



**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 inconsistencies.
 - 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:
 - New website was launched and is continuing to be built out.
 - Membership growth was seen, as well as new Affiliates and State Based Organizations.
 - Strategic Plan was launched with an emphasis on EDI.
 - The 50th Anniversary celebration was a huge success.
 - Exceptional events with some key highlights being: DI College, DIII College, US Open/YCC combination event, and Club Nationals/Anniversary combination event.
 - 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.
 - US Open Women's Championship game on ESPN2 had the largest audience ever on the largest platform.
 - Produced two #LIVEULTIMATE commercials.
 - Produced 155 games with an emphasis on gender and divisional equity in visibility.
 - Piece in the New York Times on ultimate.
 - 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.