



United States Blind Athletes Association
Board of Director's Meeting
July 31, 2017

Directors present on meeting conference call: Mike Bina, Larry Dickerson, Michael Elliott, Ken Hannah, James Mastro, Nancy Louraine, Peter Paulding, Danelle Umstead, and Amy Wasson

Directors absent: Lauren Lieberman, Gary Remensnyder

Staff on meeting conference call: Mark Lucas

The Board of Directors for the USABA convened for its board meeting via phone conference on July 31st, 2017. The meeting was called to order at 11:00 a.m. EST by President Michael Bina.

Mike Bina welcomed directors and thanked them for taking the time to participate in this call. Mike added an agenda item to Old Business: Goal ball housing

Roll call conducted by Secretary Nancy Louraine. It was verified that a quorum was present for the meeting.

Chairman's Report:

When Mark and I met in January 2017 at our retreat, we conceptualized the USABA 2020 2X framework to help jump start increased growth across all domains of USABA. These include and are not limited to: 1) fundraising, 2) membership, 3) programs, 4) youth development, 5) number of staff, 6) Paralympic medals, 7) sponsorship, etc.

As the committees were populated and given their respective charges, we asked them for "stretch" goals consistent with the 2020 2X paradigm. At this meeting we will look forward to hearing reports from the committee chairs the work that has been done to advance this initiative.

Toward accomplishing our goals, the importance of board attendance will be stressed. Our Governance Committee will be monitoring involvement of board members per the board member agreement contract. We just lost two very active board members who had 100% attendance and we looking carefully to replace them and fill other existing vacancies.

At our retreat, Mark and I established that we would run our ideas through a time/effort impact framework. We employed it successfully when we "flirted" and seriously considered USABA hosting the 2019 IBSA World Championships in Baltimore on the campus of The Maryland School for the Blind and a local university. However, looking at the time commitment, size of the USABA staff, cost and other relevant factors, we decided not to submit a formal bid. We were both disappointed and relieved in our decision, but realized that this was best for our organization.

At our upcoming November board meeting, we will meet for one and a half days to increase our face to face time focusing more intensely on USABA 2020 2X. We will survey board members as to the most optimum time to meet given everyone's schedules.



Consent Agenda:

Mike Bina asked for motion to accept the Executive Director's report and minutes from the May 3rd, 2017 Board of Director's meeting. Motion to accept offered by Jim Mastro; seconded by Larry Dickerson. Motion passed unanimously.

Mark Lucas highlighted items in his CEO report. Details are outlined in his written report provided to directors prior to this meeting.

Standing Committees:

Governance and Nominating Committee: Peter Paulding reported that the committee was tasked with reviewing the current board structure to determine if it is appropriate to reach the goals of 2020 2X. After studying other not for profit organizations, it was determined that other successful organizations have a larger board or larger staff than USABA. Current vacancies on the board is also affecting productivity. It is recommended to step up the initiative to recruit qualified directors. In addition, attendance of current directors is poor. The board needs to be more active.

Following a discussion of the committee members, several action items were determined:

- 1) Conduct fundraising training for directors at the November board meeting
- 2) Review and update director contract
- 3) Fill vacancies on the board

Peter reported that a notice of vacancies for directors has been sent to help the organization move forward in adding directors to the board. In addition, Peter is seeking two other board members to serve on the Governance and Nominating Committee.

Fundraising: Nancy Louraine submitted a report prior to the meeting, and added that she has had discussions with Mark and Ryan on the best method to engage board in fundraising to support staff and help meet goals of the organization. Since directors have varying levels of experience in fundraising, they may not have the comfort, confidence or knowledge to assist in this area. It was decided to allocate time at the November board meeting for training on how to "become a fearless fundraising board"; to provide a toolkit with ideas on how everyone can be engaged in some way to meet goals.

As mentioned in the Fundraising Committee report, the results of the acquisition direct mail with Lewis Direct was dismal. Nancy spoke with the owner of Lewis Direct, Jim Dickman, to learn his thoughts on the results. His words: very atypical, abnormal and catastrophic. His team is investigating what 'went wrong'. He has offered to do the next three appeals for the cost of postage only. This is a management function as to whether to pursue this offer, but ask that Mark inform the directors of his decision as to whether he moves forward with Lewis Direct.

Audit/Finance: Mark Lucas reported for Gary Remensnyder that the 2016 audit was completed and a copy was sent to all directors. It was a good, clean audit and a surplus was achieved.



Mark reported that the year to date financials are in good shape. Nancy Louraine presented motion to accept the July financial report subject to audit. Ken Hannah seconded the motion. Motion was approved unanimously.

Strategic Direction: The committee did not have a report. However, Larry Dickerson did agree with Mike Bina's recommendation that time be allocated at the November board meeting for committees to meet.

Old Business:

Update on residential homes in Fort Wayne: Mark reported that flooding had occurred in the basements, due to do drainage issues and the excavation of the basements. Many of the issues have been corrected. He is working jointly with Turnstone to work out issues. Once rectified, he plans to begin working with a contractor to finish the basements into living spaces.

Questions and concerns from directors: What is in place for maintenance? Mark reported that he is working with the Turnstone facility manager for external grounds. The USABA has a cleaning person and a "handyman" to do preventative maintenance.

Who is working with the house construction contractor about the drainage issues? Mark reported that the contractor's agreement is being reviewed by Turnstone's counsel to see if the contractor has any responsibility for these problems.

It was suggested to hold off finishing the basements until the soil and drainage issues are resolved. It was recommended by the board that even if the USABA has 100% funding for the project, Mark should return to the board for discussion before moving forward with any plans to finish the basements.

There was no other old business reported.

New Business: No new business was reported.

Other Business/Announcements:

Mark reported that the next board meeting is scheduled for the first week of November in Colorado Springs. The fundraising breakfast is in the morning of the 3rd. The board can either meet before or after the breakfast. Mark will survey the board to learn of their preference.

With no further business to come before the board, a motion was presented by Peter Paulding to adjourn the meeting with a second by Michael Elliot. The meeting was adjourned at 11:50 a.m. EST.

Respectfully submitted: Nancy Louraine, Secretary