



**United States Association of Blind Athletes  
Board of Directors Meeting Minutes  
August 27, 2021**

**Present:**

*Mark Ackermann, Chair*  
*Gary Remensnyder, Treasurer, virtual*  
*Skye Arthur-Banning, Vice Chair*  
*Amy Wasson, Secretary*  
*Brian Eaton, Independent Director*  
*Jennifer Demby, Constituent Board Member*  
*Eve Wright Taylor, Board Member, virtual*  
*David Cohen, Board Member, virtual*  
*Tracie Foster, Chair of Nominating and Governance*  
*Molly Quinn, CEO*  
*Kevin Brousard, Staff*  
*Breann Scott, Staff*  
*Catherine Raney, Staff*  
*David Patterson, Guest USOPC*  
*Stephen Hess, Guest USABA Attorney*

The meeting, which was held in person at the USOPC Sport House and virtually via the Zoom video conference platform, was called to order by the chair, Mark Ackermann at 8:00 AM MDT.

The agenda was reviewed, and no board member conflicts were declared. Introductions of board, staff and guests commenced.

**Bylaw Review:** The objective of today's meeting is not to vote on bylaws, but to present the updates from the working group. Voting on the changes will occur on September 15, 2021. USABA Attorney Stephen Hess presented the Summary of Proposed Bylaw Changes chart and explained that not all the proposed changes require discussion and decision by the board. He highlighted the ones that do (4.1 membership; 5.3 composition of term limits, stagger, and athlete requirement; 5.8 partial terms; 6.2; & 7.1 charters and operating procedures). David Patterson, USOPC, sees no red flags now, he recommended that the board view the compliance as a down payment, the work begins with implementation. Completing the bylaws and compliance are just paper, the work is in implementing the processes to remain in compliant in the future. The floor was open for board members to ask clarifying questions to Stephen & David.

The USABA AAC was introduced and discussed its role and purpose: a committee of athletes (goalball athletes for now) to represent all athletes in front of the board and USOPC. The composition of the

board athlete directors must be determined by the required make-up of 10-year athletes and 10-years-plus athletes. The board athlete directors are separate from the AAC as they actively participate on the board and do not have representation of the athletes. The AAC is where the athletes get representation. Staff informed the board that they are communicating with athletes regarding commitment and interest, as well as educating athletes on the importance of USOPC sport governance and the national governing body membership process the organization is going through. The goal is to have the meetings in place after our athletes return from Tokyo.

On a motion made and duly seconded, the minutes of the Board of Directors meeting held on July 22, 2021 were unanimously approved.

Audit & Finance: Board treasurer Gary Remensnyder outlined the financial statements presented to the board for quarter 2 of 2021 actual with year-end forecasting, will touch on cash flow, and then end with the external audit process. Year-to-date (through quarter 2) revenue is off budget by \$41k with a forecast of being off budget by \$107k. Direct contributions and lack of events contribute to this deficit. Many of the grants come from USOPC, and we are at or above budget for these. A significant factor in the deficit for grants is the loss of Anthem. The investment income for the endowment is not budgeted or forecasted, it is recognized as the information is received. Miscellaneous income is nearly 100% PPP loan forgiveness.

Year-to-date (through quarter 2) expenses are below budget primarily due to lack of events. It is forecasted to end the year with a negative \$7k variance. A reminder that the board approved additional expenses of \$105k to invest in marketing, labor, etc. Personnel and contract labor are on budget but forecasted to be over budget by \$51k. Travel and events are related due to the organization's increased travel spent to compete and training camps since events have been canceled. If you look at the bottom line (net Income/loss) and back out of the board-approved \$105k, the organization is over budget by \$9k.

The status of the balance sheet was reported. Assets are \$1.3 million with \$832k cash or near cash. Liabilities are \$348k with \$85k being forgiven in quarter 3 for the second PPP loan.

The board was informed of the cashflow model created that looks at the current cash balance, future cash needs and forecasts the cash balances in future periods. Cash balances are in great shape today. It is projected that the organization will spend more than is brought in for 2021. You will see the cash balance decrease throughout the year to a near deficit at year-end.

Finally, the external audit is going along nicely. The board approved the firm and is not aware of any unusual activity at this time. We will have results by the next board meeting.

Sponsorships and Partnerships: USABA brand (s) have not been front and center with how we are trying to position the organization and we need to recognize that USA Goalball is a property. A

comparison between USA Goalball and National Wheelchair Basketball was presented to show that goalball does not have an audience like wheelchair basketball to market to sponsors or partners. With the increased broadcast for the Paralympic movement and goalball features in *USA Today*, *NY Times* etc., we are being asked from potential sponsors who are the goalball and/or USABA athlete influencer(s) and how are you growing your enthusiast fan base.

Peer to Peer fundraising: How does the organization reach its \$50k goal? To raise more, there needs to be more education and awareness. 100 fundraisers were expected, there are currently 30-35. Athletes had issues with sharing the fundraiser because they felt they would be asking their family and friends when they already support them in training. While the goal is to raise money and is important, the other side of sharing the fundraisers is raising awareness and storytelling. The next peer-to-peer event is the California International Marathon in December. This will launch after the Tokyo Challenge ends. It would be great to find more athletes to champion the peer-to-peer campaigns. Finding out why these athletes didn't want to participate in Tokyo will help us better educate and model future campaigns.

Foundations & Grants: How does the organization strengthen the programmatic outcomes to and collect data for use not only in reporting but for future proposals as well. For the past 11-12 years, the support of Anthem has been amazing. We've learned this past year that we can do the wellness activity programs virtually and in person. To do the programs more often, the organization needs to partner with national organizations. The organization is shifting to multi-year grants for sustainability and longevity, also to establish more relationships. It circles back to storytelling of our mission and the long lasting impact we provide. Mindy Cook, USA Women's Goalball, had the Lion's Club support her since she was 9 years old and most recently as a resident athlete at the Paralympic Training Center with funding made possible by Lion's Club International Foundation. Now she's representing Team USA at the Tokyo Paralympic Games.

With support from the International Olympic Committee, LA28 is making youth a priority by investing \$160 million to ensure access to sport for youth across Los Angeles ahead of the 2028 Olympic and Paralympic Games. Funding shall be awarded through the Los Angeles Recreation and Parks Department to support youth programs (ages 5-17).

Goalball has been identified as one of the core eleven adaptive sports programs to be implemented by the Los Angeles Recreation and Parks Department. The organization is currently undergoing the qualification process to become a preferred provider as it pertains to Goalball and implementation of blind and visually impaired sports programs. This is a unique opportunity for USABA and if approved will allow the organization to become the go-to organization for the Los Angeles Recreation and Parks Department for all things related to blind and visually impaired sports. A working group of the USABA staff and USABA board officers will be formed to assist with this endeavor.

Governance: A candidate has been found for the Ethics Committee. This individual has completed the conflict of interest form. Many board members have provided ideas for candidates for the NGC

Committee, but the Ethics Committee has become a priority. Tracy needs the board's help in making a connection with their given prospects. Names are great, but an introduction would be better. The bylaws will help us in making sure we're following the processes and procedures for the board and committee seats. We're working with the Society for the Blind to make the conflict of interest form accessible. We may be asking the board members to refill the conflict of interest form so that it can be accessible by our NGC members.

The board went into executive session and briefly discussed personnel and compensation matters. The Meeting adjourned at 12:54 pm MDT.