



**USA Ultimate Board of Directors
Conference Call
November 20th, 2017
Monday, November 20, 2017**

President DeAnna Ball calls meeting to order at 7:34 PM ET, Monday November 20, 2017.

Board Members Present:

DeAnna Ball – President, At-Large Representative
Henry Thorne – Vice President, At-Large Representative
Val Belmonte – At-Large (Independent) Representative
Michael Eck – At-Large (Independent) Representative
Ness Fajardo* – Athlete Representative
Kathy Hendrickson – At-Large Representative
Dave Klink* – Athlete Representative
Janet Judge – At-Large (Appointed) Representative
Steve Mooney – At-Large (Appointed) Representative
Josh Seamon – Secretary, At-Large Representative
Heather Ann Brauer* – At-Large, Athlete Representative

Board Members Not Present:

Audrius Barzdukas – At-Large (Independent) Representative

Elite athletes are denoted by a *

USA Ultimate Staff Present:

Dr. Tom Crawford – CEO
Will Deaver – Managing Director, Competition and Athlete Programs
Julia Echterhoff Lee – Director, Finance and Development
Andy Lee – Managing Director - Marketing, Communications & Brand
Josh Murphy – Director - Member Services & Community Development

Welcomes/Introduction/Agenda Review

Presented by DeAnna Ball and Tom Crawford

Financial Update

Presented by Tom Crawford and Julia Echterhoff Lee

- There have been no major changes since the summer board meeting. Budget lines are tracking as expected.
- USAU is expected to be very close to breakeven at the end of the year.
- Membership numbers have picked up a bit and topped 57K for the first time.
- The mixed college series was successful.
- USAU is one of only 6 NGBs that are growing in membership.

2018 Budget Presentation

Presented by Tom Crawford and Julia Echterhoff Lee

- The board heard an update on our current IT system.
- HQ will be adding two full time FTEs: An internal IT professional and a communications coordinator.
- The board expressed excitement about breaking even with the budget and the new positions.
- The board discussed logistics for following through with the strategic plan.
- Val Belmonte moves to accept the budget as submitted. The motion is seconded by Josh Seamon and passes 12-0-0.

Strategic Investment

Presented by Michael Eck and Tom Crawford

- The board heard an update regarding USAU's strategic investments and the impact of LA2028.
- USAU's SBO will be fully leveraged.
- HQ will continue to develop plans for how to best move forward with plans for LA2028.

Strategic Plan Update

Presented by Henry Thorne

- There was a slow down after the Vision Tour due to factors outside USAU's control.
- The next strategic plan survey and analysis plans are being built.

Equity and Diversity Working Group Update

Presented by Janet Judge, DeAnna Ball, and Julia Echterhoff Lee

- Money is being spent in several places in the budget towards diversity and inclusion initiatives.
- Work is being done to meet communities where support is most needed.
- Working with DiscNW and Triangle to create a new grant that would go to teams and programs in high poverty places.

Judicial Committee

Presented by Kathy Hendrickson

- The Conduct Policy needs to be more in line with the bylaws.
- Janet Judge moves to allow Kathy Hendrickson to edit the Conduct Policy and make it consistent with the bylaws. The motion is second by Val Belmonte and passes 11-0.
- The board heard reasoning behind adding a section to the bylaws regarding the publication of names of people who have been suspended or banned from USAU.
- Many other NGBs have moved in this direction.
- Henry Thorne moves to approve the Judicial Committee proposal to add a new section 10.12 and renumber the existing 10.12 as section 10.13 (Appendix A) as written. The motion is seconded by Heather Ann Brauer and passes 11-0.

- Henry Thorne moves to accept the Judicial Committee proposal to conform document references to bylaws (Appendix B) as written. The motion is seconded by Dave Klink and passes 11-0.
- Kathy Hendrickson thanked the Judiciary Committee for their hard work.

Staff leaves the call except for Andy Lee.

Janet Judge resigns her seat on the board.

2017 Board Election

Presented by Henry Thorne

- Josh Seamon retained his seat with 799 votes, the second largest vote total ever in board elections.
- Tyler Kinley (630) and Robyn Wiseman (430) will be joining the board.
- The board approves Lisa Bliss as an independent board member by a vote of 6-1-2.

DeAnna Ball adjourns the meeting at 11:20 PM ET, Monday November 20, 2017.

Appendix A

RECOMMENDATION OF JUDICIAL COMMITTEE TO AMEND USAU BYLAWS TO ADD A NEW SECTION 10.12 AND TO RENUMBER THE EXISTING SECTION 10.12 AS SECTION 10.13

The Judicial Committee considered the issue of whether we should make our members, and other consulting our website, aware of sanctions involving suspensions or bans of members. In consultation with Tom Crawford and our legal counsel, Tom James, Esq. we learned that many other NGBs have moved in this direction. Moreover, SafeSport requires publication of such information. While USA Ultimate is not governed by SafeSport, SafeSport rules could be a standard that we were held to if someone argued they had been harmed by not knowing that we had suspended or banned a member.

The Judicial Committee has two recommendations: first, to amend our Bylaws to provide:

Section 10.12 Publication of Suspensions or Bans. If a member is suspended or banned, the name of the member, date of the decision, duration of the suspension or ban, jurisdiction in which the individual is located, bylaw, rule or policy violated, or other information deemed relevant by the Judicial Committee in its sole discretion shall be published on the USA Ultimate website for the duration of the suspension or ban.

Current Section 10.12" Arbitration." will be renumbered Section 10.13.

The second recommendation is to amend the Conduct Policy to make a similar change. The Conduct Policy, marked to show the suggested change is a second pre-read from the Committee.

More questions remain and further revisions of the Conduct Policy are most likely going to be proposed in 2018 by the Committee. The Committee welcomes input from other members of the Board as it continues this process.

Appendix B

PROPOSAL OF JUDICIAL COMMITTEE TO MAKE CONDUCT POLICY (AND OTHER DOCUMENTS, IF NECESSARY) CONSISTENT WITH SECTION 10.4 OF BYLAWS

At the February 2017 meeting, the Board approved an amendment to Section 10.4 of the Bylaws to increase – from 30 to 150 days – the period of time someone has to file a complaint with the Judicial Committee.

We recently realized that the old “30 day” provision still appears in the Conduct Policy. It may appear in other documents as well.

Therefore, the Judicial Committee asks the Board to approve an amendment to the Conduct Policy and any other documents that may contain references to the time period for filing complaints to have them conform to Section 10.4 of the Bylaws – providing for a 150 day period for filing a complaint.