



**United States Blind Athletes Association
Board of Director's Meeting
November 2nd and 3rd, 2017**

Directors present: Amy Wasson, James Mastro, Larry Dickerson, Lauren Lieberman, Michael Elliott, Mike Bina, Nancy Louraine, Peter Paulding. Ken Hannah joined the meeting via telephone at 1:20 pm on November 2nd.

Directors absent: Danelle Umstead, Gary Remensnyder

Guests: Paul Shields, Matt Simpson, Timothy Vlach

Staff present: Ryan Ortiz, Mark Lucas

The meeting of the Board of Directors for the USABA was called to order at 8:17 a.m. at the offices of the USABA in Colorado Springs by USABA President Mike Bina. Roll call conducted by Secretary, Nancy Louraine.

Chairman's Report: Michael Bina

President Bina reviewed the roles and responsibilities for board members and reviewed the achievements of the goalball athletes at the 2017 Paralympics. Commendations presented to Ryan Ortiz and Mark Lucas for their work in bringing the USABA Goalball Training Center of Excellence to fruition.

President Bina clarified the roles of board members; defined the stakeholders of USABA and outlined the elements of successful boards. USABA Board rules of engagement, as adopted by board in 2012, were reviewed. Documents requiring signature of directors were reviewed including Board Member Agreement, Whistleblower policy and Conflict of Interest policy and the board was asked to turn their signed forms into Peter Paulding, chair of the Governance/Nominating Committee.

Proposed telephone meeting dates for 2018 are: February 2nd, May 2nd, and August 3rd. The date for the annual meeting held in Colorado Springs is yet to be determined. President Bina will finalize these dates.

President Bina reviewed Vision 2020 2X goals and asked: how can we as individuals, and as a board, add value, create a difference, and leave a more impactful fingerprint on USABA? A "How Can I Help" form was discussed and to be completed by each board member.

The minutes of the July 31st board meeting were mailed to directors. There being no additions or corrections, Peter Paulding moved to approve the minutes as written. Second by Jim Mastro. Motion carried to approve.

Guests were introduced. These guests are being considered for director positions. Board members introduced themselves.

Executive Director's Report: Mark Lucas

Mark reviewed progress in the 5 strategic goals and the program results for 2017. Mark has hired a full-time Women's and Men's Goalball Resident Coaches/High Performance Managers. Because of the organizational staff re-structuring, the



decision to terminate employment of John Potts was announced. Amy Wasson presented motion to present a Board of Director's special commendation to John Potts. Seconded by Lauren Lieberman. It was a unanimous decision to move forward with this commendation.

Audit and Finance Committee Report: Ryan Ortiz

In absence of Gary Rememsnyder, Treasurer, Ryan Ortiz presented a review of the 2017 USABA budget and actuals. Report sent to directors prior to the meeting. Historical growth of assets over the last 10 years was reviewed. Motion made to accept financial report; seconded by Larry Dickerson. Motion carried to accept financial report.

The Audit Committee moved that the Financial Policy be approved. Coming from a committee no second was needed. Draft policy was discussed and approved unanimously.

Governance and Nominating Committee report: Peter Paulding

Peter Paulding reviewed the Safe Sport policy developed by the USOC to protect athletes. The USABA developed an Athlete Protection and Safe Sport policy to assure a safe environment of athletes who participate in its programs. The Committee brought forth the draft policy to adopt the USABA Athlete Protection and Safe Sport policy. Coming from a committee the motion needed no second. Following discussion policy passed unanimously by directors.

Youth Development AdHoc Committee: Lauren Lieberman

Lauren announced the production of videos to teach children how to participate in sports. Three videos are complete and more to be produced in 2018. There is a movement around the country to participate in goalball. The committee is working to increase awareness of USABA with school PE teachers so they refer students. She encouraged more board members to get involved in youth development.

Fundraising Committee: Nancy Louraine

Draft of naming policy for gifts to USABA was reviewed. Nancy presented motion to adopt draft as written. Coming from a committee the motion needed no second. Motion approved unanimously. Other updates: grant writer begins working for USABA on December 1st. RFP's have been sent to companies for assistance in direct mail solicitations in 2018; still seeking national sponsor for goalball program. Golf outing fundraising event proposed by Peter Paulding was reviewed by the committee and recommend to further discuss idea with staff.

USABA Bylaw Amendment: Peter Paulding

Peter Paulding, Chair of the Governance and Nominating Committee, presented a motion to adopt an amendment to the Bylaws to include a 14th voting board position of an athlete advisory committee member to the board of directors. An amendment to the Bylaws requires approval of 2/3 of the board members. Since 2/3 of the directors were not present, a motion was made to table the amendment and seconded by Michael Elliott. Motion passed to delay action at present time. Amendment will come up later for discussion and vote when an additional board member is present.

Board Elections: Peter Paulding

Peter provided an overview of the four candidates being nominated for director positions: Brittany Wozny, Timothy Vlach, Paul Shields and Matt Simpson. Three of the candidates were present: Timothy, Paul and Matt. The candidates were provided 7 minutes to talk about themselves and why they were interested in joining the board. Lauren Lieberman presented motion to place Matt Simpson into consideration as 4th candidate (as opposed to proposed 14th



board member/athlete advisory committee member). Seconded by Peter. Following discussion, motion passed unanimously.

Michael Bina explained the ballot for voting on the nominees. Discussion followed on each nominee. Following discussion, all four nominees were elected to the board. Decision was made to place the athletes into four year terms: Matt Simpson and Paul Shields receive 4 years terms. Vacated seats filled with Tim Vlach as his term ends in 2018 and Brittany Wozney, whose term will end in 2020.

Strategic Direction Committee Report: Larry Dickerson

The committee hasn't convened at this point. After meeting and a review of the USABA 2020 2X strategic goals, the committee will begin work on setting direction for the future.

Mark Lucas reviewed the USABA 2020 2X plan for 2018. The Strategic Direction Committee will now take this plan and work on outcomes that will be presented at the board meeting a year from now.

The Board of Directors reconvened on November 3rd at 9:45 a.m. for the remainder of the meeting.

Mike Bina complimented the Governance and Nominating committee for the outstanding nominees presented for election as directors. The fundraising breakfast was reviewed. Staff were thanked and complimented for their work on this event.

The new grant writer, Steve Rauch and staff member, Courtney Patterson, Kevin Brousard and guest David Gooldy were introduced.

Audit and Finance Committee Budget presentation: Ryan Ortiz

The USABA budget for 2018 was reviewed. Material provided to directors prior to the meeting. Questions addressed. Budget adopted by the board.

Proposed bylaw changes:

1) Election of Board member cadence: Larry Dickerson moved to amend the Bylaws to allow director elections to occur prior to the annual meeting in November and, if elected, to attend the November board meeting as director-elect (provisional), and begin their term as director at the conclusion of the annual board meeting. Lauren Lieberman seconded the motion. Discussion followed. An amendment was presented to the motion to vote on the motion by email. The chair will call for the question by email after the conclusion of the meeting. Motion seconded by Paul Shields. The amendment was then withdrawn and vote taken to approve the amendment as stated. Motion passed by majority vote.

Upon a count of the vote following the meeting, the motion did not pass given the required 75% majority.

2) Population of board committees: Mike Bina discussed the population of board committees and proposed a bylaw change: The president will appoint committee chairs and assign committee members. Larry Dickerson presented the proposed bylaw change in a motion. Seconded by Amy Wasson. Discussion. Motion passed by majority vote. Upon a count of the vote following the meeting, the motion did not pass given the required 75% majority.



Jim Mastro asked if Youth Development Committee should be a standing committee. Mike Bina requested the Governance and Nominating Committee review all standing committees and make recommendations to the board for the standing committees.

Mike Bina and Mark Lucas recognized Jim Mastro and Lauren Lieberman for their years of service to the USABA. A gift of appreciation was presented.

Rick Adams, USOC Chief of Sport Operations and Paralympics spoke to board about the advantages of the USABA to become a PSO (Paralympic Sport Organization), moving from a HPMO (High Performance Management Organization). Several steps need to be taken to meet requirements including bylaw revisions. Since a bylaw review is needed, this is a good time to look at the required changes.

Peter Paulding presented a motion that the USABA board approve the staff to move forward with a formal letter to begin the application process to U.S. Paralympics for the USABA to become PSO. Motion seconded by Jim Mastro and approved unanimously by the board.

Mike Bina expressed pride and thanks to the USABA staff and Mark Lucas for the great work and for the arrangements made to facilitate this board meeting.

With no further business, Larry Dickerson presented a motion to adjourn. Seconded by Jim Mastro. The annual meeting of the board of directors was adjourned at 11:55 a.m.

Respectfully submitted: Nancy Louraine, Secretary of the Board