

Florida Region of USA Volleyball, Inc.

Board of Directors Meeting Agenda

July 7, 2025



Via Video Call (Teams Info Sent via Email)

Start Time: 6:51 pm

- Call to Order
- Roll Call & Introduction of Guests
 - Voting members present at roll call: Mary Andrew, Kathy Yarbrough, Sam Skelton, Vicky Page, Felix, Torres, Kurt Esser
 - Others present at roll call: Michele Moriarty (staff), Amanda Barnard (staff), Kristin Stanley (staff), Blake Mathesie (guest)
- Review & Approve Agenda
 - [Motion to approve the agenda by Felix Torres, 2nd by Vicky Page, motion approved unanimously](#)
- Review & Approve Previous Meeting Minutes
 - March 24, 2025
 - [Motion to approve the meeting minutes by Sam Skelton, 2nd by Vicky Page, motion approved unanimously](#)
- Nancy Cothron joined the call at 6:55 pm
- Commissioner's Report
 - Attended Challenge, Selection Camp, and Boys Southeastern tournament
 - ASICS was the largest Challenge event with over 100+ teams from last year
 - Attended RVAA meetings in Denver
 - Will attend the All-star Championships in Wisconsin in July
 - Will attend the New Director's meeting in August to share her experiences as a club director, aiming to help others avoid pitfalls
 - John and Steve, USAV Leadership, have introduced a comprehensive plan, including a 20-page report that was sent to all region leadership. Some regions felt threatened, interpreting it as an attempt by USA Volleyball to dictate their business operations, but Mary believes it is meant to be helpful
 - Plans for aggregate services for marketing and branding are expected to bring financial benefits to regions, a long-requested initiative
 - Proposed change from four zones to seven zones for more regional representation, with a proposed liaison from USA Volleyball to serve each zone
 - Alaska and Southern California are under review for potentially losing their affiliation. Southern California, one of the largest regions, has had its office closed and taken over by USA Volleyball
 - Volleyball One Initiative: Aims to unify the entire nation's volleyball community under USA Volleyball to minimize competition and foster cooperation among organizations. Discussions are underway with groups like JVA, AAU, AP, and Triple Crown. This initiative mirrors structures seen in USA Basketball, Soccer, and Track and Field.

- New Initiatives/Programming: Changes to the National Team Development Program and plans for major grass events and tours are in the background.
 - Vicky Page is the new junior assembly representative
- Darin Clark joined the meeting at 7:00 pm
- Treasurer's Report
 - Financial Reports through May 31, 2025
 - Yarbrough reviewed financial reports shown on screen
 - Expenses are up due to tournament and event expenses increasing, but revenue is exceeding expenses
- Executive Director's Report
 - RVAA Meetings- was able to meet with other region leaders and know who to keep on speed dial
 - Board Attorney replacement – GrayRobinson
 - AAU Secret Shopping
 - Softgoods sales vendor – We have our options down two, Lucky Dog and Team ID
 - Website – we will be relaunching and redesigning our website with Stellar Blue
 - Region Club & College Tour – Esser will be traveling around the Region in the fall the meet with club directors
 - Indoor Club Academy
 - We have a new alliance with Positive Coaching Alliance, it will provide education on coaching, sportsmanship, and dealing with parents.
- Board Attorney Intro and Q&A
 - Blake Mathesie introduced himself, he is in his 4th year. Partner on file will be Chris Carmody. Chris is in Orlando, Blake is in Jacksonville. GrayRobinson has 16 offices throughout the state. Also shared that they can help on the lobbying side as well.
- Department/Division Updates
 - Events
 - Indoor
 - Stanley shared her report
 - Reviewed the 2024 Pompano Event, we will be releasing the 2025 event date soon
 - Getting invitations sent out for 2026 Gold Series
 - Reviewed Florida Fest, Regional 18Q, and Molten Boys team numbers and bids
 - Reviewed 2025 ASICS, we had 847 teams a large increase from 2024
 - Skelton expressed club's anticipation for the new leadership's direction
 - Outdoor
 - Cothron brought up if USAV might bring back beach HP
 - Programs
 - Team Florida All-Stars
 - Barnard shared information on Selection Camp and the Boys Eval. Gear is incoming and getting ready to send to Madison.
 - We are sending six teams
 - Officials

- Officials Division
 - Had a 100% passing grade for both Junior National and National candidates
 - Newest national referees are Liz Smith and Lionel Garcia
 - Changes to the pay structure are in developmental stages
- Marketing
 - Esser shared a report on the social media numbers
 - Esser shared the importance of the new website in promoting events, participants, officials, coaches, and club directors was highlighted
 - Esser expressed concern that USA Volleyball's aggregate marketing efforts might diminish Florida's unique product and existing brand relationships, emphasizing the need for clear communication and expectation setting. Kurt is in contact with Jamie, who leads the marketing department at USA Volleyball
- Operations
 - Health Insurance
 - Moriarty provided breakdown of Healthcare Stipend Program on screen
 - The board had previously approved 90% health care premium coverage. Dental and vision could not be added because Blue Cross Blue Shield requires the employer to pay at least 50% of those premiums
 - Michelle proposed moving to 100% coverage of the employee's health care premium, including dental and vision, starting in the new fiscal year (October)
 - This change would result in a savings of approximately \$2,500 per year for the region, as the current 90% payment includes rounding up and grossing up to cover employee taxes
 - SafeSport/Incidents
 - Esser shared case management overview on screen
 - We are looking to put someone in place that can investigate some of these cases
- Old Business
 - Indoor & Beach Complex Update
 - We have a call scheduled with Seminole County this week
 - RFP for the consultant for the indoor complex is open, we could plan on Q1 of 2029 for this facility
 - Draft on the beach volleyball lease has been sent to the vendor
 - Florida Background Screen Legislation Update
 - The attorney, Chris Cardy, will be involved in lobbying efforts regarding the implementation of this law, which will benefit many organizations within the Greater Orlando Sports Chamber
- New Business
 - Approval of Board Attorney
- Review Motions & Action Items

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| ○ Motion to approve 100% healthcare coverage stipend and include monthly dental & vision coverage as proposed by Michele Moriarty, motion by Sam Skelton, 2 nd by Darin Clark, motion approved unanimously |
| ○ Motion to approve the new Board Attorney of Gray Robinson as our legal |

representative by Kurt Esser, 2nd by Darin Clark, motion approved unanimously

- Motion from AF&B Committee on June 17, noting for record. The Florida Region AF&B committee puts forth a motion to the Florida Region Board of Directors to approve the requested expense of \$25,000 for the redesign, refresh, and service of the region website. The motion is put forth for work on the website to begin before July 1, 2025. The motion was presented to the Florida Region Board by an emergency email vote request at 8:25 pm on June 16, 2025. Motion passed unanimously.
- Next Meeting Dates (UPDATED)
 - AFB – Monday, September 22, 2025, 6:30pm Via Teams Call
 - Board - Monday, September 29, 2025, 6:30pm Via Teams Call
 - Board- Saturday December 13, 2025, Region Office
 - **2026 Dates (proposed)**
 - 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
 - Motion to adjourn the by Felix Torres, 2nd by Darin Clark. Meeting adjourned at 8:42 pm.

NOTES:
