



Florida Region of USA Volleyball, Inc.

Board of Directors Meeting Minutes

June 22, 2026 – 6:30 pm (via Teams)

Via Video Call

Minutes prepared by A. Barnard

- Call to Order
- Roll Call
 - Voting members present at roll call: Landon Thomas, Kathy Yarbrough, Darin Clark, Sam Skelton, Vicky Page, Kurt Esser, Felix Torres, Nancy Cothron.
 - Others present at roll call: Michele Moriarty (staff), Blake Mathesie (Board attorney), Amanda Barnard (staff) joined late
- Review & Approve Agenda
- The proposed agenda was presented for approval
 - **Motion:** Approve the June 22, 2026 meeting agenda.
Motion by: Landon Thomas
Second: Felix Torres Ostolaza
Vote: Approved unanimously
- Review & Approve Previous Meeting Minutes (Thomas)
 - Motion:** Approve the March 23, 2026 meeting minutes.
Motion by: Kurt Esser
Second: Kathy Yarbrough
Vote: Approved by the members voting. Sam abstained because he had not completed his review of the minutes.
- Commissioner's Report (Thomas)
 - Commissioner Landon Thomas provided his first report since assuming the Commissioner position following Mary's departure.
 - Landon recognized the Florida Region staff and event team for the successful scholarship awards ceremony and subsequent event. He specifically commended the organization, execution, responsiveness, and overall quality of the event.
- Treasurer's Report (Yarbrough)
 - Financial Reports through May 31, 2026
 - The majority of the Region's funds had been held with Truist, where the interest rate had fallen significantly.
 - Kathy, Kurt Esser, and Michele Moriarty solicited proposals from Truist, United Community Bank, and United Southern Bank.
 - United Community Bank and United Southern Bank provided presentations and proposed moving the Region's funds into an ICS account structure.
 - United Community Bank proposed an interest rate of approximately 2.95%, while United Southern Bank proposed approximately 3.045%.
 - The proposed United Community Bank structure would consolidate the Region's banking into



three primary accounts, simplifying reconciliation and administration.

- The Board discussed the importance of maintaining liquidity and FDIC insurance.
- The Board also discussed the potential loss of interest resulting from the reduced Truist rate and whether the Region should request compensation or back interest from Truist.
- Corporate credit cards will remain with Truist at this time because of the existing rewards structure.
- Executive Director's Report (Esser)
 - Election Update
 - Kurt Esser reported on the recent Board elections.
 - **Officials Representative:** Robert Owen
 - **Junior Representative:** Charlie Castillo
 - Kurt noted that voter participation was relatively low and recommended additional promotion and communication surrounding future elections.
 - Two Board positions will become available as current members complete their terms. The Board will continue considering potential candidates during the summer, with selections potentially being brought forward at the September meeting.
 - Kurt recommended that the AFB be structured to include:
 - Treasurer
 - Executive Director as a non-voting member
 - Vice Chair
 - One additional Board member
 - Robert Owen was recommended as the additional Board member to provide an officials perspective.
 - The proposed structure will be revisited following the Board's approval of the updated corporate documents.
 - Kurt presented proposed revisions to the Region's corporate operations documents. The intent was primarily to clarify existing practices and terminology rather than make substantive changes.
 - The Board also discussed the need to ensure that the process for filling an unexpired Commissioner term is properly documented and consistent with the bylaws.
 - Kurt proposed shortening the election process
 - Kurt reported that the Region has engaged SpikeNet as its exclusive marketing agency following the departure of the Region's previous marketing employee.
 - SpikeNet will provide an onsite intern approximately two to three days per week.
 - Additional marketing initiatives discussed:
 - Potential participation by four men's college teams at Florida Fest in January.
 - Potential involvement of the Orlando Valkyries at the Asics tournament in March.
 - Continued development of sponsorship opportunities with AdventHealth and Florida Blue.
 - Continued relationship with Lucky Dog for licensed merchandise sales.
 - Lucky Dog's first year is projected to generate approximately \$100,000 in revenue, compared with approximately \$30,000 generated by the previous provider.
 - The Region reported approximately 23,445 full memberships at the end of April, representing approximately 8% growth over the previous year.



- Kurt reported that the planned USAV member management system rollout has been delayed until May 2027 following concerns raised by the Regions regarding system functionality and readiness.
- NAVR/RVAA Meetings
 - Kurt provided an update on the Regional Volleyball Association (RVA) discussions and the proposal to reactivate and utilize the National Association of Volleyball Regions (NAVR) as an independent entity.
 - The Board discussed the benefits of increased autonomy and improved financial and operational structure.
- Board Attorney Report (Mathesie)
 - Attorney Blake Mathesie reported that employment attorneys are preparing updated employment agreements for Region staff. The attorneys have had to substantially revise the existing agreements, and a draft was expected by late June or early July.
 - Blake also reported that he had not received additional updates regarding certain previously discussed legal matters after the insurance carrier took over those matters. He indicated he could review the status if necessary.
- Department/Division Updates
 - Events
 - Kristin Stanley reported that the Asics Florida Volleyball Challenge was highly successful, exceeding 1,000 teams, compared with 847 teams the prior year.
 - Next year's event will occur in March and will face increased competition from other national qualifiers.
 - Gold Series invitations will be sent in July.
 - The Gold Series is an invitation-only event featuring the top 18 teams in the state.
 - The Region's boy's tournament was successfully held in Gainesville.
 - The boy's tournament will move to the World Equestrian Center next year.
 - Officials
 - Kurt reported that the Officials Committee has transitioned to a more operational structure reporting to Kurt and Kristin.
 - The committee is reviewing its operating document and will make any necessary adjustments. Significant structural changes will be brought back to the Board.
 - Darin Clark discussed compensation for officials, particularly the disparity between referee compensation and Raider/rater compensation.
 - Michele Moriarty and Darin will review the current compensation structure and compare it with other officials' compensation. Recommendations will be brought forward as part of the budgeting process.
 - Darin recommended updating Region policy for automatic three-set matches so that a coin toss is conducted before the third set, consistent with national procedure.
 - Operations
 - SafeSport/Incidents (Case Management Team)
 - Kameron Beans appeal
 - Kris Ebel, Case Review Specialist, provided an overview of the case involving Cameron Beans and the Region's concerns based on information received



through the case review process, including information from another USAV Region.

- Kurt reported that SafeSport had taken jurisdiction of the matter and subsequently placed it on administrative hold. The Region maintained an indefinite suspension while the matter remained unresolved.
- The Board discussed the Region's responsibility to prioritize member safety, the use of information obtained from another Region, and the importance of following consistent procedures when SafeSport matters remain unresolved.
- The Board also discussed whether the Region should establish clearer procedures for maintaining a suspension during an active SafeSport investigation while retaining the ability to review individual circumstances.
- Programs
 - The Region assembled a sitting volleyball team for the first time in several years.
 - 13 athletes participated.
 - The team competed at Adult Opens.
 - The team finished 3rd
 - Team Florida All-Stars
 - Team Florida boys' tryouts were completed, and all teams had been established.
 - 7 Team Florida teams will travel to Columbus at the end of July.
- Old Business
 - The Board discussed updated employment agreements being prepared for Region staff, including the goal of providing additional protection for staff in the event of significant organizational changes involving USAV or another entity.
- New Business
 - Kurt reported that the Case Review Specialist position may not currently be covered under the Region's applicable Board insurance.
 - Other Regions reportedly structure their Case Review Specialist as a non-voting Board member or Board officer in order to provide coverage.
 - The Board expressed support for investigating this option.
 - **Action Item:** Kurt will gather additional information regarding how other Regions structure the position and the resulting insurance coverage, and will bring the recommendation back to the Board. An email vote may be used if appropriate.
- Review Motions & Action Items
 - **Motion:** Move the Region's banking relationship and accounts to United Community Bank based on the proposal presented.
 - **Motion by:** Kathy Yarbrough
 - Second:** Sam / Felix Torres Ostolaza
 - Vote:** Approved unanimously by the members voting.
 - **Motion:** Approve Florida Region participation in the National Association of Volleyball Regions (NAVR) and continue participation in RVA meetings, including NAVR business sessions.
 - **Motion by:** Kurt Esser
 - Second:** Landon Thomas
 - Vote:** Approved unanimously by the members voting. Sam was disconnected from the meeting at the time of the vote and did not participate in the vote.



- **Motion:** Deny the appeal of Cameron Beans.
 - **Motion by:** Kurt Esser
 - Second:** Darin Clark
 - Vote:** Approved unanimously.
- **Motion:** Approve the updated corporate operations document as presented to the Board.
 - **Motion by:** Kurt Esser
 - Second:** Landon Thomas
 - Vote:** Approved unanimously.
 - The Board also noted a requested revision to remove outdated specific pricing for clinician services from the document and replace it with more general language allowing applicable fees to be negotiated.
- Future Meeting Dates:
 - AFB – Monday, September 21, 2026, 6:30pm, via Teams Call
 - Board - Monday, September 28, 2026, via Teams Call
 - Board- Monday December 14, 2026, 6:30pm via Teams Call
- Adjournment – Motion to adjourn by Landon Thomas, 2nd by Kurt Esser. Adjourned at 8:03 PM.