



**USA Ultimate Board of Directors
In-Person Meeting
March 17-18, 2018**

*USA Ultimate Headquarters
5825 Delmonico Drive, Colorado Springs, CO 80919*

Saturday, March 17, 2018

President DeAnna Ball calls meeting to order at 8:04 AM MT, Saturday, March 17, 2018.

Board Members Present In-Person:

DeAnna Ball – President, At-Large Representative
Henry Thorne – Vice President, At-Large Representative
Heather Ann Brauer* – At-Large, Athlete Representative
Audrius Barzdukas – At-Large (Independent) Representative
Lisa Bliss – At-Large (Independent) Representative
Robyn Wiseman* – Athlete Representative
Tyler Kinley – At-Large Representative

Board Members Present via Teleconference:

Dave Klink* – Athlete Representative

Board Members Not Present:

Val Belmonte – At-Large (Independent) Representative
Josh Seamon – Secretary, At-Large Representative

USA Ultimate Staff Present:

Dr. Tom Crawford – CEO
Julia Echterhoff Lee – Director, Finance and Development
Ethan Taylor-Pierce – Manager – Finance & Administration
Will Deaver – Managing Director, Competition and Athlete Programs
Byron Hicks – Manager – Events
Joy Ferenbaugh – Manager – Competition & Athlete Programs (Youth)
Tom Manewitz – Manager – Competition & Athlete Programs (College)
Dan Raabe – Manager – Youth & Education Programs
David Raflo – Manager – Events
Sarah Powers – Coordinator – Youth & Education Programs
Ernest Toney – Manager – Competition & Athlete Programs (Club)
Andy Lee – Managing Director – Marketing, Communications and Brand
Stacey Waldrup – Senior Manager – Communications
Josh Murphy – Director – Member Services & Community Development
Leah Dolan-Kelley – Manager – Event Sanctioning
Maelyn Divinski - Manager – Digital Marketing & Communications

Guests:

Rachel Isaacs, Senior Director, NGB Relations & USOC Liaison, LA 2028



Rose Snyder, CEO/Owner of Rose Snyder Consulting
Bill Robers, Partner and Attorney, Sparks Willison
David Barkan, Owner David Barkan Consulting

Elite athletes are denoted by a *

Welcomes/Introduction/Agenda Review

Presented by DeAnna Ball & Tom Crawford

- Rachel Isaacs discusses the relationship between USA Ultimate and the USOC. It has been a pleasure to work with USA Ultimate. The USOC values gender equity and diversity focus of USA Ultimate.

Board Training

Presented by Rose Snyder and Bill Robers

- Rose Snyder led board exercise centered around communication that set the stage for the remainder of the meeting.
- Bill Robers reviewed the role of board members in terms of legal compliance and duties.
 - Duty of Care: Attend board meeting prepared, complete pre-reads, and understand bylaws.
 - Duty of Loyalty: Honesty of intention, openness, fair dealing, diligence and conduct which furthers the goals of the organization.
 - Duty of Obedience: Know and support the mission of the organization.
- Rose Snyder led a board self-assessment to identify board strengths and growth areas.
 - Reviewed pre-meeting board self-assessment survey.
 - Discussed principles of effective governance.
 - Discussed clarification of roles and development of clear processes.

Executive Session

Presented by DeAnna Ball

- Heather Ann Brauer was elected Secretary with a vote of 8-0-2.
- Robyn Wiseman was elected Treasurer with a vote of 8-0-2.

Committees & Working Groups

Presented by DeAnna Ball

- The Board worked through all committee, task force, and working group assignments.

Strategic Planning Session

Presented by Henry Thorne and David Barkan

- Review of USA Ultimate Member Survey results.
 - Equity, Diversity, and Inclusion come out on top across the board.
 - Survey shows that Character and Community should not be sacrificed.



- Dave Barkan provided assessment and feedback on both sides of priorities for board review.
- Strategic planning committee will use this information as guidance for developing the priorities for the next strategic plan to be announced in the fall.

DeAnna Ball adjourns the meeting at 12:20 PM MT, Sunday, March 18, 2018.

