USA Ultimate Board of Directors
In-Person Meeting
March 16-17, 2019
USA Ultimate Headquarters
5825 Delmonico Drive, Colorado Springs, CO 80919

Saturday, March 16, 2019
President DeAnna Ball calls meeting to order at 08:08 AM MT, Saturday, March 16, 2019

Board Members Present In-Person:
Charlie Mercer* – Athlete Representative
DeAnna Ball – President, At-Large Representative
Frank Nam – At-Large Representative
Harvey Edwards - Appointed Representative
Heather Ann Brauer* – Secretary, At-Large, Athlete Representative
Leslie Gamez – At-Large (Independent) Representative
Steve Mooney – Appointed Representative
Tyler Kinley – At-Large Representative
Dr. Tom Crawford – Ex-Officio

Board Members Present via Teleconference:
Lisa Bliss – At-Large (Independent) Representative
Robyn Fennig* – Athlete Representative

Board Members Not Present:
Josh Seamon – Secretary, At-Large Representative
Val Belmonte – At-Large (Independent) Representative

USA Ultimate Staff Present:
Dr. Tom Crawford – CEO
Teal Dabner - Manager, Event Sanctioning
Will Deaver - Managing Director, Competition & National Team Programs
Maelyn Divinski - Manager, Digital Marketing & Communications
Leah Dolan-Kelley - Manager, Community Services & Development
Joy Ferenbaugh - Manager, Competition & National Team Programs (Youth)
Carolina Gonzalez-Llanos - Manager, Competition & National Team Programs (Club)
Kirstin Graham - Manager, Online Technology
Byron Hicks - Manager, Events
Kayleigh Hudson - Manager, Finance & Administration
Andy Lee - Managing Director, Marketing, Communications & Brand
Julia Lee - Director, Finance and Development
Tom Manewitz - Manager, Competition & National Team Programs (College)
Larry Melton - Coordinator, Communications
Josh Murphy - Director, Member Services & Community Development
Sarah Powers - Coordinator, Youth & Education Programs
Dan Raabe - Manager, Youth & Education Programs
David Raflo - Manager, Events
Stacey Waldrup - Senior Manager, Communications

Guests:
Kelly Skinner, Vice President, USOC Sport Performance
Denise Parker, Vice President, USOC NGB Services
Erica Baruch, Principal/Consultant at Erica Baruch Consulting

Elite athletes are denoted by a *

**Welcomes/Introduction/Agenda Review**
Presented by DeAnna Ball & Tom Crawford
- The Board reviews legal agreement and governing standards.
- The Board defines teamwork as coming together and building together.

**USOC Presentation**
Presented by Kelly Skinner & Denise Parker
- The USOC has been attending NGB Board meetings and reviewing the assessment that was previously completed.
- Both the USA Ultimate Board Assessment (completed by 2018 Board members) and the NGB Aggregate Assessment was reviewed.
- USOC is getting a lot of pressure from Congress and others to take a more engaged role with NGBs.
- There will be massive reforms in USOC in three areas in 2019:
  - NGB oversight and USOC role with NGBs
  - Athlete engagement with both NGBs and USOC
  - Athlete safety
- Emphasis on SafeSport and creation of SafeSport Center.
- The USOC recognizes and 100% supports athletes’ ability to self-express. There is a lot of education to help athletes understand what the response and impact of their choices may be.
- Creating independent committees, outside of current Board members, for the Audit and Ethics Committee and Nominating committee is a best practice that many Boards follow.

**EDI Discussion**
Presented by Erica Baruch
- Tom Crawford introduces Erica Baruch did her undergraduate at Stanford and masters at Georgetown and law degree at Berkeley and has been doing EDI work for many years.
- Erica will be one of three groups of consultants that USA Ultimate will be engaging with to deliver on the objectives of the Strategic Plan announced in late 2019.
Erica Baruch is an independent EDI consultant focused on organizational transformation and assists organizations in implementing diversity, equity and inclusion strategies that impact both day-to-day operations and the ability to work successfully with diverse communities.

- Erica will work closely with both Staff and Board using a Three Domain approach.

- The Adaway Group provides consulting and training services in the areas of equity, inclusion, social justice, strategic planning and organizational change.
  - They are currently reviewing USA Ultimate documentation, policies, and processes.

- Cadoux Consulting offers training and facilitation on a range of topics related to equitable practice, oppression, implicit bias and prejudice, and systems thinking in organizations and communities.
  - They will be continuing to work at the community and local levels, through STAR and other programs.

- Erica will be leading USA Ultimate in EDI work through a Three Domain approach:
  - Personal and Professional Development
  - Infrastructure Development
  - Engagement of Underrepresented Communities

- Erica facilitated a conversation with the Board on communication norms for EDI discussions.

- Three key questions were discussed as a Board:
  - How will this work make USA Ultimate more effective?
  - What would be lost if USA Ultimate does not engage in this work?
  - What will it look like if USA Ultimate is successful in carrying out the vision of the Strategic Plan?

- The Board’s overarching role in this work is support and promotion, as well as monitoring progress and celebrating success along the way.

SOAR Discussion
Presented by Will Deaver

- Rules Policy and Revision Process was presented for discussion.
  - Guiding philosophy
    - Safety is now a guiding principle.
    - Consistent rule set that allows adaptations, as necessary.
  - Process
    - New committee with more diverse representation.
    - Rules will be reviewed and updated on a 2-year cycle.
    - Plans to engage WFDF to minimize consistencies.
    - Feedback and experimentation will inform rule changes.
  - Education
    - USA Ultimate plans to do a better job of ensuring that have the materials they need and understand the rules.
• New rules are currently being heavily discussed by the Rules Working Group, these will be sent to SOAR Committee, and the Board will do the final approval.

2018 Financial Update/Program Highlights
Presented by Tom Crawford and Julia Lee
• Tom Crawford reviews how the budgeting process works at USA Ultimate.
• Board reviewed the 2018 Financial Report, staff did a phenomenal job in 2018 and we are on track in 2019.
• Highlights from Staff in 2019:
  o New website was launched and is continuing to be built out.
  o Membership growth was seen, as well as new Affiliates and State Based Organizations.
  o Strategic Plan was launched with an emphasis on EDI.
  o The 50th Anniversary celebration was a huge success.
  o Exceptional events with some key highlights being: DI College, DIII College, US Open/YCC combination event, and Club Nationals/Anniversary combination event.
  o Engaged a lot on the international circuit working closely with WFDF to showcase the sport: U24 and U20 in the same year, Master events, WFDF Championships in the US.
  o US Open Women’s Championship game on ESPN2 had the largest audience ever on the largest platform.
  o Produced two #LIVEULTIMATE commercials.
  o Produced 155 games with an emphasis on gender and divisional equity in visibility.
  o Piece in the New York Times on ultimate.
  o Expansion of the USA Ultimate App with searchable rules and whiteBoard features.
• Tom and DeAnna, as well as Board, acknowledge and appreciate the staff and their incredible work in 2018, during a very challenging year.

Freedom of Expression
Presented by Will Deaver
• Discussion around guidelines for players around what they can and cannot do at USA Ultimate events or when representing USA Ultimate to promote a cause, position, or belief.
• Currently, USA Ultimate value players’ and teams’ right to express themselves in a respectful way if the means comply with the team uniform requirements and other guidelines (e.g. props, safety, language, noise).
• The Board had a discussion of recent events and their impact on players and USA Ultimate.
The Board has designated a Task Force to review policies within other organizations and determine best practices for USA Ultimate in this area moving forward.

**Executive Session**
Presented by DeAnna Ball
- Robyn Fennig was elected President with a vote of 8-4-0.
- Tyler Kinley was elected Vice President with a vote of 7-5-0.
- Josh Seamon was elected Treasurer with a vote of 11-0-1.
- Heather Ann Brauer was elected secretary with a vote of 11-0-1.

**Committees & Working Groups**
Presented by DeAnna Ball
- The Board worked through all committee, task force, and working group assignments.

DeAnna Ball adjourns the meeting at 1:22 PM MT, Sunday March 17, 2019.