

## Board of Director Meeting Minutes

Location	Date	Time	Format
Zoom	January 26, 2022	3:00p.m. CT	Virtual

### In Attendance

<b>Board Members</b>		
Joe Patterson	President	Present
Dave Devine	President-Elect	Present
Rodney Cobb	Immediate Past President	Present
Beverly Wiley	Northeast Regional Vice-President	Present
John McPhail	Central Atlantic Regional Vice-President	Present
James Ellis	Southeast Regional Vice-President	Present
Walker Clark	South Regional Vice-President	Absent
Drew Wells	Southwest Regional Vice-President	Present
Darrin Duistermars	Midwest Regional Vice-President	Present left at 3:45
Mary Mahoney	Mid-America Regional Vice-President	Present
Dick Gulmon	Northern Regional Vice-President	Present
Roger Garcia	Northwest Mountain Regional Vice-President	Present
Anna Louie	Pacific Coast Regional Vice-President	Present
Donn Addante	Elected At-Large Representative	Present
Sandy Searcy	Allied / Affiliated Member	Present
David James	Independent Director	Present
Ally Carda	Elite Athlete Representative	Present
Nick Mullins	Elite Athlete Representative	Absent
Michelle Moultrie	Elite Athlete Representative	Present
Cam Schiller	Elite Athlete Representative	Present
Janie Reed	Elite Athlete Representative	Present
Aubree Munro	Elite Athlete Representative	Present left at 5:00
Natasha Watley	Elite Athlete Representative	Present joined at 3:15
Lovieanne Jung	Elite Athlete Representative	Present joined at 3:20
<b>Others Present</b>		
Craig Cress	CEO	Present
Cheryl Bond	CFO, Minute Taker	Present
Chris Sebren	Chief Sport Development/Performance Officer	Present
Allison Flaig	Chief of Staff	Present
Rich Cress	Director of Membership Services	Present
Andrea McKee	Director of Marketing & Communications	Present
Jay Hedrick	Managing Director of Network Systems	Present
Devin Loehrs	Director of IT	Present
John Falcone	Legal Counsel	Joined at 3:30and left at 3:40

### Minutes

**1. Call to Order**

President Patterson called the meeting to order at 3:00 p.m. CT.

**Conflicts of Interest**

“Is any member aware of any conflict of interest (that is, of a personal interest or direct or indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported or disclosed or addressed under the USA Softball Conflict of Interest Policy?”

“If a Board member determines there to be a conflict of interest at any point during the course of the meeting when a specific subject is being discussed and / or action is being taken, a declaration of a conflict of interest should be made at this time.”

“This is also a reminder that no confidential information disclosed during this meeting, or while doing any of the business of USA Softball can be used for the benefit of any other entity.”

All Board of Director members were in unanimous agreement.

**2. Roll Call**

A quorum was determined as noted in the “In Attendance” grid.

**3. Approve the Agenda**

<b>MOTION</b>	BD	22-01	01
To approve the agenda			
Moved	Darrin Duistermars	Seconded	Mary Mahoney
CARRIED			

**4. Approve December 15, 2021 Minutes**

<b>MOTION</b>	BD	22-01	02
To approve minutes from December 15, 2021 meetings			
Moved	Beverly Wiley	Seconded	Anna Louie
CARRIED			

**5. Management Report**

CEO Cress updated the Board with new hirings (Ashtyn Crouch, Merchandise Manager Specialist and Jake Magness, Stadium Operations Manager), promotions (Devin Loehrs, Director of IT and Jay Hedrick, Managing Director of Network Systems) and the retirement of Cindi Benthall, Merchandise Sales. CEO Cress also noted positions currently open at the National Office. A report regarding the current schedule of National Teams events and the WNT Roster for the World Games. CEO Cress presented the latest production reports through December 2021 to the Board.

CEO Cress reminded the Board that the Annual Conflict of Interest statements are due by January 31, 2022, for submission to the Ethics Committee.

CEO Cress also reminded Directors to reach out to Commissioners and remind all UICs to finish SafeSport and Background checks ASAP.

**6. Old Business**

President Patterson updated the Board on his trip to Oklahoma City in December.

**7. New Business**

Director Moultrie discussed potential opportunities for USA athletes moving forward with the possibility of playing opportunities for current college athletes as well as participation of elite athletes in our HPP. She also noted the potential threat of organizations to attract athletes away from the National Teams due to their ability to pay athletes.

Director Duistermars asked for an update on the status of the system for player appeals for the 2022 season. Devin Lohers provided update that unfortunately due to the complexity of the issue, a definite timeline is not available.

**8. Next Meeting Date**

February 23, 2022

**9. Executive Session**

<b>MOTION</b>	BD	22-01	03
To enter Executive Session.			
Moved	Roger Garcia	Seconded	Bev Wiley
CARRIED			

Discussion was held with legal counsel regarding recent allegations asserted against a local association for which USA Softball has been put on notice.

<b>MOTION</b>	BD	22-01	04
To approve the renewal of Franklin Sporting Goods as the Official Batting Glove of USA Softball.			
Moved	James Ellis	Seconded	David James
CARRIED			

CEO Cress updated the Board on 3 new 1-year partnerships for 2022 with Fielder’s Dome Mat becoming a Women’s National Team supplier and Big League Chew and Beat Box entering sponsorships for products to be sold in the Hall of Fame Stadium during 2022 events.

<b>MOTION</b>	BD	22-01	05
To approve the Membership Improvement Committee recommendation regarding associations reviewed at Council meeting.			
Moved	Donn Addante	Seconded	James Ellis
FAILED			

<b>MOTION</b>	BD	22-01	06
To table the Membership Improvement Committee recommendations pending development of a Performance Improvement Plan for all associations under review.			
Moved	Drew Wells	Seconded	James Ellis
CARRIED			

<b>MOTION</b>	BD	22-01	07
To approve National Office Staff working with the Colorado Rockies to develop an outreach program.			
Moved	Drew Wells	Seconded	Rodney Cobb
CARRIED			

<b>MOTION</b>	BD	22-01	08
To approve the Finance Committee's recommendation and accept the 2022 Budget as presented.			
Moved	Dick Gulmon	Seconded	Drew Wells
CARRIED			

<b>MOTION</b>	BD	22-01	09
To approve forming the USA Softball Foundation as a separate legal entity.			
Moved	Anna Louie	Seconded	Natasha Watley
CARRIED			

<b>MOTION</b>	BD	22-01	10
To reinstate Louisiana as a local association and schedule a review at the end of the JO season for viability.			
Moved	Rodney Cobb	Seconded	Donn Addante
CARRIED			

<b>MOTION</b>	BD	22-01	11
To approve removing Bylaw 10.17 G to dissolve the Long-Range Planning Committee (LRPC) and amend section 10.17 C to delete any reference to the LRPC as presented by Director Addante and included in this packet.			
Moved	Donn Addante	Seconded	Roger Garcia
CARRIED			

CEO Cress updated the Board on the various iterations of the WNT Rosters for 2022 due to athlete availability for the various events.

CEO Cress updated the Board on the status of the SafeSport Administrative Audit currently underway.

CEO Cress update the Board on the recent developments in the sport community regarding Transgender Policy for each sport. USA Softball and its Diversity and Inclusion Task Force will work to develop a policy consistent with the International standards.

<b>MOTION</b>	BD	22-01	12
To approve the development of a Performance Improvement Plan for all associations under the minimum number of team registrations.			
Moved	Dave Devine	Seconded	Donn Addante
CARRIED			

Directors Wiley, Garcia, Louie, and Searcy opposed the motion. Directors Duistermars and Munro had left meeting prior to vote.

CEO Cress updated the Board that we have developing issues in a Local Association with an individual who is no longer authorized to represent USA Softball.

<b>MOTION</b>	BD	22-01	13
To return to Open Session.			
Moved	Mary Mahoney	Seconded	Anna Louie
CARRIED			

#### 10. Adjournment

<b>MOTION</b>	BD	22-01	14
To adjourn January 26, 2022 meeting.			
Moved	Mary Mahoney	Seconded	Bev Wiley
CARRIED			

The meeting was adjourned at 6:01pm.