



United States Association of Blind Athletes
Board of Directors Meeting
May 11, 2018

The meeting of the Board of Directors for USABA was called to order at 11:05am Eastern Time via conference call by USABA President Mike Bina. Roll call conducted by Secretary Matt Simpson.

Directors present: Larry Dickerson, Mike Bina, Matt Simpson, Peter Paulding, Gary Remensnyder, Timothy Vlach, Paul Shields, Ken Hannah

Directors absent: Brittany Wozny, Amy Wasson, Danelle Umstead

Staff present: Mark Lucas

A motion was made to approve the February 5 meeting minutes. The motion to approve the minutes was approved.

Chairman's report: Mike Bina

Dr. Bina reports that he has been conducting weekly calls regularly with Mark Lucas and he is pleased with the progress staff are making toward their annual goals such as;

- Planning the inaugural National Blind Sports Day and First-ever 5-a-side Soccer camp in USA;
- Developing a Fundraising & Revenue Generation Advisory committee, recruiting a Director of Development and Lion's Club International Foundation funding granted toward the Goalball Center of Excellence;
- Enhancing the partnership with Turnstone as they recently received their Paralympic Training Site designation which is due to USABA's National Goalball Team's training at their facility in Ft. Wayne.
- USABA and Turnstone received the bid to co-host the 2019 IBSA Goalball and Judo Paralympic Qualifying Tournament, June 29-July 10 in Ft. Wayne.
- Revision of the staff policies and procedures manual and job descriptions.

Bina reminded the board to take the Safe Sport on-line training class and he asked Mark Lucas to send the Safe Sport link to the course.

Executive Director's report: Mark Lucas

Lucas reports that a 500k grant proposal was submitted to the Anthem Foundation to have a presence in more than 30 cities. Lucas is optimistic on a favorable approval as a solid relationship and partnership has been built with Anthem and the fact that we surpassed our deliverables last year. Lucas expects confirmation on the proposal by the end of the month.

Lucas reports that staff along with an advisory committee of 8 national key leaders in the blindness community, including Paul Shields, have worked out the many details in planning the inaugural National Blind Sports Day to be held in October 6.



Lucas reports that an additional initiative is being undertaken by USABA staff as a YMCA Integration “Learn to Play Goalball” program with blind and visually impaired youth and 7th graders from seven YMCAs in Colorado Springs. The program is expected to launch in August and with favorable results, staff intend to take this pilot program nationwide.

The Men’s and Women’s National Goalball teams competed in two tournaments this spring in Europe. The women won two bronze medals. Both teams will compete in June in the ’18 IBSA World Championships in Malmo, Sweden which is one of three opportunities to qualify for Tokyo.

Lucas is currently working on a 2-year plan which he should have completed by the end of the month.

Finally, Lucas reports that plans are in place to hire a Director of Development with objective to hire the new employee by 3Q 2018.

Audit and Finance committee report: Gary Remensnyder

The external audit was completed at the end of May. The report came back with two recommendations.

First, eliminate the Athlete Development Account where individual donors receive donation acknowledgements as this procedure does not comply with the tax law summarized in IRS Publication. The interpretation of this summarization of tax law is that the donors can deduct (and the Association should acknowledge) restricted contributions for the benefit of athlete programs; but, the donors cannot deduct (and the Association should not acknowledge) contributions made for the benefit of specific individuals.

Second, the auditor stated that in order to comply with IRS standards, USABA can no longer have staff in separate retirement accounts. The auditor states in the report that we must comply with Department of Labor standards and make arrangements for all staff to be in one appropriate organization retirement plan.

Motion made to allow Lucas to investigate and implement 403-B plan for the organization. Motion seconded.

Discussion: Larry Dickerson asks if it is prudent to present a plan to board before we implement?

Remensnyder states that there is minimal expense as the matching is already budgeted

Vlach suggested that, if cost is prohibitive, Lucas should communicate this information back to the board.

There being no further objections, motion passed for Lucas to move forward on the 403-B plan for USABA staff.

Remensnyder further reports that Q1 results are on schedule and that revenue slightly exceeds expenses.



Regarding the United States Olympic Fund, Remensnyder reports that since the endowment fund is invested with the USOC and NGB pooled funds; it largely follows the market in a conservative portfolio.

Motion made to accept Executive Director report. Motion seconded. The motion passes.

Strategic direction committee report: Larry Dickerson

Dr. Dickerson requested Lucas to report on the plan.

Lucas stated that progress is being made on all 40 items within the operational plan broken within the 5 goals of the strategic plan. Lucas states that we will not meet the objective of securing 40 donors at +\$1000.

Lucas reported that he and staff are working on a 2019 and 2020 strategic and operational plan. Initiatives will include, for example, developing a 10-year High Performance Plan for the sport of 5-a-Side Football (Soccer).

Governance and Nominating committee report: Peter Paulding

Paulding reported that there is progress toward becoming a Paralympic Sport Organization. Paulding reports that Lucas developed an internal timeline with the goal of the USOC Board reviewing our application by the USOC board meeting held in December.

Paulding brought to the attention of the board that there are two current vacancies and requested we fill the seats. After board discussion, the board agreed not to fill the vacancies until the bylaws revision and process for becoming a PSO was complete.

Paulding further noted the recurring absences of several board members. Paulding requested that Dr. Bina reach out to the two absent board members. There was no second and the motion failed.

Motion was made to adjourn the meeting. Motion was seconded. The motion passed and President Bina adjourned the meeting.