USA VOLLEYBALL BOARD OF DIRECTORS MEETING MINUTES
Wednesday, May 20, 2026

I. CALL TO ORDER & WELCOME - Dave Gentile

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

II. MEETING GUIDELINES AND CONFLICT OF INTEREST DECLARATION - Dave Gentile

Mr. Gentile reviewed the meeting's guidelines with the Board members and present guests.

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. Mr. Gentile also stated that any new conflicts should be reported to Ms. Stafford.

III. ROLL CALL, INTRODUCTION OF GUESTS, 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, N. Nieves, M. Partain, D. Peixoto, A. Reitinger, T. Ricks, C. Seilkop, G. Thompson (Treasurer, ex officio)

Absent: D. Blanton, J. McGhee

Guests: J. Armson-Dyer, K. Castillo, A. Curci, W. Garard, K. Greenback, B. Greenfield, S. Kearns, N. Kingston, S. Mueth, K. Mooradian, G. Mulray, J. Speraw, C. Thompson, Z. Upp, and additional guests

IV. BOARD ADMINISTRATION

A. Approval of Agenda

Motion #1 to approve the meeting agenda for the May 20, 2026 Board Meeting, made by A. Reitinger, seconded by B. Baker. Approved unanimously.

B. Approval of Meeting Minutes

The approval of the April 22, 2026 and May 6, 2026 Meeting Minutes was postponed to later in the meeting due to an issue with Microsoft Teams.

V. BOARD CHAIR UPDATE

A. LAO Update and Roll Out - Dave Gentile

Mr. Gentile provided an update on the rollout of the LAO Guidelines to the Board and stated that the anticipated rollout will be this summer. He noted that the Board has been working with the regions for the past several months to further develop the LAO

Guidelines. Mr. Gentile acknowledged that there is some concern among the regions regarding the expectation of immediate compliance with the LAO Guidelines. He explained that following the rollout of the LAO Guidelines, the regions are expected to acknowledge such guidelines and come into compliance within one year of the rollout. Mr. Baker stated that he will work with the Governance Committee to revise the LAO Guidelines and share with the RVAA for additional comments.

VI. CEO REPORT - John Speraw

A. 2026 Key Developments

i. Introduction of New Chief Operating Officer

Mr. Speraw introduced Bari Greenfield as USAV's new Chief Operating Officer.

ii. Strategic Plan Implementation

Mr. Speraw stated that Ms. Morningstar and the Strategic Planning Committee have finalized the ownership of each mission critical initiative. The responsible person(s) of each initiative will discuss specific key performance indicators (KPIs) with Ms. Greenfield in order to build out a dashboard to track progress of such KPIs.

iii. Athlete Development Model (ADM) Status

Mr. Speraw provided an overview of the athlete development model, which focuses on building youth membership and experiences for kids 8–12 years of age. Try Volleyball, a core program that was built based on the athlete development model, has short introductory experiences. The Board agreed to name the new athlete development model program "stars and spikes." The Board then discussed next steps, including finalizing video content, building an ADM engagement campaign and building out cross-department marketing, tech and commercial strategies.

iv. National Qualifier Update

Mr. Speraw stated that USAV is currently negotiating a long-form agreement for national qualifiers. He confirmed that USAV is working to expand the tournaments to Sunshine, Fort Lauderdale, Omaha and San Francisco. Mr. Speraw stated that the current plan is to move the club championships to Anaheim, California next year and to expand to various locations, including New Orleans, Denver and Atlanta, in the next few years.

B. Olympic, Paralympic and International Event Updates

i. LA28 Readiness and Initiatives - Stacie Kearns

Ms. Kearns stated USAV has created an internal LA28 working group to prepare for the upcoming 2028 Olympics in Los Angeles. The working group is finalizing hospitality, guest allocations and housing. Ms. Kearns confirmed that the working group will keep the Board informed on the location of the hospitality house. Ms. Kearns also noted that the working group is confirming ticket allocations and that the LA28 ticket policy is in the process of being updated.

Ms. Kearns also stated that the working group is finalizing Anaheim hotel needs. She confirmed that there will be an Olympic "village" at the University of California, Irvine, but USAV has not yet confirmed whether the indoor teams will be staying in the "village" or in a hotel. Ms. Kearns also discussed the need to develop a volunteer plan for hospitality, transportation and media components of the Olympics. Lastly, Ms. Kearns stated that USAV has hospitality packages and suite access to the opening ceremonies and the indoor events, and that any interested individuals should reach out to Mr. Garard.

ii. Beach Teams Olympic Trials Structure Update - John Speraw

Mr. Speraw stated that USAV is moving forward with the Olympic trials qualifying structure for the beach teams. USAV has met with a number of the top teams on various occasions to discuss the changes to the trial standards.

Mr. Reitinger asked how this qualifying structure affects negotiations with major television networks. Mr. Speraw stated that he has been in discussions with large television stations that that there will likely be two blocks of air time. Mr. Speraw confirmed that once the tournament locations have been finalized, USAV will build out a 2027 beach championship tournament to build awareness and commercial opportunities.

iii. Indoor Teams Update

This discussion was moved to the Executive Session discussion.

iv. Sitting Teams Update - Karlis Kezbers

Mr. Kezbers sent a letter to USAV about better supporting the sitting teams. Mr. Kezbers has been attending the sitting teams' training sessions and observed that Oklahoma City and the USAV community can do more to engage with the sitting teams. Mr. Kezbers stated the theme should be to create a celebrity experience, especially for those who are gold medalists, by bringing together individuals to Oklahoma City to brainstorm ideas to bring about various experiences for the athletes in the Oklahoma City area and to engage in the local volleyball community. Some ideas include small group dinners and community engagement events. Mr. Kezbers also mentioned that the local billboards highlighting the city team were well received. The Board expressed some concern over the cost of these activities to which Mr. Kezbers stated there are a variety of low- to no-cost things that the community can do to better support the sitting teams.

v. Women's World Championships Update - John Speraw and Craig Thompson

Mr. Speraw stated that USAV needs to set up an independent local organizing committee as part of the Women's World Championship process. Mr. Speraw introduced Craig Thompson to the Board. Mr. Thompson has experience with retailing volleyball uniforms and has advised Mr. Speraw on the commercial side of the World Championships event. Mr. Thompson believes volleyball's commercial side is lacking, which Mr. Speraw is trying to address through a potential partnership. Mr. Thompson stated that the 2027 Women's World Championships will be held at the Honda Center before the LA28 Olympics, and that OC Vibe is building out a sports and entertainment complex around the Honda Center, which will provide a great commercialization opportunity for USAV before the LA28 Olympics.

The overall vision is to have three to four events tournaments each year that incorporate additional experiences, such as live music, artists, fan festivals, venue activations, and showcases. Mr. Thompson emphasized the importance of promoting women in sports and providing corporate opportunities to women in sports and sports technology.

1. *Structure of Team*

   The current team includes FIVB, Volleyball World, USAV, and Volleyball Canada. Mr. Thompson stated that there will be a committee among these four entities that focuses on event operations, commercial and broadcasting and marketing. Potential event centers include the Honda Center, Kia Center, FHI Health Center, Bell Center and Videotron Arena. Mr. Speraw stated that USAV secured an event from FIVB in September of 2025 and is working to develop a refreshed brand with TeamUp. USAV is also hiring Horizon Sport and Entertainment as a commercial agency and has hired senior executives to lead key areas. Mr. Speraw also stated that the majority of the make-up of the staff working the 2027 Women's World Championships will follow FIVB's equal pay policy.

2. *Event Marketing and Fan Engagement*

   Mr. Speraw stated that USAV has contracted with Brand Amp Agency to boost USAV's marketing efforts through original content development, social influences, ticket optimization, website and event apps, and public relations. They are also in the process of developing a USAV licensing and merchandise program.

3. *Commercial and Broadcast Updates*

   Mr. Speraw stated that USAV is working with Horizon Sports and Experiences on the commercial side to organize brand sponsorships and assist with broadcast negotiations and experiential strategy.

   On the broadcasting front, Mr. Speraw stated that USAV has been working with Scripps' ION Network, a media company with 40 stations in multiple markets. ION is a leader in women's sports and USAV plans on having 19 of the matches live on ION streaming, on local broadcast, and on ten (10) hours of studio programming, which will give USAV a major TV presence. Mr. Speraw and Mr. Thompson then discussed with the Board the major milestones for USAV's broadcasting efforts to achieve maximum engagement leading up to the Women's World Championships, including holding press events in the host cities, finalizing the teams, launching ticket sales, the women's NCAA championships, the MLV and LOVB expansions, and the VNL nations league.

4. *Vision and Key Objectives*

Mr. Thompson stated the goal is to attract 400,000 fans to the event along with obtaining national/global TV viewership of the tournament. Through this event, the key objectives are to elevate women's volleyball to an elite sport status, deliver a world-class experience for the athletes, enhance USAV's commercial value, build out the volleyball and USAV fanbase and establish a lasting legacy for the sport of volleyball.

vi. <u>VNL Update - John Speraw</u>

Mr. Speraw stated there originally were no weekends available in 2026 for Men's Volleyball Nations League week (VNL), but a weekend opened up in July, so the men's team will be competing in Chicago from July 15–19. Mr. Speraw mentioned that the ticket sales for VNL are great. He also mentioned that the sitting cup is happening the weekend of May 22–24, 2026.

C. <u>Key Operational Areas Update</u>

i. <u>Member Management System (MMS) & Mobile App Updates - Chad Bowman</u>

A MMS proposal from the USAV Regional Commissioners was provided to the Board via email. Mr. Gentile stated there was much discussion regarding the MMS rollout at the RVAA meetings.

Mr. Bowman stated that USAV needs to bolster its technology branch to support all of USAV's technology efforts and goals. He noted that USAV's core technology initiatives focus on three outcomes: (1) member experience, (2) security and (3) digital foundation for growth partnership and future revenue. Mr. Bowman stated that there is concern regarding the tight timelines for the MMS rollout, but noted that the development of the MMS is on track. The MMS system was activated in May and will be rolled out in August for coaches and in September for membership.

Mr. Bowman stated that there was a redesign of the USAV mobile app, which targeted the member experience and retention.

Mr. Bowman also stated that he is trying to restart USAV's e-commerce platform so that USAV can put into place product listings and branding. The Board discussed the importance of USAV owning the fulfillment process to control the distribution, stressing that USAV needs to work with its partners rather than relying on external parties. Mr. Bowman stated the current plan is to have initial products on the e-commerce platform by the end of June.

Lastly, Mr. Bowman mentioned they are rolling out a new national support system to ensure USAV is ready to take on the support requests once the MMS system goes live.

ii. <u>Region Initiatives and Relationship Process - Andy Reitinger</u>

Mr. Reitinger stated one of the missing links in USAV's relationship with the regions is regular communications. Mr. Speraw stated that the go-forward plan if for he, Ms. Greenfield and Ms. Litchman to meet with the RVA Administration Council and board representatives on a monthly basis and to have a quarterly all regional update to establish a cadence of regular communications.

iii. <u>SCSN Status - Rachael Stafford</u>

Ms. Stafford provided the Board with an update on the SCSN region. A survey was sent out to solicit reviews and feedback on how the first year went with USAV's involvement in running the SCSN region. Ms. Stafford indicated that there was a decent response rate with excellent results.

iv. <u>Potential Sponsorship Opportunity - John Speraw</u>

Mr. Speraw provided the Board with an update on the potential partnership with JMI and other sponsorship opportunities. USAV secured a title sponsor with a commitment of a certain amount over four years. The contract will start in July of 2026, with an official announcement of the sponsor's name and additional details to follow in August.

D. <u>Announcement of New USAV Board Members - Dave Gentile</u>

Mr. Gentile introduced Kim Greenback and Jen Armson-Dyer as the new USAV Board members.

VII. USAV FOUNDATION UPDATE - Wade Garard

Mr. Garard provided the Board with an update on the USAV Foundation, including an overview of the 2025 fundraising efforts and the amount of grants distributed. He then reviewed the Foundation's 2026 fundraising and donor goals and provided a brief overview of the 2027–2032 targets. Mr. Garard also gave an overview of the Foundation's fundraising targets for the LA28 Olympics.

The Board then discussed USAV's priorities in relation to the USAV Foundation, including the beach performance collective, the 2027 Women's World Championship commercialization efforts, affordability and accessibility, growth of the men's pipeline, education, and the national teams. Mr. Garard and the Board then discussed the estimated budgets for each of these priorities.

Lastly, Mr. Garard provided a background of each of the four nominees – Helen Graves, Scott Graves, Katie Jansen and Josh Jansen - to USAV Foundation's Board of Directors.

Motion #2 to approve each of Helen Graves, Scott Graves, Katie Jansen and Josh Jansen to USAV Foundation's Board of Directors, made by A. Reitinger, seconded by A. Lau. Approved unanimously.

VIII. BOARD COMMITTEE REPORTS

A. <u>Nominating Committee - Andy Reitinger</u>

Mr. Reitinger stated there are five open positions on the Nominating Committee and provided the Board with an overview on the status of each position.

B. <u>Governance Committee - Bob Baker</u>

Mr. Baker discussed the LAO Compliance Council, stating that the regions' operational authority comes from the Board. Mr. Baker then discussed the current council composition based on the latest LAO Guidelines and stated the LAO Compliance Council can be formed before the LAO guidelines are approved and rolled out.

Motion #3 to approve the new LAO Compliance Council, made by N. Nieves, seconded by K. Dagastino. Approved unanimously.

IX. ASSEMBLY REPORTS

A. <u>RVA Assembly - Steve Mueth</u>

Mr. Mueth provided the Board with an overview of the May 2026 RVAA Meeting. The RVAA meeting's discussions focused on the new MMS. The regions received a survey on governance, staffing, events, assets, programming and philanthropy. Currently 33 of the 39 regions have completed the survey and the RVAA is currently trying to review and organize all of the responses.

The Board then reviewed the RVAA report and discussed the MMS. Mr. Mueth mentioned that the RVAA's concern is not over the actual MMS system, but over the rollout timeline. Mr. Mueth stated that the staff, clubs and coaches have not yet had training on or an opportunity to test out the MMS. The RVAA proposed that the MMS rollout be pushed to the spring of 2027.

Mr. Mueth also stated that the RVAA is discussing some structural changes within RVAA, including the need for form a separate bank account. Lastly, Mr. Mueth stated his disappointment with the increased fee of $3 per member.

Motion #4 to approve further discussion on approving an adult outdoor fourteen month membership, made by A. Reitinger. Approved unanimously.

B. <u>Junior Assembly - Kaylee Bridges</u>

Ms. Stafford provided the Board with an email report on the junior assembly from Ms. Bridges.

C. <u>Officials Assembly - Carlos Rodriguez</u>

Ms. Stafford provided the Board with an email report on the officials assembly from Mr. Rodriguez.

X. ATHLETE REPORTS

A. <u>Indoor and Para AC Update - Miles Partain/Travis Ricks</u>

Mr. Ricks stated that the athletes would like to bring AC back in order to build a better communications pipeline with athletes. Mr. Ricks also stated that he applied for a position on the Paralympic Athlete Advisory Committee and that an election will take place in the coming weeks.

B. <u>Indoor Teams Update - Cassidy Litchman/Kyle Dagastino</u>

Mr. Dagastino discussed new programming to rebuild the connection between clubs and USAV. Mr. Dagastino stated that the team is going through a rebranding process from “red and blue” to “stars and stripes.”

Ms. Litchman provided a brief update on the women’s indoor team, noting the upcoming matches in Asia.

C. <u>Beach Teams Update - Phil Dalhausser</u>

Mr. Dalhausser stated the men’s beach teams have won a few medals on the World Tour. He noted that the first AVP was held last weekend and that some players expressed disappointment with the new trial structure.

D. <u>Para/Sitting Teams Update - Nicky Nieves/Chris Seilkop</u>

Ms. Nieves stated the para/sitting teams discussed the need to see more involvement by players in the developmental program. Mr. Seilkop noted that the men’s team is updating rotations due to changes in the roster. The Board also discussed a potential new player for the men’s sitting team and their eligibility status.

XI. INTERNATIONAL HALL OF FAME UPDATE - George Mulray

Mr. Mulray provided the Board with an update on the international hall of fame, stating USAV’s and the regions’ support is significant.

XII. RECOGNITION AND ACKNOWLEDGEMENTS - John Speraw

Mr. Speraw recognized Mr. Peixoto and Mr. Gentile for their service on the Board.

XIII. EXECUTIVE SESSION

Motion #5 to go into Executive Session, made by A. Reitinger, seconded by T. Bunnell. Approved unanimously.

The following topics were discussed during the Executive Session:

- Update on the Potential Real Estate Acquisition for a National Team Training Facility, led by A. Curci and J. Speraw
- USAV Commercialization Progress Report, led by A. Curci, A. Lau, and A. Reitinger

Motion #6 to authorize and direct the Strategic Commercial Committee and any designated subcommittee to: (1) solicit and lead a selection process for a financial advisor and negotiate the terms of such financial advisor’s engagement (such terms to be submitted to the Board for approval); (2) work closely with the financial

advisor and USAV's CEO, staff and current advisors to develop a process plan for the identification of, outreach to and engagement in discussions with potential strategic partners; (3) report back to the Board within 30 days with: (a) its recommendation for a financial advisor and proposed terms of engagement, and (b) an outline of a strategy for financial partner outreach and engagement, which such strategy is to include continuing discussions with the parties who have previously submitted indications of interest to USAV; (4) work with USAV's general counsel to identify and engage non-profit legal and tax counsel to assist with the legal analysis and structuring for the potential strategic transaction within the existing legal budget or a budget to be further presented to and approved by the Board; and (5) work with USAV's advisors to execute the proposed investment strategy, which such actions may include (a) preparing a confidential information memorandum or similar materials for distribution to potential strategic partners, (b) evaluating and negotiating the terms of proposals received from potential strategic partners and (c) providing regular updates to the Board, it being understood that Board approval will be required in order for USAV to enter into any binding capital transaction, investment agreement, or similar partnership arrangement, made by A. Reitinger, seconded by B. Baker. Approved unanimously.

- Update on the Oversight Committee for the NCVA Region, led by D. Gentile and C. Litchman
- Potential Investment and Partnership Opportunity, led by J. Speraw and W. Garard
- Discussion of SafeSport, led by R. Stafford
- Discussion of the Women's National Team, led by R. Stafford
- Discussion of the World Paravolley, led by R. Stafford
- Discussion on the Personnel Committee, led by D. Gentile

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

XIV. NEXT MEETING DATES AND LOCATIONS

Next Meetings to be set by new Board Chair

XV. ADJOURNMENT

Motion #8 to approve the meeting minutes from the April 22, 2026 and May 6, 2026 Board Meetings, made by C. Seilkop, seconded by D. Peixoto. Approved unanimously.

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