

Florida Region of USA Volleyball, Inc.

Board of Directors Meeting Meetings

December 12, 2025



Minutes prepared by A. Barnard

Meeting called to order at 9:06 am

- Call to Order (Andrew)
 - Mary, Landon, Sam, Vicky, Kathy, Darin, Felix, Kurt
 - Blake (attorney), Michele, Kristin, Amanda
 - CPA – Tom Singleton and Lance
- Roll Call (Esser)
- Review & Approve Agenda (Andrew)

- [Motion to approve the agenda by Kathy Yarbrough, 2nd by Darin Clark, motion approved unanimously](#)
- Review & Approve Previous Meeting Minutes (Andrew)
 - September 29, 2025
 - November 19, 2025 (Special Meeting)

- [Motion to approve the minutes by Kathy Yarbrough, 2nd by Vicky Page, motion approved unanimously](#)
- Commissioner's Report
 - Not a lot of policy work going on
 - Kudos to Kurt for the trip around the state to visit clubs and club directors
 - The organization is currently in its busy season for membership sign-ups
- Treasurer's Report (Yarbrough)
 - Yarbrough reviewed the Profit loss and balance sheet
 - Suggested putting the highest amount of unprotected money into an ICS account where it would be 100% protected
 - **CPA Report to the Board [Scheduled for 9:30am ET]**
 - CPA Audit for 2024/2025
 - Letter
 - Report
 - IRS Form 990 for 2024
 - Singleton reviewed the Form 990 (required for compliance)
 - Lance reviewed the audit report
 - 87% of the expenses were for volleyball, 13% on operations
 - Reviewed Auditor's Communication to Those Charged with Governance
 - Financial Reports through November 30, 2025
 - Bank Accounts Update
- Executive Director's Report (Esser)
 - RVAA Meetings – time was spent on the new MMS and Background checks
 - 2024-25 Highlights, reviewed on document
 - The Florida Region is now the fifth largest region in USAV
 - Seminole County, the athletic complex is in the works. Any contract with us is

- still a work in progress.
 - The scholarship program has surpassed \$1 million in total awards
 - GMS / Education, working on getting education pushed out to our clubs, coaches, and older athletes that may want to go into coaching
 - Team Florida Coaches were shared
- Board Attorney Report
- Department/Division Updates
 - Events
 - Indoor
 - Stanely updated on events. All events are up in participation numbers except for Florida Fest.
 - Challenge we are above 1000 teams
 - Skelton updated on courts, testing court tape. We need to look at buying more tile for replacements
 - Outdoor– Pompano
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 - Programs
 - Para VB
 - Team Florida All-Stars
 - Officials
 - Official's Division
 - Center line rule – need to go back to full foot over center line is a fault to remove judgement
 - Jewelry rule – remove the no jewelry rule
 - Looking at overlaps from side to side no longer for serving team
 - Operations
 - Incident Review Specialist
 - SafeSport/Incidents (Case Management Team)
 - The region currently has 12 active cases, with 5 open and pending
 - There is a recognized need to educate club directors on the distinction between the Safe Sport reporting form and the general USA Volleyball incident form.
- Lunch and Headshots (website) scheduled for 12:30pm ET
- Old Business
 - Awards Ceremony & Scholarship Program (Esser)
 - HUDL & ASICS
 - Asics new contract will provide money for the \$1000 scholarship
 - HUDL will provide a \$2000 scholarship
- New Business
 - Official's Committee Structure proposal
 - Proposal for reorganization for the officials committee
 - Making sure the committee is an operations committee
 - Taking operations away from the Official's board chair
 - MMR Updates (MultiMedia Rights)
 - Esser put out an RFP to about 8 companies

- The board discussed hiring an external consultant to develop a 5-year strategic plan involving member and club director surveys.
- Members emphasized that the surveys must be highly targeted to ensure valuable feedback and higher participation rates than previous efforts
- Building/new property – the lease contract does not really hold landlord to any damages to just end the contract. Esser will look at other options, buying, building, engage a commercial real estate agent.
- Strategic Planning – outsource or hire someone to meet with the board, club directors, former athletes to help develop strategic plans for the Region
- Elections
 - Esser reviewed document for Board of Director Election timeline
 - Four positions on the board are up for election
 - Landon is the representative for the Election committee
- Future in-person meeting
 - Esser is asking if the holidays are a good time for the in-person. Would September be better
- Review Motions & Action Items

○ Motion to accept the 990 form and Audit as presented by Kathy Yarbrough, 2nd by Sam Skelton, motion approved unanimously
○ Motion to accept official's organizational structure as proposed by the executive director by Sam Skelton, 2nd by Felix Torres, motion approved unanimously
- Future Meeting Dates:
 - Board – Monday, March 23, 2026, 6:30 via Zoom
 - Board – Monday, June 22, 2026, 6:30pm. Via Zoom Call
 - AFB – Monday, September 21, 2026, 6:30pm Via Zoom Call
 - Board - Monday, September 28, 2026, 6:30pm Via Zoom Call
 - Board- Saturday December 12, 2026, Region Office
- Adjournment – Went into Executive Session at 1:50PM