



**U.S. Association of Blind Athletes
Board of Directors Meeting Minutes - July 15, 2022
Fort Wayne, Indiana**

Present:

Mark Ackermann, Chair
Gary Remensnyder, Treasurer
Skye Arthur-Banning, Vice Chair
Jennifer Demby, Constituent Board Member
David Cohen, At-Large Board Member
Calahan Young, Athlete Board Member
Eliana Mason, Athlete Board Member
Zach Buhler, Athlete Board Member
John Kusku, Chair of Ethics Committee
Molly Quinn, CEO
Kevin Brousard, Staff

Virtual Attendees:

Brian Eaton, Independent Director
Amy Wasson, Secretary
Eve Wright-Taylor, Independent Director
Tracie Foster, Chair of Nominating and Governance
Breann Scott, Staff
Catherine Raney-Norman, Staff

Not Present:

Matt Simpson, Athlete Board Member

Before calling the meeting to order, introductions of attendees in person and virtually were made.

The meeting was called to order at 8:16 am EDT by chair Mark Ackermann.

Mark asked for any conflicts of interest based on the meeting agenda provided before the meeting. No such conflicts were declared. Mark asked that members declare if they determine a conflict during the meeting.

The meeting minutes from May 19, 2022, were provided beforehand. A motion was made to approve the May 19, 2022, meeting minutes. The motion was seconded and approved.

Mark presented the chair report, including an announcement that USABA was awarded the initial bid with Los Angeles Recs & Park Youth and Adaptive Sports Program to provide blind soccer clinics in the Los Angeles area in the fall of 2022. The bid is potentially the first in a long series of bids in the coming years.

Molly presented the CEO & Staff Report which was included with the board packet. USABA participated in a speaking engagement with AWHONN (Association of Women's Health, Obstetric, & Neonatal Nurses) in Aurora, Colo. Molly moderated an athlete panel with goalball Paralympians Zach Buhler and Eliana Mason, along with USABA's Kevin Brousard, a three-time track & field world champion. There were more than 1,000 attendees at the conference and the panelists received a standing ovation at the end. Future speaking engagement opportunities were reported to the



board. LA Recs & Park Youth and Adaptive Sports Program was discussed in further detail. The partnership provides the organization an opportunity to develop blind soccer and a curriculum for youth camps and activities.

Insights into building blind soccer and naming a national team were discussed. USABA hosted two (2) talent identification blind soccer camps to be in a position to name the first-ever national team in the fall. The national team size is 15, which includes eight (8) players, two (2) sighted goalies, three (3) coaches, a team leader, and an athletic trainer.

Committee Reports:

Nominating and Governance Committee: Chair Tracie Foster reported that the committee met in June to go over committee reappointments. The judicial committee needs to be reconfirmed. The committee went through different background checks, conflict of interest forms, and SafeSport. This year are the board elections with four board 2-year term positions expiring. The committee chair has been in contact with all four of those individuals. The committee is in the process of looking at other candidates interested in the board. Although there may not be a place on the board, those interested can be used as a pool to serve on committees. The election will take place at the November 17 board meeting. The organization is moving to four-year terms. This next election is replacing two-year terms which allow the organization to have staggered terms, so we are not replacing the entire board every four years. The athlete members are not necessarily on the same schedule. The USOPC Athletes' Advisory Council (AAC) is a four-year term. When blind soccer is built, it will incorporate into the whole process. The committee chair suggested searching through the blind soccer athlete pool for interest in committees, not as an athlete rep on the board. Currently, there's a USOPC athlete representative requirement that they are a member of a team competing internationally in the previous 10-year period.

Staff presented the USABA Athlete Safety Policy: SafeSport is required annually. There were not many material policy changes this past year. The good news is the auditors provided a red line change. The committee will have some routine bylaw updates by the next board meeting.

Report on Formation of USABA Athlete Advisory Committee: Eliana Mason our USOPC AAC representative attended the annual USOPC Assembly in Colorado Springs to learn more about her new role, and she is in the process of finalizing the USABA AAC charter.

Ethics Committee Report: John Kusku, Committee Chair reported that the committee met this past month to review conflict of interest forms for some committee members. The staff made a quick update on staffing/contractor change regarding a committee member that will be leaving the judicial committee to work for USABA. This committee member has some referrals to fill her space on the judicial committee.

Staff reported an additional staff change of the Partnership & Development Director leaving and bringing in a consultant that is focusing on the development/major gift component.

Audit and Finance Committee: Gary Remensnyder, Committee Chair provided a brief financial report. The August board meeting will be a deep dive into Q2. The external audit is currently ongoing. The staff has all the requested material to the auditors, and we are ahead of schedule compared to last year. The committee chair has been working with staff and has reviewed financials through May 2022. There were challenges reported on the revenue side and the organization is looking at controlling expenses. The outlook for the rest of the year looks like the organization is getting back on track and is in a good position from a cash flow standpoint.

Molly and Ruth Stone of CDO Consulting Group presented on revenue development and opportunities. Topics covered included connecting to the USABA mission, an overview of resource development and best practices, and opportunities for identifying, engaging, and evaluating donors. Molly and Ruth brought the board through a series of exercises in an



effort to instill the importance of board participation in USABA's fundraising efforts and to help those board members who do not have experience in fundraising gain some confidence in the process. Particular focus is on the October 28 Breakfast with Champions event with board members, staff and stakeholders hosting watch parties in their hometowns as "friend raisers" to spread the word about our mission and begin the donor cultivation process.

The meeting was adjourned at 12:20 pm EDT and went into Executive Session to discuss personnel matters.