



**USA Ultimate Board of Directors Meeting
Saturday, November 9th, 2013
Teleconference
Board Meeting Minutes**

Board Members Present:

Mike Payne, President, Northwest Representative
Gwen Ambler, Vice President, At-Large Representative
Mike Kinsella, Secretary, Central Representative
Kathy Hendrickson, Treasurer, Mid-Atlantic Representative
Mandy Eckhoff, Northeast Representative
Greg Downey, At-Large Representative
Colin McIntyre, At-Large Representative
Ben Slade, South Representative
Sandy Park, At-Large Representative
Mary-Clare Brennan, At-Large Representative
Stephen Hubbard, Southwest Representative

Board Members Absent:

Henry Thorne, At-Large Representative

USA Ultimate Staff Present:

Tom Crawford, CEO
Melanie Byrd – Director, Membership and Sport Development
Will Deaver, Managing Director – Competition and Athlete Programs
Andy Lee, Director – Marketing and Communications
Julia Lee, Director – Finance and Development

Others Present:

DeAnna Ball, 2014 At-Large Board Member-Elect

Board President Mike Payne calls meeting to order at 8:05 AM PT.

Tom Crawford presents USAU HQ report.

- Tech Project – “We’re there” and excited about it. Rollout is happening!
 - o Melanie – USAU website will remain online throughout the entire changeover. Membership portal will be shut down 48-72 hours.
 - o Gwen – will tournaments happening during rollout be affected by downtime?

- Melanie has been in contact with tournament orgs for events happening during downtime.
- Tom recognizes Julia Lee for work with the USAU Hall of Famers at 2013 Club Championships in Frisco, TX.
- **No board votes were taken in this session.**

Tom Crawford presents Financial Update.

- 2014 – USAU has surpassed 40K in membership – Big milestone!
- Sanctioned events increased in 2013; over 50 events this year!
- Review of 2014 Budget.
- **Board votes to approve 2014 budget as presented. Vote is unanimous (11-0-0) in favor of approving 2014 budget. Henry Thorne not present.**

Tom Crawford – Review of Operating Plan

Goal #1: Increase visibility, partner with media.

- USAU is excited about partnership with ESPN.
- ESPN showed a great commitment to broadcasting Ultimate in 2013!
- Andy Lee working to continue our relationship with Discraft. A strong partnership.

Goal #2: Grow Youth college, and league Ultimate.

- Goal to continue to increase the number of and participants in USAU high school state championships.
- Growth in YCC – goal of USAU is to get more U16 teams at YCC.
 - Continue to grow a national infrastructure to provide opportunity for youth play.
- Girls’ Task Force to be created- Mike Lovinguth and Baker Pratt. Developing more girls’ ultimate players is a focus.
- Melanie Byrd to lead focus on creating resources for ultimate parents.
- Tom is happy with the league affiliate model rollout. Melanie and team are doing a great job.
- “National Development Coordinator” – new volunteer position to help develop college teams.
- Want to continue to increase number of qualified coaches and observers.

Goal #3: Organize the Highest Quality US competitive events.

- Determine and implement changes to TCT structure and schedule based on evaluation of 2014 inaugural season.
 - Competition Working Group and Club Working Group structure, with team councils.
- **US Open 2014** – at National Sports Center in Blaine, MN!
- Best teams to play in USAU Events
 - USAU and WFDF relationship is strong. Great experience in Raleigh at 2013 US Open.
 - USAU goal: Need to get one to two years lead time for planning of major events.
 - Lessons learned – push the planning out even further into the future. Will have the staff capacity to accomplish this. Convention centers are asking about 2016 now!
 - Will – staff is making progress and ahead of the game in terms of spring events and US Open/YCC.

- Tom to Board: As we think about building out championships structure and events, there are many groups that matter to planning. For example, convention bureaus and tournament directors/organizers. These stakeholders are really important in goal to put together high quality events!
- USAU to begin offering Tournament Director Certifications. Goal of 5 certified TDs next year.

Goal #4: Make Spirit of the Game

- International review of observers.

Goal #5: Sustained Excellence in US ultimate Teams in International Competition

- Effective and fair US player evaluations/selection process.
- Team USA coaching education program.

Goal #6: Organizational Governance to Ensure Stability and Excellence

- Continue to strive towards organizational good governance.
- Safe Sport requirements.
- National standards for event safety.
- Diversify and expand Revenue base/fundraising.

Will Deaver speaks to makeup of athlete working group councils. Gender division representatives. Each gender division selected two reps to join USAU club working group. Six reps from player councils (two each from men's, women's, and mixed) serving on club working group.

Mike Kinsella presents about Board Handbook and Policy Repository projects.

- 1) Handbook project = need for refresh/review of Board handbook documentation. Led by Board member as project lead with contribution from Board member and staff resources. Deliverable is a single document with appendices that includes ALL information needed for a new Board member.
- 2) Policy Repository project = need for one single place to store policies, notable org. decisions, standard operating procedures. Deliverable is the creation of a document repository accessible by Board and staff, with plans for ongoing document retention and maintenance. Documents may require updates to ensure consistency; updates may require Board or staff approval based on nature of update.

Mike K is soliciting project leaders and project participants.

Project Lead Handbook – Sandy Park

- Handbook Board Resource: Mary-Clare Brennan
- Handbook Board Resource: Kathy Hendrickson

Project Lead Policy/SOP – Mike Kinsella

- Policy/SOP Resource: Mandy Eckhoff
- Policy/SOP Board Resources: DeAnna Ball, Stephen Hubbard

Call for Any Other Business:

- Mike Kinsella proposes additional publicity and outreach for Board through USAU website.
- Ideas such as “Get to know a Board member” or return of the “Board blog” and articles publicizing Board meeting minutes, etc. Outreach is key and Board should be proud of accomplishments and what we are doing.
- Board in general supports this aim and will support Mike K’s initiative in manner that Mike K determines appropriate. More to come in February meeting if not sooner.

2014 Board Meetings – In-person meetings are in February in Denver, and in July in Minneapolis, at the 2014 US Open!

Tom recognizes those Board Members who will be finishing up their term at the end of 2013; a big thank you to outgoing board members **Greg Downey, Mandy Eckhoff and Colin McIntyre!**

Being no further business, Kathy Hendrickson motions to adjourn the meeting. Colin McIntyre seconds. Motion carries unanimously and meeting adjourns at 10:53 AM PT.