



**USA Ultimate Board of Directors
Teleconference Meeting
December 3, 2018**

Monday, December 3, 2018

President DeAnna Ball calls meeting to order at 7:07 PM ET, Monday, December 3, 2018.

Board Members Present via Teleconference:

Audrius Barzdukas – Independent Representative
Dave Klink – Elite Athlete Representative
DeAnna Ball – President, At-Large Representative
Henry Thorne – Vice President, At-Large Representative
Heather Ann Brauer – Secretary, Elite Athlete Representative
Josh Seamon – At-Large Representative
Robyn Wiseman – Elite Athlete Representative
Steve Mooney – Appointed Representative
Dr. Tom Crawford – Ex-Officio
Tyler Kinley – At-Large Representative
Val Belmonte – Independent Representative

Board Members Not Present:

Lisa Bliss – Independent Representative
Harvey Edwards – Appointed Representative

USA Ultimate Staff Present:

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

Welcome



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Presented by DeAnna Ball & Tom Crawford

- 2018 has been a phenomenal year for USAU, here are some highlights:
 - The 50th anniversary celebration of the sport was a huge success. Lots of positive feedback from the community. Release of a strong strategic plan. Women's U.S. Open final live on ESPN2.
 - Produced our first two commercials, a third is on the way.
 - Coaching program overhaul will be rolling out soon, SafeSport will be a big part of our organization moving forward.
 - State based organizations and Affiliates program continues to grow.
 - Continued steady membership growth.
 - Success at the international level with U20 and U24.
 - Supported WFDF with World Championships in Ohio.
 - Continued success with the US Open combining YCC with Club competition. Hosted a very successful GUM Ball at the event.
- Board appreciates the incredible work done by the staff and their dedication to the broader ultimate community.

2018 Financial Update

Presented by Tom Crawford and Julia Echterhoff Lee

- USAU is expected to be very close to breakeven at the end of the year.
- Membership numbers have picked up a bit and topped 60K for the first time.
- Tom appreciates Julia for her leadership with the budget and tracking.

2019 Budget Presentation

Presented by Tom Crawford and Julia Echterhoff Lee

- The 2019 budget is very similar to 2018.
- Focus on big investment in community development.
- High level consultant to work with organization on Equity, Diversity and Inclusion to work with us next year as per the Strategic Plan.
- HQ will be adding one FTE: Competition support across different divisions.
- The board discussed the high demands for staff, membership numbers, and accessibility.
- Val Belmonte moves to accept the 2019 budget as submitted. The motion is seconded by Henry Thorne and passes 10-0-2.

Freedom of Expression Task Force Proposal

Presented by Dave Klink

- There have been an increase in political statements and personal expression by players across levels of competition.



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- There is no clear owner at USAU or guidance in these areas beyond uniform requirements.
- Proposal is to create a Task Force in this area to research what other organizations are doing, what WFDF/USOC requirements might apply, and how the ultimate community wants to address this. This group would include staff and board members to ultimately make a recommendation to the board.
- Discussion around the desire to have a stronger focus on freedom of expression than political statements guidance.
- Initiate Task Force with a few reps from board and staff with goal of including interested new board members in January.
- Dave Klink moves to create Freedom of Expression Task Force. The motion is seconded by Henry Thorne and passes 10-0-2.

Staff leaves the call, except for Tom Crawford.

2018 Board Election

Presented by Josh Seamon

- Strong election on many levels: great candidates, promotion, and turnout.
- Despite a bigger focus by the committee on recruitment of candidates identifying as female and non-binary, as well as people of color, we had only one of each in the final applicant pool. We need to find new strategies and improve in this area.
 - Nominating Committee will focus in early 2019 on how to restructure the process to make it more accessible.
- Huge increase in voter turnout - nearly a third of all elite athletes voted and largest at-large turnout in history.
- Frank Nam (1,269) and Charlie Mercer (349) will be joining the board.
- The board has both an Appointed and Independent position open for 2019.
 - The board discusses the need to consider diverse applicants for these positions as we move forward.

Steve Mooney leaves the call for Appointed position discussion.

- Josh Seamon motions to approve Steve Mooney's reappointment to the board. The motion is seconded by DeAnna Ball and passes 9-0-2.

Steve Mooney rejoins the call.



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- The board discusses the definition of “Independent” board member given recent guidance from the USOC and our legal counsel.
 - Strong recommendations are being made by the USOC in light of recent events in other sports to put an emphasis on diversifying the background of the board to include voices completely outside of the sport.
- Nominating Committee, which includes Heather Ann Brauer, Tom Crawford, Josh Seamon and Henry Thorne, will have a follow up call to discuss potential Independent candidates.
 - All candidates will be reviewed by Audit and Ethics Committee and Membership department.
- The board will plan to have a call to vote on candidates put forward by the Nominating Committee by end of year.

Departing Board Members

Presented by DeAnna Ball

- Audrius Barzdukas, Dave Klink, and Henry Thorne will be departing the board at the end of the year.
- DeAnna Ball, Tom Crawford, and the board share appreciation for the contributions they have all made and their impact on the organization and ultimate community.

DeAnna Ball adjourns the meeting at 9:11 PM ET, Monday, December 3, 2018.