



U.S. ASSOCIATION OF BLIND ATHLETES

U.S. Association of Blind Athletes

Annual Board of Directors Meeting Minutes

November 17, 2022

Present:

Mark Ackermann, Chair

Gary Remensnyder, Treasurer

Skye Arthur-Banning, Vice Chair

Amy Wasson, Secretary

Brian Eaton, Independent Director

Jennifer Demby, Constituent Board Member

Eve Wright Taylor, Board Member

David Cohen, Board Member

Calahan Young, Athlete Board Member

Matt Simpson, Athlete Board Member

Eliana Mason, Athlete Board Member

Zach Buhler, Athlete Board Member

Tyler Merren, USOPC AAC alternate and Member of the Nominating and Governance Committee

Tracie Foster, Chair of Nominating and Governance Committee

John Kusku, Chair of Ethics Committee

Kathy Beaver, Chair of the Judicial Committee

Brian Darcy, Member of the Judicial Committee

Jen Armbruster, Member of the Judicial Committee

Molly Quinn, CEO

Breann Scott, Staff

Catherine Raney-Norman, Staff

Not Present:

Erika Petach, Member of Nominating and Governance Committee

Shari Roessler, Member of the Ethics Committee

Queenie Nichols, Member of the Ethics Committee

The meeting took place via videoconference. The meeting was recorded.

Call to Order / Roll Call

The meeting was called to order by board chair Mark Ackermann at 4:00 PM Mountain Time.

Conflict of Interest

Mark asked if any board members had a conflict of interest that they needed to disclose relating to the topics listed on the meeting agenda provided to the group beforehand. No such conflicts were declared. Mark reminded board members to return their Conflict of Interest forms if they have not already done so.

Approval of Meeting Minutes

Mark noted that due to the staff's busy schedules the minutes from the previous meeting are not yet available and there will be two sets of minutes to approve at the next meeting.



Board Chair Report

Mark welcomed everyone to the annual meeting and thanked the committee members who were present. Mark reminded everyone that board, committee, and staff members must be SafeSport certified annually. He also reminded board members that we are a not-for-profit organization and much of our revenue is based on philanthropy. He encouraged board members to make an annual gift to the organization as it is important to show foundations who we approach for grants that we have 100 percent support of our board. Mark gave a brief overview of the organization events over the past year.

Annual Meeting

Mark explained the requirements for the annual meeting, including electing/re-electing board and officers, appoint committee members, and approve the 2023 USABA budget.

Tracie Foster, chair of the Nominating & Governance Committee, noted we have four board positions expiring and all four have indicated they would like to continue for another term, and all four are eligible for another term. There will be one vote to re-elect all four for another term.

Motion made to re-elect Brian Eaton as independent member, and Gary Remensnyder, Skye Arthur-Banning and Amy Wasson as at-large members being re-nominated. Motion seconded. Motion passed unanimously.

Mark noted we are in full compliance with the 33 percent athlete representation on the board with 4 of the 12 members having met the requirements of athlete designation.

Mark moved on to the election of four officers: Mark Ackermann (chair), Gary Remensnyder (treasurer), Skye Arthur-Banning (vice-chair) and Amy Wasson (secretary). All four have served one term and are eligible to serve another term pending board approval.

Skye ran the election of the board chair and asked for any nominations. Gary nominated Mark Ackermann to continue to serve as board chair for another term. Nomination seconded. Skye asked for any additional nominations. No additional nominations were offered and re-election of Mark Ackermann as board chair passed unanimously.

Mark asked for nominations for vice-chair. Amy nominated Skye to continue to serve as vice-chair for another term. Nomination seconded. Re-election of Skye Arthur-Banning as vice-chair passed unanimously.

Mark asked for nominations for treasurer. Amy nominated Gary to continue to serve as treasurer for another term. Nomination seconded. Re-election of Gary Remensnyder as treasurer passed unanimously.

Mark asked for nominations for secretary. Skye nominated Amy to continue to serve as secretary for another term. Nomination seconded. Re-election of Amy Wasson as secretary passed unanimously.

Mark moved onto committee re-appointments and noted all committees have a 33 percent athlete representation. Nominating & Governance Committee has a four-year term and stays as is with Tracie Foster as chair, Tyler Merren as athlete rep, and Erika Petach also serving.



The Judicial Committee has Kathy Beaver as chair, Jen Armbruster as athlete rep, and Brian Darcy also serving. The Ethics Committee is comprised of chair and athlete rep John Kusku, Shari Roeseler, and Queenie Nichols. The Audit & Finance Committee is made up of chair Gary Remensnyder, athlete rep Calahan Young and Eve Wright-Taylor. The Compensation Committee consists of chair Mark Ackermann, athlete rep Matt Simpson and Gary Remensnyder.

Mark asked if anyone re-appointed cannot serve and also asked for any objections to the appointments. None were voiced.

Mark announced the 2023 board meeting dates of Feb. 24-26, April 27, June 22, Sept. 20, and Nov. 29.

CEO & Staff Report

Molly said the leadership team of herself, Breann Scott and Catherine Raney has been working on candidate review for the Director of Sport Performance position. The 13 candidates have been narrowed to a field of five extremely qualified candidates. Catherine reiterated the quality of candidates and the importance of integrating grassroots with high performance. Molly talked about the proposed 2023 organizational structure.

Sport Performance Update

Molly congratulated the athletes selected to the 2022 World Championship roster and noted that teams that make it into the gold medal matches will qualify for the Paris 2024 Paralympic Games. We have also named the first-ever USA Blind Soccer Men's National Team and received compliments from fellow CEOs and stakeholders. Skye and Catherine talked about the blind soccer national team selection camp held in Chula Vista.

Committee Reports

Gary presented the Audit & Finance Committee report with review on Q3 actual financials and 2023 budget for board approval. The final detailed financial and narrative reports was sent to board prior to the meeting. In Q3 we had a \$23k unrealized loss in our endowment fund driven by the performance of the stock market. That loss was offset by a \$10k grant received in Q3 that was not forecasted, and about \$15k in savings on expense side. Q3 actuals were within 1 percent of Q3 forecast. Full year updated forecast through Q4 also remains within 1 percent of original forecast.

Gary moved on to the 2023 budget, thanking staff for the work they put into it. The budget is complex and reflects the organization being the NGB for two Paralympic team sports. The 2023 budget is a strategic step to position the organization with the personnel and the foundation to increase revenue into the next quad. On the revenue side, the budget is for \$1.634M. That compares to a 2022 forecast of just over \$1.1M, a 47 percent increase in revenue.

Molly noted direct contributions made up of corporate sponsorships and noted it was an almost 40 percent increase on 2022 forecast. A sponsorship agency will focus on endemic and non-endemic sponsorships. Looking at a 50 percent increase in grants over prior year. USOPC funding is up 3.5 percent for goalball and up 7 percent for the development of blind soccer. Skye asked about amount of budget dedicated to grant money. Catherine noted that we put in for multi-year asks with grants for stability.

On the expense side, the 2023 budget is for a little over \$1.9M compared to 2022 expenses of \$1.44M, an increase of 32 percent.



Gary confirmed that the Audit & Finance Committee has presented the budget for approval by the board. Motion made to approve 2023 budget. Motion seconded.

Skye asked about the contingency budget mentioned in the presentation, and whether that is going to the Audit & Finance Committee or to the board. Gary said the board can view the contingency budget once it is submitted to the committee.

Motion to approve 2023 budget passed unanimously.

Committee Reports & Updates

John Kusku provided the Ethics Committee report and gave a rundown of the committee's annual duties, which includes reviewing all Conflict of Interest reports.

Tracie Foster provided the Nominating & Governance Committee report, including an overview of the board election/re-election process.

Kathy Beaver presented the Judiciary Committee report, giving an overview of the committee's members and duties. The first hearing is scheduled for Nov. 29 and the committee will be developing a procedure guide to help support the judiciary process.

Eliana Mason presented the Athlete Advisory Committee charter, which has reviewed by the USABA lawyer. An election is targeted after the new year.

Revenue Development & Opportunities

Molly asked the board to think through what a traditional Business Development Committee could look like. There are some interested non-board members for that committee and Mark has been working on a charter. Anthem has made a commitment to help us through 2028 to build blind soccer. Vanda Pharmaceuticals is working with USABA on a co-branded initiative.

The meeting was adjourned at 5:57 PM Mountain Time and went into Executive Session.