



# USA BASEBALL BOARD OF DIRECTORS MEETING MINUTES

| LOCATION | DATE                 | TIME       | FORMAT |
|----------|----------------------|------------|--------|
| Various  | Thursday, December 4 | 11 a.m. ET | Zoom   |

## I – CALL TO ORDER

- President John Gall (JG) called the USA Baseball Board of Directors meeting to order at 11:05 a.m. ET. At that time, a quorum was confirmed.

## II – ROLL CALL

- Roll was taken for all members of the Board of Directors.

### BOARD MEMBERS

|                   |  |         |
|-------------------|--|---------|
| John Gall         | President/10 Year+ Athlete                       | Present |
| Jason Dobis       | Treasurer/At-Large                               | Present |
| Elliot Hopkins    | Secretary  | Present |
| Veronica Alvarez  | 10 Year Athlete                                  | Present |
| Steve Cloud       | NMO Representative (American Legion)             | Present |
| Jenny Dalton-Hill | 10 Year+ Athlete                                 | Present |
| George Grande     | At-Large Member/Independent Director             | Present |
| Abe Key           | NMO Representative (PONY)                        | Present |
| Patrick Kivlehan  | Athlete Representative/10 Year Athlete           | Present |
| Chris Marinak     | MLB Representative                               | Present |
| Jacob May         | 10 Year Athlete/USA Baseball AAC Chair           | Present |
| Richard Neely     | NMO Representative (AABC)                        | Present |
| Mark Payton       | Alternate Athlete Representative/10 Year Athlete | Present |
| Tony Reagins      | MLB Representative                               | Present |
| Ernie Young       | 10 Year+ Athlete                                 | Present |

### OTHERS

|                  |                                     |         |
|------------------|-------------------------------------|---------|
| Paul Seiler      | USA Baseball Executive Director/CEO | Present |
| David Perkins    | USA Baseball COO                    | Present |
| Ray Darwin       | USA Baseball CFO                    | Present |
| Karen Gaunt      | Outside Legal Counsel               | Present |
| Ashley Bratcher  | USA Baseball Staff                  | Present |
| Allison Gupton   | USA Baseball Staff                  | Present |
| Russell Hartford | USA Baseball Staff                  | Present |
| Paris LaPoint    | USA Baseball Staff                  | Present |
| Drake Sacenti    | LEARFIELD Staff                     | Present |
| Brad Young       | USA Baseball Staff                  | Present |

### VISITORS

|              |                        |         |
|--------------|------------------------|---------|
| William Wade | Diamond Youth Baseball | Present |
|--------------|------------------------|---------|



### III – CONFLICT OF INTEREST/APPROVE AGENDA

#### Conflict of Interest Disclosure

- President John Gall (JG) asked members of the board and others present to disclose any actual or potential conflict of interest related to any of the items on the agenda as it was presented to them.

None were noted.

#### Approval of the Agenda

- The meeting agenda was presented to the members of the board. JG ask for a motion to approve the agenda as presented.

#### **MOTION // Board of Directors // 2025 - 12**

**Motion:** To approve the meeting agenda as it was presented to the members of the board.

**Recusals:** None

**Moved:** Ernie Young

**Seconded:** Tony Reagins

**Result:** **CARRIED**

### IV – PREVIOUS MEETING MINUTES

- President John Gall (JG) asked members of the board if anyone had corrections to the meeting minutes from the previous Board of Directors meeting (September 9, 2025).

None were noted. JG called for a motion to approve the meeting minutes from the previous Board of Directors meeting.

#### **MOTION // Board of Directors // 2025 - 13**

**Motion:** To approve the meeting minutes from the previous Board of Directors meeting on September 9, 2025.

**Recusals:** None

**Moved:** Richard Neely

**Seconded:** Ernie Young

**Result:** **CARRIED**

### V – LEGAL UPDATE

- Outside Counsel Karen Gaunt (KG) shared a brief update, citing there is not much to report on the legal side and business as usual with work mostly centering around protecting IP, trademarks, and branding.

### VI – USABAT UPDATE

- Senior Director of Technology Russell Hartford (RH) provided an updated on the performance of USABat through 2025 and discussed future opportunities for the bat program. USA Baseball Executive Director/CEO Paul Seiler and USA Baseball Chief Financial Officer Ray Darwin also spoke on these topics.

### VII – DEVELOPMENT UPDATE

- Executive Director/CEO Paul Seiler (PVS) introduced Drake Sacenti (DS) to provide an update on the development initiatives in 2025. DS provided a detailed account of the performances of these initiatives, specifically referencing the organization’s Week of Giving, as well as future opportunities in the space.



- USA Baseball Chief Operating Officer (COO) David Perkins (DP) shared that USA Baseball has been working on a feasibility study for ongoing improvements to the athlete experience at the National Training Complex and the USA Baseball Flagship Store.

## VIII – 2025 NATIONAL TEAMS, EBASEBALL, & 2026 PREVIEW

- General Manager of National Teams Ashley Bratcher (AB) shared with the board a performance recap of USA Baseball’s national teams.
- Senior Director of Technology Russell Hartford (RH) updated the board on USA Baseball’s eSports initiatives in 2025, including updates on the second season of USA eBasebal Power League and USA Baseball hosting the USA Finals and the WBSC World Finals for eBaseball.
- USA Baseball Chief Operating Officer (COO) David Perkins (DP) shared with the board that USA Baseball is working on creating a new global baseball event and will have more to share on this publicly soon.

## IX – STRATEGIC PLAN & PRIORITIES UPDATE

- Chief Operating Officer (COO) David Perkins (DP) shared a series of updates and a review of USA Baseball’s 2025 Strategic Priorities.

## X – BOARD RATIFICATION

- The board discussed exercising Section 6.3 c of the USA Baseball Bylaws to vacate the term limits for George Grande and allow him to remain on the Board of Directors. Additionally, President John Gall thanked Abe Key for his service as PONY Baseball rotates off the board and welcomes William Wade of Diamond Youth Baseball to the board beginning in 2026.

### MOTION // Board of Directors // 2025 - 14

**Motion:** To exercise Section 6.3 c of the USA Baseball Bylaws to vacate the term limits for George Grande.

**Recusals:** George Grande

**Moved:** Jenny Dalton-Hill

**Seconded:** Jacob May

**Result:** **CARRIED**

### MOTION // Board of Directors // 2025 - 15

**Motion:** To reelect George Grande to a third consecutive term on USA Baseball’s Board of Directors.

**Recusals:** George Grande

**Moved:** Richard Neely

**Seconded:** Ernie Young

**Result:** **CARRIED**

## XI – USA BASEBALL FINANCIAL UPDATE & 2026 BUDGET

- Executive Director Paul Seiler (PVS) shared with that board the both the USA Baseball Foundation trustees and the Finance & Audit Committee met this week to prepare the upcoming report and budget. At this point, he turned it over to Chief Financial Officer Ray Darwin (RD), who shared a financial update on the Foundation. RD then discussed the annual NMO Grant program and shared the recommendations of the USA Baseball Foundation with the board to be considered for a vote.

### MOTION // Board of Directors // 2025 - 16

**Motion:** To approve the funding of six NMO grants to be dispersed in 2026 on the recommendation of the USA Baseball Foundation.

**Recusals:** Abe Key, Richard Neely, and Steve Cloud

**Moved:** Jason Dobis

**Seconded:** Chris Marinak

**Result:** **CARRIED**



- RD provided an update on the organization’s financial performance in 2025, presenting the official books, and then presented next year’s budget. After his presentation, RD turned the meeting over to Committee Chair Chris Marinak, who provided an evaluation of the financial performance of the organization prior to voting on the proposed budget for 2026.

| <b>MOTION // Board of Directors // 2025 - 17</b>                     |                              |                               |
|--|------------------------------|-------------------------------|
| <b>Motion:</b> To approve the proposed USA Baseball budget for 2026. |                              |                               |
| <b>Recusals:</b> None  |                              |                               |
| <b>Moved:</b> Chris Marinak  | <b>Seconded:</b> Jason Dobis | <b>Result:</b> <b>CARRIED</b> |

## **XII – CLOSED SESSION**

- All USA Baseball staff members and visitors were excused from the Board of Directors meeting for a closed session to discuss USA Baseball personnel. Outside Counsel Karen Gaunt (KG) captured meeting minutes for the Closed Session.

## **XIII – ADJOURNMENT**

- President John Gall (JG) opened the floor for any last business. No additional items were presented, at which time JG made a motion to adjourn the meeting.

| <b>MOTION // Board of Directors // 2025 - 18</b>                            |                              |                               |
|---|------------------------------|-------------------------------|
| <b>Motion:</b> To adjourn the December 4, 2025, Board of Directors meeting. |                              |                               |
| <b>Recusals:</b> None   |                              |                               |
| <b>Moved:</b> John Gall   | <b>Seconded:</b> Jason Dobis | <b>Result:</b> <b>CARRIED</b> |

The meeting was adjourned at 12:45 p.m. ET.

