



USABA Board of Directors Meeting Minutes – October 31, 2019

The meeting was called to order at 8:31 a.m. Mountain Time by board chair Michael Bina.

Paul Shields called the roll. Present in person were Amy Wasson, Paul Shields, Larry Dickerson, Gary Remensnyder, and Michael Bina. Present via conference call were Matt Simpson and Brittany Wozny.

Dr. Bina reviewed the agenda for the meeting, including presentations by representatives of the U.S. Center for SafeSport, the USOPC and USI Insurance.

Dan Mills from the U.S. Center for SafeSport provided a presentation and overview of the Center. The Center was established in 2017 with the purpose of stopping all forms of abuse in sport. Dan discussed the different forms of abuse covered in the SafeSport Code, although the Center is only investigating sexual abuse allegations at the moment. The Center is not a law enforcement agency. Dan discussed the push within the Center for an accessible training program for blind users by January 2020. SafeSport audits will only cover the time period for when the training becomes accessible.

Phil Delich from USI Insurance presented USABA's insurance coverage. Phil went over the scope of the coverage, its applicability to events, injuries, general liability, director's and officer's coverage, and legal expenses.

The Strategic Planning Committee report was presented by committee chairman Dr. Larry Dickerson. Larry reviewed the process of creating the Operational Plan for 2020 that was drafted by the staff in October 2019. The staff developed the 2020 Operational Goals that are in line with the long-term strategic plan. The board was sent the current 2019 Operational Plan that included updates on key goals and initiatives for the year. USABA Programs and Finance Manager Kevin Brouard reviewed the 2019 and 2020 programming initiatives. USABA Grant Manager Steve Rauch presented grant opportunities. USABA Marketing and Public Relations Manager Bill Kellick reported key marketing initiatives for 2020, including Tokyo leadup and marketing for goalball. Pam McGonigle, USABA director of development, discussed continually creating a culture of philanthropy with targeted programs such as: an ambassador program, donor programs, 100 Athlete Campaign, major donor development, and the Lasting Vision Society.

Denise Parker, vice-president of the USOPC NGB Services department, presented on the USABA's PSO status and the prerequisite that USABA revises their bylaws consistent with the Ted Stevens Act. She provided an overview of how NGB Services deals with any non-performance and non-compliance issues for NGBs and HPMOs. She updated the group on the upcoming USOPC bylaws, which are currently available for public review. Denise provided context on some of the key bylaw changes that may have an effect on USABA, in particular, that the term HPMO will likely not be a term used any longer by the USOPC. Other key proposed bylaw changes will have heavier enforcement on financials, governance, and athlete representation. The NGB Services department also serves as the audit team with the USOPC and the NGBs/HPMOs to ensure governance, finances and safety requirements are being met. Denise discussed the importance of recruiting



independent board members once the bylaws are approved. She indicated that her department can assist in identifying potential independent board members.

The Audit and Finance report followed, presented by Treasurer Gary Remensnyder. The board was sent an updated 2019 budget with projections and the 2020 budget in advance of the meeting. Gary reviewed high-level 2019 income and expense projections and an overview of the 2020 budget. Projected income for 2019 is at \$1.3 million and 2020 projected income is at \$1.4 million. Gary brought up how having a one-year budget may be too short-sighted for long-term growth, and that a multi-year budget should yield better results for long-term financial planning. Discussion on the topic ensued and it was determined to have the Audit and Finance Committee and staff consider a multiple-year biennial budget.

A motion was made to approve the past board meeting minutes from August 22, 2019. The motion was seconded. The motion was passed.

A motion was made to approve the 2020 strategic plan. Since the motion comes from a committee, no second was needed to proceed to voting. The motion was passed.

A motion was made for approval of the 2020 budget. Since the motion comes from a committee, no second was needed to proceed to voting. The motion was passed.

Dr. Bina began a discussion on the current status of the bylaw revisions including recommendations made by attorney Tom James. Mr. James stated that he believes the current revisions have brought the bylaws in compliance with the current USOPC's NGB template bylaws. The new nominating committee would be a three-person committee with the athlete representative, an independent member, and one non-board member selected by the previous NGC. A motion was made to keep officers intact until new bylaws are approved and through the transition period. The motion was passed.

The Nominating and Governance Committee had sent out the proposal for bylaw revision. A motion was made to table the bylaw vote until the recommendations made by Tom James can be vetted by the Nominating and Governance Committee by November 15th. The motion was seconded. The motion was passed. The bylaw revisions vote will take place on or before December 15, 2019.

A motion was made to approve the U.S. Center for SafeSport jurisdiction contract. The motion was seconded. The motion passed and the board authorizes the Executive Director to execute the contract.

Members of the board requested to review USABA's current policies and procedures on filling vacancies and disciplining employees. A motion was made to have the board chair create an ad hoc committee to review current employee vacancy and disciplinary policies. The motion was seconded. The motion was passed.

The Conflict of Interest and Whistleblower documents were reviewed, completed and signed by all board members.



Mark Lucas reviewed the engineer report for the goalball homes in Fort Wayne. The reports outlined the construction plans for flood mitigation of the homes. Funds already have been secured through the Lions Club International Foundation restricted in a Fort Wayne bank account managed by the local Lions. A motion was made to approve the report and to have staff move forward on the project. The motion was seconded. The motion was passed.

Turnstone provided a document outlining the parameters of their Paralympic Training Site distinction. Board and staff did not have enough time to review before the meeting to discuss further. The matter was tabled until the board and staff have reviewed the document.

Mark Lucas presented his Executive Director report. Mark reviewed the staffing structure and the five USABA pillars of programs, goalball, education, revenue generation, and infrastructure. As Mark continues to add staff, he discussed building the goalball staffing infrastructure through Tokyo and beyond to 2024 Paris by hiring a new men's goalball head coach, Keith Young, with the assistant coach search ongoing. Women's Head Coach and Resident Coach Jake Czechowski now also serves as the men's resident coach. EJ Whitney, a Turnstone staff member, serves as the men's and women's strength and conditioning coach. USABA is searching to fill a part-time goalball coordinator position to assist each of the coaches. Mark highlighted some key programs in 2019, including the impact the National Fitness Challenge had on 450 participants from 17 agencies across the U.S., year two of the 10-year plan for the sport of blind soccer, the reach on the 2nd annual National Blind Sports Day and the qualifying event we co-hosted with Turnstone at the 2019 IBSA International Qualifying Event in Fort Wayne. USABA's focus on strengthening infrastructure continued in 2019 with the movement toward acquiring PSO status, revising our policies and procedures and employee handbook and adding additional staff.

A motion was made to adjourn the meeting and go into executive session. The motion was seconded. The motion was passed. A motion to adjourn the meeting was made and approved. The meeting adjourned at 3:01 p.m. Mountain Time.