

Board of Directors Meeting Minutes

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

In Attendance

| Board Members | | |
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| 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 | Absent |
| James Ellis | Southeast Regional Vice-President | Absent |
| Walker Clark | South Regional Vice-President | Present |
| Drew Wells | Southwest Regional Vice-President | Absent |
| Darrin Duistermars | Midwest Regional Vice-President | Present |
| Mary Mahoney | Mid-America Regional Vice-President | Present |
| Dick Gulmon | Northern Regional Vice-President | Absent |
| Roger Garcia | Northwest Mountain Regional Vice-President | Present joined at 3:08 |
| 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 left at 5:10 |
| Nick Mullins | Elite Athlete Representative | Present |
| 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 5:10 |
| Natasha Watley | Elite Athlete Representative | Present joined at 3:02 |
| Lovieanne Jung | Elite Athlete Representative | Present |
| 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 |
| Kevin Ryan | Director of Umpires | Present left at 3:27 |

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.”

It was noted that all Commissioners on the Board have an inherent conflict of interest when discussing and voting for a registration and tournament system.

2. Roll Call

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

3. Approve the Agenda

Open Session Additions to the Agenda – Announcements in Open Session

Executive Session additions – Men’s Coach Staff and Association Updates have been added

Executive Session Deletions – Gender Inclusion and SafeSport items have been removed from the Executive Session Agenda

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| MOTION | BD | 22-03 | 01 |
| To approve the agenda as amended | | | |
| Moved | Darrin Duistermars | Seconded | Mary Mahoney |
| CARRIED | | | |

4. Approve February 23, 2022 Minutes

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| MOTION | BD | 22-03 | 02 |
| To approve the February 23, 2022 minutes as presented | | | |
| Moved | Beverly Wiley | Seconded | Sandy Searcy |
| CARRIED | | | |

5. Management Report

CEO Cress presented the final production reports for 2021. He urged all associations to be as timely as possible as the delays encountered to close 2021 have impacted the ability to evaluate 2022 results at the midway point in the JO season. March reports should be available at the next meeting, which will be the first production reports with 2022 registrations.

CEO Cress reminded the Board of the SafeSport Manual Sync issue and the importance of completing all requirements and steps outlined in the provided SafeSport guide.

CEO Cress reiterated the email communication submitted to all Local Associations last week related to the updates with the HPP and conflicts with state high school associations.

CEO Cress confirmed that Canada will participate in the 2022 Border Battle scheduled for September 9-11, 2022 in Oklahoma City.

6. Old Business

President Patterson updated the Board on the Board Composition Committee that will be named in the next few weeks and will meet prior to the next Board Meeting.

Reminder that Board meetings will change to 1:00PM CT beginning in April.

CEO Cress announced the Player Appeal portal is up and running.

CEO Cress clarified that Course #1 for SafeSport is the correct course for 18-year-old JO athletes to complete.

CEO Cress updated the Board on the progress with the Strategic Plan. A report should be ready for the April meeting with a vote scheduled for the May meeting.

CEO Cress updated the Board that a request for ineligible member lists was sent via email requesting that local associations send in any individual that needs to be added for our organization.

7. New Business

None

8. Next Meeting Date

April 27, 2022 at 1:00PM CT

9. Executive Session

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| MOTION | BD | 22-03 | 03 |
| To enter Executive Session at 3:23pm | | | |
| Moved | Darrin Duistermars | Seconded | Anna Louie |
| CARRIED | | | |

Director Searcy presented a report on the DeMarini A9044 ball and the related testing.

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| MOTION | BD | 22-03 | 04 |
| To accept the Committee recommendation to accept the DeMarini A9044 ball for testing effective 4/1/22. | | | |
| Moved | Donn Addante | Seconded | Darrin Duistermars |
| CARRIED | | | |

CEO Cress presented the report of the Association Review Panel noting that the Panel finds Nevada to be a viable association.

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| MOTION | BD | 22-03 | 05 |
| To approve Nevada as a viable association. | | | |
| Moved | Beverly Wiley | Seconded | Anna Louie |
| CARRIED | | | |

CEO Cress presented the request from USA Softball of Nevada to conduct the search for a successive Commissioner to be effective 1/1/23. Staff supports this request.

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| MOTION | BD | 22-03 | 06 |
| To allow USA Softball of Nevada to conduct the search for a successive Commissioner. | | | |
| Moved | Anna Louie | Seconded | Sandy Searcy |
| CARRIED | | | |

CEO Cress noted the impact of Covid 19 continued to greatly affect numerous local association registrations which impacts the allocation of At-Large Player Reps and JO Commissioner Reps. Staff recommends using 2019 registration numbers for 2022 representation.

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| MOTION | BD | 22-03 | 07 |
| To approve staff recommendation for 2022 JO and At-Large player reps to remain at 2019 levels. | | | |
| Moved | Rodney Cobb | Seconded | Walker Clark |
| CARRIED | | | |

CEO Cress then requested clarification on reimbursement for the newly reinstated At-Large Player reps at the 2022 Council Meeting.

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| MOTION | BD | 22-03 | 08 |
| To approve 2022 Council Reimbursement for the reinstated At-Large player reps approved in Motion 22-03-07. | | | |
| Moved | Donn Addante | Seconded | Anna Louie |
| CARRIED | | | |

Roger Garcia presented the Finance Committee report outlining 1- and 2-year background check options as offered by the preferred provider. The 2-year option was approved in February 2022 but based on discussions at the meeting, staff requested a quote from the provider for a 1-year option. Staff will continue to work with preferred provider to see if both can eventually be an option but currently, we must pick between 1- or 2-years.

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| MOTION | BD | 22-03 | 09 |
| To approve the 1-year background check option in the new registration system. | | | |
| Moved | Roger Garcia | Seconded | Anna Louie |
| FAILED | | | |

CEO Cress presented a proposed presentation from the Finance Committee to distribute to Commissioners outlining the fee and cost changes under the proposed new registration system.

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| MOTION | BD | 22-03 | 10 |
| To approve the Finance Committee’s Presentation of USA Softball Fees and Costs to be distributed to Commissioners. | | | |
| Moved | Roger Garcia | Seconded | Donn Addante |
| CARRIED | | | |

CEO Cress presented the MSA between USA Softball and the preferred provider noting it is an 8-year agreement including a registration system, tournament system and NCSI background checks. The tournament system goes in effect 9/1/22 and the registration system goes in effect on 9/1/23 for JO and 1/1/24 for umpires and adults. CEO Cress outlined the negotiated fees for each item in the contract.

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| MOTION | BD | 22-03 | 11 |
| To approve the MSA between SportsEngine and USA Softball. | | | |
| Moved | Sandy Searcy | Seconded | Donn Addante |
| CARRIED | | | |

CEO Cress presented a recommendation from the Women’s National Team Selection Committee to nominate Cindy Ball Malone, Tim Walton, and Tony Baldwin as assistant coaches for the World Games this summer.

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| MOTION | BD | 22-03 | 12 |
| To approve the WNT coaching staff as presented by the Selection Committee. | | | |
| Moved | Anna Louie | Seconded | Beverly Wiley |
| CARRIED | | | |

CEO Cress noted that Ron Guzman must resign as a coach with the MNT due to a schedule conflict. Mike Hoadley has been nominated by the Men’s National Team Selection Committee as a replacement.

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| MOTION | BD | 22-03 | 13 |
| To approve the Mike Hoadley as an assistant with the MNT. | | | |
| Moved | Walker Clark | Seconded | Dave Devine |
| CARRIED – Director Mullins noted a conflict and abstained | | | |

CEO Cress updated the Board that due to the large number of individuals interested in being involved in the Marketing and Communications Committee and the Special Programs Committee these areas would be better served being organized as panels/forums rather than committee form.

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| MOTION | BD | 22-03 | 14 |
| To approve the recommendation for converting the Marketing and Communications and Special Program committees to panels/forums. | | | |
| Moved | Donn Addante | Seconded | Beverly Wiley |
| CARRIED | | | |

CEO Cress and President Patterson presented the drafts of the Performance Improvement Plans for various local associations which were prepared in part based on 2021 registration numbers.

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| MOTION | BD | 22-03 | 15 |
| To revert to 2019 registrations for associations that were affected by the pandemic/Covid for determining criteria for the Performance Improvement Plans. | | | |
| Moved | Anna Louie | Seconded | |
| FAILED due to a lack of a second | | | |

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| MOTION | BD | 22-03 | 16 |
| To approve the Performance Improvement Plans for the associations with less than 500 registered teams in 2021. | | | |
| Moved | Donn Addante | Seconded | Walker Clark |
| CARRIED – Director Louie opposed | | | |

CEO Cress presented updated revised Commissioner and Local Association agreements to conform to recent updates in SafeSport/MAAPP requirements, diversity tracking, and Board actions related to the new registration and tournament systems.

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| MOTION | BD | 22-03 | 17 |
| To approve the revised Commissioner and Local Association agreements. | | | |
| Moved | Donn Addante | Seconded | Walker Clark |
| CARRIED | | | |

CEO Cress presented the proposed renewal of the Supplier Agreement from Wilson Sporting Goods for 2022-2024.

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| MOTION | BD | 22-03 | 18 |
| To approve the Supplier Agreement with Wilson Sporting Goods for 2022-2024. | | | |
| Moved | Darrin Duistermars | Seconded | Walker Clark |
| CARRIED – Director Munro noted a conflict and abstained from the vote. | | | |

CEO Cress updated the Board on recent events in Pennsylvania and New York City. No action is required at this time by the Board related to New York City. After the discussion, the following action was taken regarding Pennsylvania.

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| MOTION | BD | 22-03 | 19 |
| To send a Performance Improvement Plans to Pennsylvania to address recent issues. | | | |
| Moved | Donn Addante | Seconded | Beverly Wiley |
| CARRIED | | | |

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| MOTION | BD | 22-03 | 20 |
| To return to Open Session. | | | |
| Moved | Anna Louie | Seconded | Walker Clark |
| CARRIED | | | |

President Patterson discussed the need for a Cash Reserve Policy for the organization and will request the Finance Committee develop a policy for approval at the April meeting.

10. Adjournment

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| MOTION | BD | 22-03 | 21 |
| To adjourn March 23, 2022 meeting. | | | |
| Moved | Walker Clark | Seconded | Anna Louie |
| CARRIED | | | |

The meeting was adjourned at 5:30pm.