through JVA, to mitigate the potential risk of double-dipping. Mr. Reitinger asked Mr. Garard what other expenses the Foundation has beyond grant-making and whether the interest income covered the Foundation's operating costs. Mr. Garard reported that the Foundation ended the year in a neutral/positive financial position. Mr. Garard noted that the Hall of Fame Banquet will be held on Wednesday, May 20, 2026 and that the Foundation has established a Philanthropist of the Year Award, which will be presented to a family or individual who has not only donated to the Foundation but also showed active engagement.

VIII. BOARD COMMITTEE REPORTS

A. Governance Committee - Bob Baker

Mr. Baker uploaded a report to the Teams folder for the Board to review. Mr. Baker noted that the Governance Committee had developed a Compliance Council Charter in relation to the LAO Guidelines previously reviewed and approved by the Board. Mr. Baker stated that, while most of the elements of the Compliance Council Charter are in place, the Compliance Council Charter will need to be further revised to properly account for athlete participation in the Compliance Council. Mr. Baker noted, however, that these efforts are currently on hold until further direction is received from the Board regarding the distribution of the LAO Guidelines. Mr. Gentile noted that educational efforts by USAV will be required to assist the regions in their compliance with the LAO Guidelines once distributed.

B. Nominating Committee - Andy Reitinger

Mr. Reitinger noted that five positions on the Nominating Committee will become available soon due to the expiration of current terms.

IX. EXECUTIVE SESSION (with CEO and invited guests)

Motion #4 to go into the Executive Session, made by A. Reitinger, seconded by J. McGhee. Approved unanimously.

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

- 2026-2028 Strategic Planning Committee Report, led by J. Morningstar, D. Gentile and J. Speraw

X. ADJOURNMENT FOR THE DAY (RETURN WEDNESDAY, FEBRUARY 25, 2026 FOR CONTINUATION OF EXECUTIVE SESSION)

Motion #5 to adjourn the February 24, 2026, session, made by P. Lucas-White, seconded by M. Partain. Approved unanimously.

Wednesday, February 25, 2026

I. ROLL CALL

All Board members, staff and guests in attendance on Tuesday, February 24, 2026 remained in attendance on Wednesday, February 25, 2026, with P. Vint also present during the Wednesday session.

II. RECONVENE EXECUTIVE SESSION

Motion #6 to reconvene the Executive Session from Tuesday, February 24, 2026, made by C. Litchman, seconded by K. Kezbers. Approved unanimously.

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

- 2026-2028 Strategic Planning Committee Report, led by J. Morningstar, D. Gentile and J. Speraw
- World Para-Volleyball Qualification Process, led by C. Seilkop

  Motion #7 to endorse efforts regarding a World ParaVolleyball ruling affecting the USAV Paralympic Team, made by C Seilkop, seconded by T. Karlin. Approved unanimously.

- Relationship with League One Volleyball, led by J. Speraw
- Corporate Partnerships, led by R. Wyatt and J. Speraw
- National Training Center Update, led by A. Curci
- Marketing and Commercial Capitalization, led by A. Curci
- Audit, Finance and Budget Committee Update, led by G. Thompson
- LAO Rollout, led by D. Gentile
- Recognition of Northern California Volleyball Association ("NCVA"), led by J. Speraw and R. Stafford

  Motion #8 to authorize formal communication with NCVA requesting an explanation of remediation efforts for previously identified concerns and advising NCVA of potential implications for regional recognition, made by M. Partain, seconded by K. Kezbers. One vote against the motion. No abstentions. Motion carries.

- Organizational Design and Reporting Structure, led by J. Speraw
- 2025 CEO Review and Compensation, led by J. McGhee

  Motion #9 to approve the compensation plan as presented by J. McGhee, made by M. Partain, seconded by K. Kezbers. Approved unanimously.

- Separation Process of Former Employees, led by D. Gentile
- RVAA Updates, led by A. Reitinger
- Operational and Organization Structure and Controls, led by D. Gentile

Motion #10 to exit the Executive Session and return to the regular session, made by T. Karlin, seconded by K. Kezbers. Approved unanimously.

III. NEXT MEETING DATES AND LOCATIONS

Wednesday, May 20, 2026 – Annual Meeting (In-person, Orlando, Florida - full day session followed by Hall of Fame Reception and Dinner)
Chair Elect to provide future meeting dates

IV. ADJOURNMENT

Motion #11 to adjourn the meeting, made by J. Morningstar, seconded by A. Lau. Approved unanimously.