



**United States Association of Blind Athletes
Board of Directors
Meeting Minutes
November 18, 2021**

Present:

Mark Ackermann, Chair

Gary Remensnyder, Treasurer

Skye Arthur-Banning, Vice Chair

Amy Wasson, Secretary

Brian Eaton, Independent Director

Jennifer Demby, Constituent Board Member

Eve Wright Taylor, Board Member

David Cohen, Board Member

Calahan Young, Athlete Board Member

Matt Simpson, Athlete Board Member

Tracie Foster, Chair of Nominating and Governance

John Kusku, Chair of Ethics Committee

Molly Quinn, CEO

Kevin Brousard, Staff

Breann Scott, Staff

The meeting took place via videoconference. The meeting was recorded.

The meeting was called to order at 4:05 pm by board chair Mark Ackermann. Mark asked for any conflicts of interest disclosures relating to the agenda sent to the board prior to the meeting. No such conflicts of interest were disclosed.

Motion made to approve the minutes of the previous board meeting held on September 15, 2021, which were sent to the board before today's meeting. Motion seconded. Motion approved.

Mark provided his chairman's report. He welcomed new Ethics Committee chair John Kusku to the call and thanked John and the committee for their work. Mark attended the Breakfast With Champions event in Colorado Springs in late October where he had the chance to talk with several USOPC staff who spoke highly of USABA's efforts with the NGB certification process. Mark thanked the board and staff for their diligence and work during the certification process. The Breakfast With Champions was well attended from an in-person and virtual perspective, with livestreams on USABA's various digital platforms. During his trip, Mark experienced a goalball and soccer clinic run by USABA staff at the Colorado School for the Deaf and Blind. USABA is hopeful that the clinics will lead to further collaboration with the school. With the end of the year coming up, Mark encouraged the board to donate what they can to the organization, no matter how big or small.



CEO Molly Quinn provided her CEO and Staff Report. Of late, the NGB certification has been time-consuming, especially with adding a second sport. After a lengthy interview process that involved the whole staff, USABA has hired a new Partnership and Development Director, Sarah Hartmann. Sarah starts on December 1 and is based out of Brooklyn, NY, which is a region of growth for the organization moving forward. Staff member Kyle Coon has decided to train for the Paris 2024 Paralympic Games and will shift from a part-time staff role to a contractor. Grant Manager Catherine Raney-Norman led the extensive submission for LA City funding, and the proposal is currently being reviewed. USABA will have a busy end of 2021, hosting 7 events in November and December. The launch of the membership platform Sport:80 has been delayed due to accessibility issues, and we expect to fully launch by end of Q1 2022. USABA and Turnstone are in discussions regarding the next version of the MOU. The IPC has changed the name of “5-a-side football” to “blind football”. Due to time constraints from a board member, Molly paused her report to conduct review and voting of bylaws and other policies.

Board member David Cohen and staff member Kevin Brousard presented on bylaw amendments. Pursuant to Article XVIII, Section 2, of the bylaws, at least 3/4 (three-fourths) of the entire USABA board need to vote in favor of bylaw approval in order to be confirmed. Three-fourths of the USABA 10-member board equates to at least eight (8) board members present. Pursuant to Article XVIII, Section 2, of the bylaws, voting quorum requirements were met with the presence of ten (10) board members at the meeting.

Kevin and David outlined the bylaw amendments, which were minor language updates provided by the USOPC and the USABA attorney. The board was provided with proposed bylaws before the meeting.

Motion made to approve the proposed bylaw changes as presented. Motion seconded. Motion approved unanimously. All 10 board members approved the motion.

Kevin outlined several policy updates for the board, who was sent the proposed policies prior to the meeting. The updated policies included the Athlete Safety Policy, Code of Conduct, Whistleblower Policy, Grievance Procedures, and Employee Handbook.

Motion made to approve the Athlete Safety Policy. Motion seconded. Motion approved.

Motion made to approve the Whistleblower Policy. Motion seconded. Motion approved.

Motion made to approve the Code of Conduct. Motion seconded. Motion approved.

Motion made to approve the Grievance Procedures. Motion seconded. Motion approved.

Motion made to approve the Employee Handbook. Motion seconded. Motion approved.

Molly then continued her CEO and Staff Report. As part of the upcoming Marathon National Championships, a new peer-to-peer fundraising campaign called Team Tethered Together has been launched and has already reached 25 percent of its fundraising goal. The end-of-year appeal is being sent out shortly, with the message coming from an athlete’s voice.



The staff will hold a strategic planning meeting in January of 2022, which will produce a 2022-24 strategic plan. USOPC Athlete Advisory Council elections have concluded, with Eliana Mason being elected as the representative and Tyler Merren being elected as the alternate. Molly then discussed the 2022 budget, which the board was sent before the meeting. Notable increases in 2022 revenue projections come from direct contributions and grant funding.

Expanding peer-to-peer fundraisers, quarterly 'friend-raisers', and a full-time development staff cause the increase in revenue projection. Sponsorship projections have increased due to a more stable and lucrative pipeline, with a strong finish in 2021.

The organization is taking a different, more strategic approach to grant funding in 2022. USOPC special grants are up by 19 percent year over year.

Board treasurer Gary Remensnyder provided an update on Q3 2021 financials and the full year forecast. Forecasted revenue projections for 2021 are at \$1.09 million, while projected expenses are at \$1.18 million. The forecasted full year deficit of \$90K is an improvement of \$40K from the Q2 full year forecast presented to the board. This is driven by a reduction in expenses, events, and travel. USABA has deferred some staff investments from the endowment withdrawal until 2022. The balance sheet is in good standing with assets of \$1.2 million and liabilities of \$200K, yielding net assets of \$1 million.

Gary then discussed the 2022 budget, which he and the Audit and Finance Committee have thoroughly reviewed and vetted prior to the meeting. There is a conservative approach to revenue, echoing Molly's comments on sponsorship development being the biggest driver of the increase. There is a \$350K increase in 2022 expenses compared to 2021 forecasted figures, which stems around additional staff investment and a return to programs. Motion made to approve the 2022 budget. Motion seconded. Motion approved.

Ethics Committee chair John Kusku provided a brief report, informing board members that they should expect to hear from the committee shortly regarding any disclosures on their Conflict of Interest forms being reviewed by the committee that consists of John Kusku, Shari Roeseler and Queenie Nichols.

Nominating and Governance Committee Chair Tracie Foster provided a report, announcing the addition of Erika Petach to the Nominating and Governance Committee. Erika works in the blind and visually impaired community in Pittsburgh, PA. With the addition, all vacancies have been filled for the committee.

Mark called for any new business. No new business addressed. Mark called for any old business. No old business addressed.

The meeting was adjourned at 6:02 pm Mountain Time. The board went into executive session to discuss personnel matters.