



**USA Ultimate Board Minutes
July 5-6, 2014
National Sports Center, Blaine MN**

Saturday, July 5, 2014

President Mike Payne calls the meeting to order at 9:08 AM CST, Saturday, July 5, 2014.

Board Members Present:

Mike Payne* – President, At-Large (Appointed) Representative
Gwen Ambler* – Vice President, At-Large Representative
DeAnna Ball – Secretary, At-Large Representative
Henry Thorne – At-Large Representative
Ben Slade – South Region Representative
Brian Garcia* – Athlete Representative
Val Belmonte – At-Large (Independent) Representative
Mary-Clare Brennan – At-Large (Appointed Representative
Stephen Hubbard – Southwest Region Representative
Sandy Park* – At-Large (Appointed) Representative
Mike Kinsella – Central Region Representative

Board Members Absent:

Kathy Hendrickson – Treasurer, Mid-Atlantic Region Representative

*(*signifies "Elite Athlete" designation)*

USA Ultimate Staff Present:

Dr. Tom Crawford – Chief Executive Officer
Julia Echterhoff Lee – Director, Finance & Development
Andy Lee – Director, Marketing and Communications (Sunday Only)
Will Deaver – Managing Director, Competition & Athlete Programs (Sunday Only)
Melanie Byrd – Director, Membership and Sport Development (Sunday Only)

GENERAL TOPICS

USA Ultimate Marketing Agency

- USA Ultimate welcomes Rod Davis, Managing Director at Davis Sports Marketing.
- Davis Sports Marketing will be engaged by USA Ultimate to assist in corporate marketing strategy, tactics, and relationships.
- Mr. Davis advises on the working relationship to be established between he and the organization.

No official board votes were taken this session.

Conduct Policy Update



- Board agrees to support adjustments to the current USA Ultimate Conduct policy, to align with USA Ultimate's new bylaws as well as the conduct policies of other sports which are member organizations of the US Olympic Committee.
- Adjustments will simplify the policy, to allow easier understanding of the policy, as well as to increase the swiftness of the hearing/appeal process.
- Conduct Committee agrees to provide proposed edits by the January 2015 meeting.

No official Board votes were taken this session.

Foundation IRS Filing

- Board agrees to next steps in establishing the USA Ultimate Foundation.
- Filing of the appropriate IRS paperwork will allow the Foundation to start accepting funds.

No Board votes were taken during this session.

Crisis Management Policy Development

- Staff shared results of internal work concerning the 5 mostly likely crises that could arise at USA Ultimate events.
 - Sudden death of an athlete at an event
 - Spectator injury ("Catastrophic injury of a fan, not an athlete.")
 - Major event cancellation
 - Athlete dies in an accident attending a non-playing portion of an event
- Board discussed aspects of these likely crises in order to give direction to staff when writing policy.

No Board votes were taken during this session.

Board adjourns for the day at 11:57 AM CST.

Sunday, July 6, 2014

Mike Payne calls the meeting to order at 9:03 AM CST.

Marketing Update

- CBS picked up on press release about US Open and contacted us. Talked with producers for about 10 days leading to executive producers agreeing to run a story.
- CBS news from NY out on Friday of US Open. Story to run on CBS This Morning, CBS Evening News (both on Saturday). Est. 11 million viewers total.
- [2 videos presented]

NATIONAL TEAM SELECTION PROPOSAL

Proposal 2014.02 – Team Selection Policy for National Teams Representing USA Ultimate at



WFDF World Ultimate and Guts Championships (WUGC)

Presented by Will Deaver

- Will discusses how other countries handle the selection process.
- Board and Will discuss goal of selecting the best athletes to represent the US internationally.
- Competition Working Group wants to ensure that the mixed division players are represented fairly.
- The concern was expressed that Team Coaches won't have vast knowledge about players across all divisions.
- It is important that the entire country is represented on Teams USA.
- Recommendation to continue working on the proposal to address concerns, based on input from Board Members – Gwen Ambler, Brian Garcia, and Ben Slade.

Gwen Ambler moves to take out clause "but eligibility will not be tied directly to participation in a specific gender division." Brian Garcia seconds the motion.

Motion passes with a vote of 10-1-0. Kathy Hendrickson absent.

Ben Slade moves to vote on proposal as amended. Stephen Hubbard seconds the motion.

Motion passes with a vote of 11-0-0. Kathy Hendrickson absent.

AUDITOR SESSION

Presented by Ken Waugh (on phone)

- Independent Auditors' Report - Didn't encounter any particular issues.
- Statement of Financial Position - strong.
- Significant Audit Findings:
 - This is a required communication, preferred in writing.
 - Report states there were no new accounting pronouncements that needed to be implemented, policies weren't changed for better numbers, no difficulties in performing the audit, a few corrections, no disagreements with management.
 - Other recommendations include a formal Policies and Procedures document, a CEO conflict of interest policy, monitoring of the board for "new" (during term) conflicts of interest, and internal financial controls for banking access and monitoring.

Val Belmonte moves to approve the audit. Henry Thorne seconds the motion.

Motion passes with a vote of 11-0-0. Kathy Hendrickson absent.

Auditor Recommendations Letter

Financial Policies and Procedures:

- Recommendation for formal P&P document as done by other NGBs.
- Board has implemented conflict of interest policies.
- A Board representative should monitor conflicts of interest of the Board.
- Internal control items were discussed.

No Board votes were taken during this session.



YEAR-TO-DATE FINANCIALS

Tom Crawford and Julia Lee report on year-to-date finances for 2014.

- The organization is tracking according to the budget.
- Board discussed how to improve the financial report to make it more useful.
- Revenue strategy in conjunction with Foundation needs to be reviewed.

No Board votes were taken during this session.

2015 BOARD ELECTION/APPOINTMENT UPDATE

Presented by Nominating Committee

- Board discussed upcoming board election.
- Nominating Committee to begin standard annual process of accepting nominations and vetting potential candidates.

No Board votes were taken during this session.

ANY OTHER BUSINESS

Updates were given on other Board projects.

No Board votes were taken during this session.

Gwen Ambler moves to adjourn the meeting. Henry Thorne seconds the motion.

The motion passes 11-0-0. Kathy Hendrickson absent.

Board meeting adjourns at 11:10 AM CST.