



**United States Association of Blind Athletes  
Board of Directors Meeting Minutes  
December 1, 2021**

**Present:**

**Mark Ackermann**, Chair

**Gary Remensnyder**, Treasurer

**Skye Arthur-Banning**, Vice Chair

**Brian Eaton**, Independent Director

**David Cohen**, Board Member

**Calahan Young**, Board Member

**Matt Simpson**, Board Member

**John Kusku**, Chair of Ethics Committee

**Molly Quinn**, CEO

**Kevin Brousard**, Staff

**Breann Scott**, Staff

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

Chair Mark Ackermann asked for any conflict of interest's disclosures in relation to the meeting agenda which was provided prior to the meeting. None were disclosed

Motion made to approve the previous board meeting minutes for the meeting held on November 18, 2021. The minutes were provided to the board prior to today's meeting. Motion seconded. Motion approved.

Mark and CEO Molly Quinn provided a consolidated and combined Chair and CEO Report. The NGB certification process with the USOPC is moving forward as planned, with key documentation approval completed at the last board meeting. USABA and USOPC Audit staff have been in constant contact to ensure compliance deliverables are met in a timely fashion for an on-time NGB certification approval.

Audit & Finance Committee chair Gary Remensnyder and staff reported the results of the 2020 independent financial audit. The following documents were provided to the board prior to the meeting for review and approval: Auditor Recommendation Letter, SAS 114 Notice, Audited Financial Statements, and 2020 Amended 990. The reports were approved by the Audit and Finance Committee as reflected in the committee meeting minutes provided to the board prior to the meeting. Each of the documents were reviewed by Gary and staff, which showed that the organization had a clean audit and is in good standing with its financial policies and controls. All audit recommendations are currently in practice or are in the process of being implemented. A notable result of the audit was calculating a 41 percent administrative expense as compared to revenue. This

percentage is higher than normal and driven by severance and CEO/board recruitment services in 2020, coupled with a decrease in 2020 revenue due to a significant reduction in events.

Motion made to approve the audit reports. Motion seconded. Motion approved.

Motion made to accept the Audit and Finance Committee review of the 2020 audit reports and findings. Motion seconded. Motion approved.

Motion made to approve the 990 form, which was provided to the board prior to the meeting. Motion seconded. Motion approved.

Ethics Committee Chair John Kusku provided an update on the recent Ethics Committee meeting. They met last week to vote and approve the revised Conflict of Interest form for 2021-2022.

Motion was made to approve the Ethics Committee report and approve the revised Conflict of Interest Form for 2021-2022, both of which were provided to the board prior to the meeting. Motion was seconded. Motion approved.

Nomination and Governance Committee (NGC) chair was not present for this meeting. CEO Molly Quinn provided an update on the new NGC member that was seated. To meet the updated bylaws of 33% athlete representation on the board, two new athlete representative seats will be onboarded by the February board meeting. The USOPC AAC seats have been accepted and the USOPC will onboard the athletes. Both will attend USABA board meetings, with Eliana Mason being a voting member and Tyler Merren serving as a non-voting member.

A board member asked if the organization had any nonprofit certifications. The organization will look into any certifications it can obtain.

Molly announced the onboarding of new team member Sarah Hartmann to fill the Partnership & Development Director position. Today was her first day and she will be attending California International Marathon (USABA Marathon National Championships) in Sacramento, California this weekend.

A call for any new business was made. No such business was brought to the floor. A call for old business was made. No such business was called to the floor.

Motion was called to adjourn the meeting. Motion seconded. Motion approved.

The meeting adjourned at 4:49 PM MDT.

An executive session was held to discuss personnel matters.