

## Board of Directors Meeting Minutes

Location	Date	Time	Format
Zoom	February 23, 2022	3:00p.m. CT	Virtual

### In Attendance

Board Members		
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	Absent
Walker Clark	South Regional Vice-President	Present
Drew Wells	Southwest Regional Vice-President	Present
Darrin Duistermars	Midwest Regional Vice-President	Present left at 5:22
Mary Mahoney	Mid-America Regional Vice-President	Present
Dick Gulmon	Northern Regional Vice-President	Present
Roger Garcia	Northwest Mountain Regional Vice-President	Absent
Anna Louie	Pacific Coast Regional Vice-President	Present
Donn Addante	Elected At-Large Representative	Present
Sandy Searcy	Allied / Affiliated Members	Present
David James	Independent Director	Present
Ally Carda	Elite Athlete Representative	Present
Nick Mullins	Elite Athlete Representative	Present joined at 3:08
Michelle Moultrie	Elite Athlete Representative	Present
Cam Schiller	Elite Athlete Representative	Absent
Janie Reed	Elite Athlete Representative	Present
Aubree Munro	Elite Athlete Representative	Present left at 5:10
Natasha Watley	Elite Athlete Representative	Present joined at 3:06
Lovieanne Jung	Elite Athlete Representative	Present joined at 3:02
Others Present		
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
Ashlea Nash	Managing Director of Sport Development	Present left at 4:40
Steve Wolter	Strategic Plan Consultant	Joined at 3:30 and left at 4:21

# 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	22-02	01
To approve the agenda			
Moved	Beverly Wiley	Seconded	Anna Louie
CARRIED			

## 4. Approve January 26, 2022 Minutes

Minutes were approved unanimously by the Board for posting in accordance with Bylaws on the USA Softball website.

## 5. Management Report

CEO Cress noted that production reports are not ready due to associations continuing to report 2021 team registrations which prohibits 2022 reports from being prepared and achievement awards from being determined for the 2021 season.

CEO Cress presented the Children’s Bill of Rights material noting that Ashlea Nash will attend the May Project Play Summit.

CEO Cress and Dick Gulmon, Finance Committee Chairman, present per diem recommendations from the Finance Committee and staff.

<b>MOTION</b>	BD	22-02	02
To approve Finance Committee recommendation to set per diem for \$55 per day for 2022.			
Moved	Drew Wells	Seconded	Mary Mahoney
CARRIED			

<b>MOTION</b>	BD	22-02	03
To approve staff recommendation that beginning 2023 and following, the rate be set at the GSA rate less the incidental allocation.			
Moved	Sandy Searcy	Seconded	Darrin Duistermars
CARRIED			

CEO Cress noted that the slow pitch player appeal system is up and running. Staff is currently working to resolve issues related to duplicate filings being submitted.

CEO Cress updated the Board on the Critical/Non-Critical status with SafeSport regarding athletes who turn 18 years old during the playing season.

## 6. Old Business

President Patterson updated the Board on the Performance Improvement Plan as provided in the packet. The initial review will begin with the 20 associations who currently do not meet minimum team requirements.

<b>MOTION</b>	BD	22-02	04
To approve the Performance Improvement Plan.			
Moved	Rodney Cobb	Seconded	Dick Gulmon
CARRIED			

CEO Cress updated the Board on the status of collecting all the Conflict of Interest statements and noted that there were numerous Commissioners and Committee members delinquent in completing the document.

CEO Cress reiterated to the Board that board composition needs to be addressed again as the current composition of the board terminates on December 31, 2022. President Patterson will create a Committee from the Board of Directors to analyze and develop a plan for the BOD composition.

Strategic Planning Consultant Steve Wolter updated the Board with the status of the planning following the 2021 Council Meeting and subsequent discussions with management. The Board will be receiving a survey and the next implementation steps will be presented in April.

## 7. New Business

Director James updated the Board on the 2022 Play Ball program slated for June 10-12 involving all 30 major league teams and 120 minor league teams. Dre and Ashlea are actively working with MLB on this event on the local and national level.

CEO Cress presented the Oklahoma City CVB support allocation for events at the Hall of Fame Complex through June 30, 2022. Funding will be requested for applicable events occurring in July-October 2022.

President Patterson noted that future meetings times will be discussed in March.

CEO Cress updated the Board on the locations of various Men's Fast Pitch National Championships that will now be hosted by Houston (Men's Senior Events) and Michigan (Men's Eastern Open Fastpitch).

## 8. Next Meeting Date

March 23, 2022

**9. Executive Session**

<b>MOTION</b>	BD	22-02	05
To enter Executive Session.			
Moved	Beverly Wiley	Seconded	Anna Louie
CARRIED			

CEO Cress presented the retirement of Commissioner Payne of NYC who also requested that the association be administered by USA Softball of New Jersey as the market is more like New Jersey than the rest of New York state. The Association Review Committee recommends both acceptance of the resignation and the administration plan.

<b>MOTION</b>	BD	22-02	06
To accept the resignation of Commission Payne and for USA Softball of New Jersey to administer the NYC association.			
Moved	Rodney Cobb	Seconded	Darrin Duistermars
CARRIED			

CEO Cress noted Mr. Payne requested Commissioner Emeritus status.

<b>MOTION</b>	BD	22-02	07
To defer Mr. Payne’s request for Commissioner Emeritus status pending resolution of various matters related to the local association.			
Moved	Mary Mahoney	Seconded	Darrin Duistermars
CARRIED			

CEO Cress presented the resignation of Nevada Commissioner Pehle effective December 31, 2022. The association review has yet to be completed so no action is requested at this time.

CEO Cress presented former St. Louis Commissioner Mel Pinkley’s request for Commissioner Emeritus status.

<b>MOTION</b>	BD	22-02	08
To defer Mr. Pinkley’s request for Commissioner Emeritus status pending resolution of various matters related to the local association.			
Moved	Beverly Wiley	Seconded	Donn Addante
CARRIED			

Dick Gulmon presented an update to the Registration System negotiations and system structure.

<b>MOTION</b>	BD	22-02	09
To adopt the fee structure for the new Registration and Tournament system as presented by the Finance Committee.			
Moved	Donn Addante	Seconded	Dick Gulmon
CARRIED – Directors Mahoney and Louie opposed the motion.			

<b>MOTION</b>	BD	22-02	10
To approve the Finance Committee’s recommendation that all USA Softball sanction tournaments utilize the new tournament system effective 9/1/22.			
Moved	Donn Addante	Seconded	Dick Gulmon
CARRIED			

CEO Cress presented a new partnership agreement with NCSA for 2022-2026 for Board consideration. Staff recommends approval of the agreement. CEO Cress did emphasis to the Board that a key provision to the contract is a registration system with “opt-in” capabilities by the 2024 register season is required to receive the guaranteed sponsorship amount for 2024 and beyond.

<b>MOTION</b>	BD	22-02	11
To approve the NCSA partnership agreement.			
Moved	Dick Gulmon	Seconded	Beverly Wiley
CARRIED			

CEO Cress updated the Board on the progress of the Transgender Policy for USA Softball. Legal counsel is currently working on the policy and a draft will be distributed to the Board in the next week for review and formal approval at the March meeting.

Director Mahoney requested possible relief for 18-year-old JO athletes to take the alternate high school course. Staff has been in contact with SafeSport to see if there are possible options for these athletes and will continue to see guidance through our SafeSport audit meetings this week.

*Update on February 25<sup>th</sup> (after the conclusion of the meeting): The U.S. Center for SafeSport confirmed 18 year old JO athletes must complete the SafeSport Core Training.*

CEO Cress presented the CVB Sponsorship allocations for the period January 1 - June 30, 2022.

<b>MOTION</b>	BD	22-02	12
To return to Open Session.			
Moved	Beverly Wiley	Seconded	Dave Devine
CARRIED			

## 10. Adjournment

<b>MOTION</b>	BD	22-02	13
To adjourn February 23, 2022 meeting.			
Moved	Donn Addante	Seconded	Beverly Wiley
CARRIED			

The meeting was adjourned at 5:39pm.