



USABA Board of Directors Meeting Minutes

Date: May 20, 2021

The meeting was held via video conference. Present on the call were board members Mark Ackermann, Gary Remensnyder, Eve Wright Taylor, Skye Arthur-banning, Amy Wasson, David Cohen, and Jennifer Demby. Nominating and Governance Committee Chair Tracie Foster was present. USABA staff present were Molly Quinn, Kevin Brousard, Catherine Raney Norman, Breann Scott, Kyle Coon, Scott Nenninger, and Bill Kellick.

Board chair Mark Ackermann called the meeting to order at 4:33 pm Mountain Time.

The meeting began with introductions from each of the USABA staff members present. Staff introductions concluded at 5:11 pm MT, at which point, all staff, except for Molly and Kevin, left the meeting.

Mark asked the board to disclose any conflicts of interest based off the meeting agenda provided to the board before the meeting. No conflicts of interest were disclosed.

A motion was made to approve February 21, 2021 board of director's meeting minutes. The motion was seconded and approved.

Mark provided his chairman report. The organization is moving at a quick pace and has received good feedback with its PSO application and presentations to the USOPC. Audit and compliance will be vital for the organization and board moving forward, including board compliance with background checks, athlete safety and more. Board member Jennifer Demby hosted a disability sports conference at Rutgers University recently. Mark, Skye, and staff have been working through a blind soccer strategy, leaning on Skye's experience with 7-a-side soccer at Clemson University. Mark has connected with board members regarding future potential committee and board members. Mark will be going to the Goalball Center of Excellence in Fort Wayne, IN, to meet athletes, coaches and Turnstone staff. A special board meeting will be held in July or August, with details to follow.

Molly provided her CEO report. While Molly was feeling under the weather, Kevin filled in for her on the diversity and inclusion panel at the National Sports Forum. Molly, Bill, Kevin and Catherine will be going to Fort Wayne for the dedication of the training center. Staff is working diligently to build its brand for USABA, goalball and blind soccer. Staff is working on a blind soccer logo to properly brand the sport. USABA is incorporating cause marketing efforts such as disability employment and diversity, equity and inclusion. The next board education session will cover the topic of peer-to-peer fundraising platforms. \$25,000 has been secured for goalball development, which staff is outlining for use. A private foundation has funded the new Blind Soccer Manager position for 1.5 years. The position will be posted in late May. USABA was denied a grant request submitted to Robert Wood Johnson Foundation. The goalball teams are currently in Lithuania for a tournament and will have a classification event in Arizona shortly after. Staff and board member Brian Eaton attended a goalball clinic in the Denver area in May.

Nominating and Governance Committee Chair Tracie Foster presented her committee report. Committee member Paul Ponchillia has resigned, and the committee is looking for candidates to fill



the spot. NGC is working on the vetting process for other committees. The USOPC AAC election will occur after the Tokyo Paralympic Games. A motion was made to approve the NGC report and meeting minutes included in the board packet sent prior to the meeting. The motion was seconded and approved.

Audit and Finance Committee Chair Gary Remensnyder presented his committee report.

Gary thanked the committee and staff members for vetting and preparing final 2020 and Q1 2021 financials. There were 3 minor adjustments to the previously presented final 2020 financials. One of the changes was a \$20,000 sponsorship received in 2020 but needs to be recognized in 2021 due to the sponsorship stipulations. The US Olympic Endowment end of year balance was amended in 2021. Lastly, there were several expenses that occurred in the final days of 2020 that were previously coded incorrectly in 2021. The financial audit will occur in June. An electronic vote to approve the audit firm was conducted over email prior to the meeting. Q1 2021 financials are extremely close to budget figures for both revenue and expenses. There was a budget neutral occurrence of event revenue and expenses for the cancelled international goalball tournament. Grant revenue came in under budget. Staff is still standing behind the full year budget figures at this time. The first Payroll Protection Program loan was forgiven in April of 2021 and reflected in the miscellaneous revenue section of the financials. The endowment fund saw growth of \$20,000 in Q1. Q1 expenses were under budget by \$26,000, primarily driven by a reduction in event expenses. Endowment has exceeded \$600,000 for the first time in history. Staff and committee are working on forecasting and cash flow documents. A motion was made to approve the revised 2020 financials. The motion was seconded and approved. A motion was made to approve the audit and finance committee report and meeting minutes included in the board packet sent prior to the meeting. The motion was seconded and approved.

Board member David Cohen and staff member Kevin Brousard presented an update from the bylaw working group. Counsel is working on the first draft of bylaw revisions with the intention of submitting bylaws for board approval at the August board meeting.

Molly provided a new business update. USABA has close to double digit prospects in its sponsorship and development pipeline. It is a buyer's market in the sponsorship industry, with a focus on quality and marketing attention. The tech industry gives three times more than any industries to non-profits.

The meeting was adjourned at 6:31 pm MT and went into executive session to discuss compensation and personnel matters.