



**U.S. Association of Blind Athletes  
Board of Directors  
Meeting Minutes  
May 19, 2022**

**Present:**

*Mark Ackermann, Chair  
Gary Remensnyder, Treasurer  
Skye Arthur-Banning, Vice Chair  
Amy Wasson, Secretary  
Brian Eaton, Independent Director  
Jennifer Demby, Constituent Board Member  
David Cohen, Board Member  
Calahan Young, Athlete Board Member  
Eliana Mason, Athlete Board Member  
Zach Buhler, Athlete Board Member  
Tracie Foster, Chair of Nominating and Governance  
John Kusku, Chair of Ethics Committee  
Molly Quinn, CEO  
Kevin Brouard, Staff  
Breann Scott, Staff*

Meeting was called to order at 4:07 pm MT by chair Mark Ackermann.

Mark asked for any conflicts of interest based off the meeting agenda provided prior to the meeting. No such conflicts were declared.

The minutes from the February 24, 2022, meeting were provided prior to the meeting. Motion made to approve the February 24, 2022, meeting minutes. Motion was seconded. Motion was approved.

Mark welcomed Eliana Mason and Zach Buhler to their first official board meeting as full board members. Mark noted that he and Molly attended Ron Plassman's service in Fort Wayne and met with the Plassman family. Mark Plassman has expressed interest in continuing his father's passion for goalball, and the Ron Plassman Gold Standard Award winner will be announced at the end of the year at the Turnstone Gala and USABA Breakfast With Champions. The selection committee will be Mark and Anne Plassman, a USABA/Turnstone staff representative, and one USABA/Turnstone BOD member. Mark Ackermann recommended himself as the BOD member on the committee given his relationship with the family and Ron. Motion made to add Mark to the Plassman Award committee. Motion was seconded. Motion was approved.

Staff is working with Turnstone on intellectual property, goalball operations and residential housing property and land agreements related to the resident program. Mark provided a reminder for all board members to complete their SafeSport training. An in-person BOD meeting is coming up July 14-16 in Fort Wayne.

Molly provided her CEO and Staff report. Molly noted that she, Keith Young and goalball athletes attended Team USA Week in Washington, D.C. Molly reported that she also attended an Aspen Institute Summit session discussing growing soccer, but there was no mention of adaptive soccer. The first Blind Soccer Identification Camp was held in Baltimore. A process in place to name first National Team to compete in Guatemala in December 2022. USABA is working with Anthem and Bay Area Outreach Program (BORP) to launch blind soccer in Bay Area and provide a blind soccer demo at halftime of Oakland Roots game. Molly reported that she spent time with Lex Gillette and David Brown in Chula Vista. David has started to play blind soccer. She also advised the board of a number of changes at USABA: Jaime Garzon took a position at US Soccer, which has given staff a chance to evaluate needs of the blind soccer program. A sport program coordinator Marybai Huking has been hired as the newest staff member to work on programs and marketing. Kevin discussed growing the sport partnership with Challenged Athletes Foundation (CAF) and Move United. Molly discussed having a VIP experience as part of CAF event in San Diego in October. In-roads are being made by utilizing connections from athletes and board members at Amazon, Rutgers University, Glazer Foundation and Anthem. Progress is being made on sponsorship opportunities with Oakley, Sidley, and Amazon. USABA was recently awarded grants from US Soccer and Delta Gamma. We are waiting for replies on second US Soccer grant and VA funding. The staff kicked off peer-to-peer fundraising with sport ambassadors. Planning for endurance sports recruitment for two events in 2022 is going well. Social media engagement figures are increasing. Kevin spoke about building blind soccer and blind soccer high performance efforts with the USOPC, including finding team goalkeepers and support staff.

#### Committee reports

Eliana Mason provided her AAC report. She is working on establishing the internal USABA AAC charter and policies along with fellow athlete Board members Matt Simpson, Calahan Young, Zach Buhler and alternate AAC rep Tyler Merren. The goal is to make charter by July 15 for board review and to have internal USABA AAC up and running by end of 2022.

John Kusku provided the Ethics Committee report. The committee held a meeting the previous week to review Marybai Huking's conflict of interest as a new staff member and reported no findings.

Tracie Foster provided the Nominating and Governance Committee (NGC) report. The NGC will confirm other committee member appointment term dates. Tracie will follow up on those for who want to be considered for a 4-year term. The election for these board seats will take place in November. She noted that the committee is also looking for potential new board members. Molly mentioned that the bylaw working group needs to reconvene to make updates including internal board terms from the transition.

Molly discussed the LA Adaptive Sports program. The city has shifted programming from indoor sports to outdoor sports, meaning they will offer blind soccer instead of goalball initially. USABA is the only blind and visually impaired organization and NGB who has been approved to be invited to make bids for contracts.

Gary gave the Audit and Finance Committee report. Gary thanked the committee and staff for their work in preparing the financials. Detailed financials and a summary narrative were provided to the Board prior to the meeting. The start of year has had some financial challenges with expenses outpacing revenue and causing a shortfall. Shortfall was forecasted and predicted, and staff was able to secure an additional small business loan with an advantageous interest rate to put USABA in a strong cash flow standing for 2022. Gary called out key metrics sent to the Board in the finance packet for notable expense and revenue variances in 2022. Molly reviewed forecasting, which shows a revenue budget increased by 50 percent as compared to 2021 actuals. NGB compliance has taken up more staff time than anticipated and there have been challenges with getting blind soccer up and running. The independent non-profit financial audit is planned for June 6. The meeting adjourned at 5:15 pm MT and went into executive session to discuss organizational health.