

Minutes from the Board Retreat

October 26 – 28 – Northeastern Illinois University

**Friday:** 4 pm – DM, BD, RD, SG, JC, with AA in Europe, DT professional weekend obligation, DB arrival

 set for 10/27, MM absent, Guest MC

 Called to order a little after 4 pm – roll call, quorum established, MC named meeting secretary

General discussion on agenda, objectives and vision moderated by DM. Materials handed out for reference on items as they came up over the weekend.

Competition Committee members approval: JC moved, SG seconded the Comp Committee Chair recommendation to add members Julio Sainz and Jennifer Fithian – **approved unanimous voice vote!**

Executive Session – Active athlete pool discussed. Concept was to waive membership fees 1/8/18 through 7/31/19. A Board Member volunteered to make donation to cover costs of 40 MNT and 40 WNT members and this was being done in the name of the Board not the individual donating BoD member.

Adjourned a little after 6 pm until Saturday morning at 8 am.

**Saturday**: 8 am - DM, SG, JC, RD,BD (DB joined the meeting a little after the meeting started. Guests Tom F., Jacque M., Denise Parker from USOC NGB Services

Discussion on the needs for future Board Members – financial or legal experts, those with business and marketing expertise, support for SP, maybe a university connection, or donor with possible contacts.

Need to get announcement on web, possible sources for candidates discussed for Independent ‘net’ cast

Mike Lenard agreed by text to be available to explain next voting resolution needed later this afternoon

Denise Parker, USOC NGB Services Director – introduced to provide some basic Board training – she started at roughly 9:20. Handouts distributed. Generally Board members have a fiduciary, strategic vision and revenue generative responsibility; they also have a duty of care (be involved), duty of loyalty (for organization) and a duty of obedience. DP explained the nature of grievances – informal or formal. Communications are key in these matters. Ombudsman has involvement with cases of athlete rights, team selection, Code of Conduct, direct athlete support, commercial terms and rights, TSOASA and the pursuit of a formal grievance. Discussion of Sect 9 right to participation of team personnel. Section 10 could involve mediation, compliant, Section 9 and could lead to arbitration. Protected competitions are the OG, PAG, PAC, and IF WCs along with pother international competitions. In all cases there must be an attempt to exhaust cases through internal remedies. Board thanked Denise for her time and expertise and broke for lunch.

Financial Discussions:

 Look back and EOY monthly statements reviewed. BD moved and DM seconded that funds raised by the sale of the Auburn equipment would go to the WNT and MNT programs. **Voice vote was unanimous.**

Question raised about the ELDERA apparel and the need for a feminine fit and DM to look into that.

Long discussion followed on budget detail and breakout and the need to push for a balanced budget with no deficit. Board agreed to move on with the proposed 2019 budget with the caveat that the Board would need to come up with action items on avenues to raise the listed $42K projected shortfall to reach a balanced budget. Budget covers minimal operating costs but does not include a budget for NT coaches or programs.

RD and DM to craft an annual fund raising campaign letter / program. Discussion of ways to generate additional revenue - possibly seek out 100 new memberships and consider a T-Shirt premium as an incentive, generation outreach to alumni when timing was deemed right, 100% Board member participation, seek out additional supporting memberships, seek out possible available grants and the special skills that takes, reactive Harvey Schiller appeal pool with Bob to make the follow up and appeal to the Foundation for MNT/WNT Coaching salaries.

6 pm CT, Mike Lenard joined the meeting by teleconference . He briefed the Board on the proposed 2nd Election Resolution. This meeting was duly called, a quorum was present, all got notice of the resolution and there was deemed minimal risk with MM, DT and AA not being present. SG discussed possible future consultation with Mike Lenard on Beach athlete inclusion and issues related to this sub-group of national team athletes. ML expressed pros and cons of Selection Procedures and the need to revise them early in 2019. JC moved to accept the ML 2nd Election Resolution, DB seconded, **voice vote was unanimous.** ML was thanked for his time and expertise and the teleconference was terminated.

Meeting was agreed to be in recess until Sunday morning – 7:02 pm

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**Sunday:** 09:05 am DM, RD, SG, DB, JC and MC as guest

Discussion on Standing and Ad Hoc Committees. Range is that some Committees are at strength and functioning, others are not at strength and not functioning.

The question of Beach forming an LLC for the Pan Am Championships was asked and Dennis was called to seek out a briefing:

Dennis conveyed he formed the LLC specifically for the Pan Am Beach Championships in March in Oceanside to protect USATH is case of any financial risk. Dennis ultimately lost in excess of $10,000 personally. Dennis expressed the need to have a bank account dedicated to Beach with strict signature authority, Dennis urged to enhance Beach presence on website and to increase content, he indicated that there were several domestic and international events on the horizon including the 2019 WBG in San Diego and the 2021 WG in Birmingham, AL. Dennis indicated it was his goal to bring the BWC to the USA in 2024. Denis was urged to craft a master plan to present to the Board and he was invited to present to the Board that same plan possibly in November. Beach needs to activate a dedicated Ad Hoc Committee. He reports that the teams are located in Southern California and that the men are more active with regular practices and the women need to recruit more. Dennis thanked for his continuing efforts and it was noted the achievement of having both a USA MNT and WNT compete in the WBC in RUS this past summer.

DB suggests that we have Standing and Ad Hoc Committees make reports (1 or two) at each Board teleconference to stimulate activity. This should be routine.

Discussion followed on the status of letters / complaints. SG and DM indicated it was their understanding that there were three issues unresolved. One concerned the length of the interim Presidency, the selection process for the MNT Assistant Coach and a Conflict of Interest claim. There was a suggested need to contact Denis on guidance for the Conflict of Interest claim and the need to activate the Judiciary Committee to give a recommendation. Judiciary Committee is activated on a specific occurance or need.

DM then presented a new organizational chart and recommends Board be placed in Project Teams with Board members serving a functional chairs. Project Teams need specific competencies and structure. Spread sheet to be developed with more detail and ‘buckets’.

Possible examples:

* RD and DM lead Fund Raising Project Team
* DB and DM lead Digital and Media Team
* High Performance Team Needed
* Jennie to lead Accounting and Finance Team
* Operations Team lead by MC and SG
* Human Resources Team led by DM

Discussion to direct hire coaches for the PAG – strong support to go this direction based upon PAG qualification and make this a fit with the SP. Indications are both MNT and WNT head coaches are willing to continue as work continues to find a solution for salaries and work visas. Meeting adjourned at 10:08 and all thanked for their time and support.

Respectfully submitted,



Michael D. Cavanaugh

Meeting Secretary