



United States Association of Blind Athletes
Board of Directors
July 22, 2021

Present:

Mark G. Ackermann, Chair
Skye Arthur-Banning, Vice Chair
Gary Remensnyder, Treasurer
Amy Wasson, Secretary
Jennifer Demby, Director
Brian Eaton, Director
Eve Wright-Taylor, Director
Calahan Young, Athlete Director
Matthew Simpson, Athlete Director
Molly Quinn, USABA Chief Executive Officer
Kevin Brouard, USABA Programs and Finance Director

The meeting, which was held virtually via the Zoom video conference platform, was called to order by the board chair, Mark G. Ackermann at 4:04 MDT.

Motion made to accept the previous board meeting minutes from the meeting held on May 20, 2021. Motion seconded. Motion approved.

The board discussed a recent story circulating nationally about deaf blind Paralympic swimmer Rebecca Meyers. The board ultimately decided to not make a public statement at this time.

Chair Mark G. Ackermann provided his Chairman's report. He joined staff and athletes in Fort Wayne, IN for the Tokyo team announcement and new logo reveal for the resident program. He attended practice, had dinner with the team and met with donors and Turnstone staff. He also met with stakeholders to discuss potential blind soccer initiatives locally. Mark encouraged board members to capitalize off the Olympic buzz by promoting USABA's 100 Days to Tokyo fundraising campaign. The in-person board meeting in August will include a busy agenda and he is looking forward to meeting everyone in person. Topics for the August board meeting will include Tokyo updates, NGB application updates, Q2 financial reports, philanthropic role of the board, blind soccer, bylaws and more.

There will be a special board meeting held September 16 at 4 pm MDT to discuss and vote on bylaw revisions.

Molly Quinn provided her CEO Report. Earlier that day, USABA had its monthly all-staff meeting to improve communication with national office and remote staff. Grant Manager Catherine Raney Norman was selected as the chair of the committee for the Salt Lake City Olympic/Paralympic bid. Kevin Brouard got married in June and was featured in a New York Times article. Programs and

SafeSport Coordinator Kyle Coon qualified for the Paralympic Games in Tokyo in triathlon. Each of the local news stations were present for the Tokyo team announcement in Fort Wayne in early June. The upcoming blind soccer camp in August in Colorado Springs will reengage our blind soccer efforts nationally. In July, USABA submitted three high performance plans to the USOPC for goalball, blind soccer and youth development. USABA learned that Anthem Foundation has refined their pillars of focus, and unfortunately, USABA will not be funding USABA's National Fitness Challenge in 2021. There may be an opportunity for foundation funding in 2022, although it would likely differ from year's past. For new business development, the staff has 4 new business sponsorships calls in the following week, 2 of which have proposals. Staff is here to help board members with the Donor Drive and peer to peer fundraising efforts. The 2nd Payroll Protection Program loan was forgiven in July. The financial audit by an independent firm is ongoing, with new financial systems making the process much more streamlined. Staff is working on the next MOU iteration with Turnstone.

Nominating and Governance Committee Chair, Tracie Foster was unable to join the meeting, therefore CEO Molly Quinn provided the NGC report on behalf of Tracie. The USOPC and our counsel are advising that we do not include a board member on the Ethics Committee to maintain independence, a role that Matt Simpson previously held. Athlete John Kusku has accepted the nomination to be on the Ethics Committee. John has submitted his conflict of interest form. He has been vetted and approved by the NGC. John is recommended to be officially seated on the Ethics Committee. A motion was duly made and seconded to recommend that the Chair approve John Kusku as a committee member for the Ethics Committee. The motion was approved. Tracie is requesting an email from board members for any NGC candidates.

Treasurer Gary Remensnyder provided the Audit and Finance Committee Report. The full report for Q2 financials will be provided in August. Gary noted that the USABA is in a good financial position. Both Payroll Protection Program loans have been forgiven. Staff and finance committee have been working on a cash flow analysis spreadsheet for several months to better track anticipated expenses and cash reserves. USABA has plateaued as a \$1.2-1.3 million dollar organization and cash flow is critical to grow. Gary also reported that he is comfortable the cash flow modeling is nearing completion and he is confident that the numbers are telling us what we expected. He noted however, that due to organizational investments, there is a decline in operating funds. There is \$650K in the endowment fund that is not included in the cash flow analysis. Unrestricted cash is not sustainable currently. Initiatives need to be undertaken to find more unrestricted cash through new partnerships and philanthropy in order to break through this revenue plateau. Staff has put together initiatives to improve cash flow streams. Both Gary and Mark have reviewed and support these initiatives. The initiatives include investment in a full-time director of development going into the end of Q3/start of Q4, additional investment in blind soccer manager including benefits, additional office administrator hours, and brand awareness investment. The audit and finance committee recommended the approval of a withdrawal of \$105K from the endowment for these initiatives. A motion was duly made and seconded to improve the \$105K investment. A thorough discussion ensued, after which, the motion was approved.

The bylaw working group is reviewing bylaw revisions with counsel. It is anticipated that a redline draft of the bylaws will be made available to the board prior to the August meeting. The proposed Bylaw amendments will be put to a vote of the board at the September 16 meeting. Shortly after the Tokyo Paralympic Games, the USABA AAC will be established.

For those attending the board meeting in August, arrival day will be Wednesday, August 25 and departure day will be Saturday, August 28. Anthem brokers are scheduled to come from Denver to observe the soccer camp and go on a museum tour. Kevin has been asked to give the keynote speech to Anthem brokers on the Thursday night. Friday morning, we will have the board meeting and a soccer scrimmage will follow in the afternoon. All attendees will need to either show proof of vaccination or a negative COVID test within 72 hours of travel. Broadcast and streaming information for goalball will be sent out shortly.

The board went into executive session to discuss personnel matters and the CEO's exemplary performance review.

The Meeting adjourned at 5:43 MDT.