



**USA Ultimate Board Meeting Notes
November 17th, 2015
Conference Call**

Board Members on the call:

Mike Payne* – At-Large (Appointed) Representative
Kathy Hendrickson – Mid-Atlantic Region Representative
DeAnna Ball – President, At-Large Representative
Henry Thorne – At-Large Representative
Stephen Hubbard – Southwest Region Representative
Ness Fajardo* – Athlete Representative
Brian Garcia* – Treasurer, Athlete Representative
Val Belmonte – At-Large (Independent) Representative
Michael Eck – At-Large (Independent) Representative
Mary-Clare Brennan – At-Large (Appointed) Representative
*Elite Athlete

Board Members Absent:

Mary-Clare Brennan – At-Large (Appointed) Representative

USA Ultimate Staff on the call:

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

Election Results

Mike Payne has stepped down as President of the Board of Directors. DeAnna Ball is elected President and Henry Thorne Vice President. DeAnna and Henry's terms will last until the end of 2016.

General HQ update

Led by Tom Crawford

- Work is being done to turn USAU membership from a “transaction” to an “experience”.
- Staff has been settling into the new Headquarters.
- We've received positive feedback on the launch of the USAU app.
- Partnerships are going well, particularly with the Women's Sports Foundation and Boy Scouts.



Financial Update

Led by Tom Crawford and Julia Echterhoff Lee

- We're very much in track with where we've been relative to the past.
- We've had a great year in membership and championship events.
- Adult memberships are up along with masters.
- Tom has been regularly connecting with WFDF to stay in alignment with their projects and policies.
- We've had a 30% increase in revenue since 2014!
- We are perceived by the USOC as fast-growing, exciting, with lots of youth appeal.

Proposed 2016 Budget

Presented by Tom Crawford, Brian Garcia, and Julia Echterhoff Lee

- We are saving money by doing more digital.
- We are going to keep needing to invest in our National teams.
- The proposed budget has a net positive.
- The Board discussed the largest budget line items.
- Val Belmonte moves to accept the budget as written. The motion is seconded by Ness Fajardo and passes 11-0-1.

Foundation/Fundraising Update

Presented by Henry Thorne and Tom Crawford

- The Board discussed various strategies for growing the foundation.

Equity Task Force Update

Presented by DeAnna Ball

- The Task Force had a productive meeting in September that covered a range of ideas and projects.
- The Task Force is excited for the upcoming meeting with Janet Judge, a leading expert on equity, diversity, inclusion.
- The Board discussed ways to become more effective and better about communication.
- We will be sharing a report after the meeting with Janet Judge.

Nominating Committee Report

Led by Mike Payne

- The Board discussed the new Board officer configuration.
- Val Belmonte moves to accept Steve Mooney's at-large appointment to the Board. The motion is seconded by Henry Thorne and passes 11-0-1.
- Mike Eck moves to accept Kathy Hendrickson's independent appointment to the Board. The motion is seconded by Ness Fajardo and passes 11-0-1.



- The Board discussed ways to increase candidate turnout as well as how to recruit more women.

Other Business

Led by Tom Crawford

- Josh applauded the newly created [Tournament Directors Certification Program](#).

Val moves to close the meeting at 1:34pm. The motion is seconded by Kathy Hendrickson and passes 11-0-1.