



USABA Board Meeting Minutes

Date: October 5, 2020

Board members present on the call were Calahan Young, Matt Simpson, David Cohen, Jennifer Demby, Skye Arthurbanning, Amy Wasson, Gary Remensnyder, Mark Ackerman, Eve Wright, and Brian Eaton. Committee members present were Tracie Foster, Tyler Merren, Cathy Sellers, Brian Darcy, Jen Armbruster and Kathy Beaver. USABA staff present were Molly Quinn, Mark Lucas, Kevin Brouard, Bill Kellick, Cat Bouwkamp, Jake Czechowski and Keith Young.

The meeting was called to order at 5:05 pm Mountain Time.

Nominating and Governance Committee chair Tracie Foster chaired the meeting. The meeting served as the first meeting for the transition of the newly seated board. The process of transitioning the board began in May of 2020. The purpose of the meeting is to make introductions and become more familiar with the new board members. A resource and onboarding packet have been sent out to all board members prior to the meeting. Tracie reviewed the mission and vision of the organization, emphasizing the life-changing impact that USABA's programs have on participants. Tracie then introduced fellow Nominating and Governance Committee member Tyler Merren to review the new board structure and composition.

Tyler thanked the past and current board and committee members for their effort during this transition period. He discussed the personal impact that USABA has had on him and his experience as a Paralympic goalball athlete. Tyler and Tracie outlined the composition of the new board, which includes a total of 10 board members. The board consists of 2 independent members, 5 at large members, 2 athlete representatives, and 1 constituent member. The board committees will include the Nominating and Governance Committee, Audit and Finance Committee, Judicial Committee and Ethics Committee. Half of the new board will serve 2-year terms and half will serve 4-year terms, however, athlete representatives are exempt from this. Term lengths will be determined at upcoming board meetings.

Tracie asked each of the board and committee members to introduce themselves.

Calahan Young: From Pittsburg, PA and currently resides in Fort Wayne, IN, where he trains with the resident goalball program. He serves as one of the athlete representatives on the board. Calahan has a degree in Recreational Therapy from Slippery Rock University and is currently pursuing a Masters degree in Healthcare Administration from George Mason University. He is a co-captain of the Men's Goalball National Team.



Matt Simpson: From Atlanta, GA and currently resides in Virginia, where he practices law. He has been on the past USABA board as an athlete representative and previously worked for USABA.

David Cohen: Resides in Orange County, CA, and has worked as a lawyer for several major league sports teams in the MLB and NFL. He has done consulting for major league organizations and is general counsel for a sports marketing and technology start up.

Jennifer Demby: Resides in New Jersey and is founder of Blind Athletes Inc, which coordinates several different sports. She teaches an adaptive physical education course at Rutgers University.

Skye Arthurbanning: Lives in Clemson, South Carolina, where he serves as a professor at Clemson University. He has served several roles in Cerebral Palsy 7-a-side soccer, including head of officials.

Amy Wasson: Lives in Ventura, CA and works for Anthem. Served on the past board for USABA.

Gary Remensnyder: USABA board member since 2010, where he has served as Treasurer. Lives in Florida and has three college-age kids. Worked in the sports equipment manufacturing business.

Mark Ackerman – Resides in Long Island, NY, where he is the CEO of the Catholic Community Foundation of Long Island. Has 40 years of experience in non-profit management, including being the past CEO of the Lighthouse International.

Eve Wright – Currently serves as the senior counsel for marketing and advertising for Macy's. She has previously held positions with the LPGA, Miami Heat, American Airlines Arena and sports marketing companies. She sits on the USA Track and Field board, as well as being on the Audit Committee and Investment Committee for USATF.

Brian Eaton: Currently works in Global Sponsorship for Cisco. He has previously worked in the Olympic community with Synchronized Swimming, Gymnastics and curling. Has over 10 years of experience in NGBs, public relations, corporate sponsorships and logistics.

Tracie then asked for committee members to introduce themselves.

Cathy Sellers: Serves on the Ethics Committee. She has worked exclusively in track and field, including 8 years at USATF and 13 years at US Paralympics.

Brian Darcy: Resides in Idaho, where he is the administrator for the Idaho Services for the Blind. He serves on the Judicial Committee.



Jen Armbruster: Serves on the Judicial Committee. She is a 7-time Paralympian in goalball, with her career spanning from 1992 to 2016. Works at Portland State University as the adaptive recreation director and coaches local goalball teams.

Kathy Beaver: chair of Judicial Committee, and has 28 years of experience in blindness services. Currently works at the Central Association for the Blind and Visually Impaired in upstate New York.

Tracie introduced CEO Molly Quinn, who in turn introduced the USABA staff.

Molly Quinn: Serves as the first-ever CEO of USABA. She has previously worked at St Jude Children's Research Hospital along with experience in sport events, marketing and sales.

Mark Lucas: Serves as the Executive Director and has worked at USABA for 27 years.

Kevin Brouard: Serves as the Programs and Finance Director and has worked at USABA for 5 years.

Bill Kellick: Serves as the Marketing and PR Manager and has worked at USABA for 2 years. He has worked in the Olympic community for over 24 years in marketing roles.

Cat Bouwkamp: Serves as the Membership and SafeSport Coordinator and has worked at USABA for 10 months.

Jake Czechowski: Serves as the Women's Goalball National Team Coach and the Resident Coach. He has worked for USABA for 3 years.

Keith Young: Serves as the Men's Goalball National Team Coach, a role he has served for one year.

After staff introductions concluded, Molly excused all staff from the call.

Tracie informed the board that there will need to an election for the board officers, including the chair, vice chair, secretary and treasurer ideally at the next board meeting. Tracie requested a call for nominations for the election. Once the officers are elected the current Nominating and Governance Committee will transition to supporting the organization governance and in future board nominations.

Molly mentioned that USABA was the recent recipient of the Robert Wood Johnson Foundation Sports Award, which included a \$25,000 prize. The staff completed the first-ever virtual National Blind Sports Week on Saturday, October 3rd with great success. The next board meeting will take place Thursday, October 29th. USABA recently submitted a Paralympic Sport Organization application to the USOPC in goalball and 5-a-side Football. The USOPC noted that they are impressed with the new board composition and with the application submission. USABA was notified that High



Performance funding for goalball will be maintained at the same level for 2021 as it was in 2020. Staff is preparing for the annual Breakfast With Champions event, which will occur virtually on October 30th. The event will be recorded and produced for release on the event date. Molly will send out a template invite email to the board to recruit attendees.

The meeting concluded at 6:18 pm Mountain Time.