

Board of Directors Meeting Minutes

Location	Date	Time	Format
Zoom	April 27, 2022	1:00p.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 joined at 1:40pm
James Ellis	Southeast Regional Vice-President	Present joined at 1:46pm
Walker Clark	South Regional Vice-President	Present left at 1:30pm
Drew Wells	Southwest Regional Vice-President	Present
Darrin Duistermars	Midwest Regional Vice-President	Absent
Mary Mahoney	Mid-America Regional Vice-President	Present
Dick Gulmon	Northern Regional Vice-President	Present left at 1:35pm
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 Members	Present
David James	Independent Director	Absent
Ally Carda	Elite Athlete Representative	Absent
Nick Mullins	Elite Athlete Representative	Absent
Michelle Moultrie	Elite Athlete Representative	Present
Cam Schiller	Elite Athlete Representative	Absent
Janie Reed	Elite Athlete Representative	Present
Aubree Munro	Elite Athlete Representative	Present
Natasha Watley	Elite Athlete Representative	Present joined at 1:03pm
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	Not Present
Allison Flaig	Chief of Staff	Present
Rich Cress	Director of Membership Services	Present
Andrea McKee	Director of Marketing & Communications	Not Present
Jay Hedrick	Managing Director of Network Systems	Present
Devin Loehrs	Director of IT	Not Present -
Steve Wolter	Strategic Plan Consultant	In meeting from 1:40pm-2:31pm

Minutes

1. Call to Order

President Patterson called the meeting to order at 1:00 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

MOTION	BD	22-04	01
To approve the agenda as amended.			
Moved	Mary Mahoney	Seconded	Bev Wiley
CARRIED			

4. Management Report

CEO Cress presented the production reports for 2022 through March 2022. It was noted that JO Registrations are for 9/1/21 to 3/31/22 to coincide with the 2022 season.

CEO Cress and Sandy Searcy discussed the recent NFHS meeting regarding the crisis in area of officiating.

CEO Cress noted that there is a delay in background check processing due to staffing issues in courthouses around the country so please allow 10 days when submitting background checks.

CEO Cress presented the March Complex Report noting that 2 college events were held in March.

CEO Cress reported that Administrative Audit for SafeSport is complete and successfully passed. The only area that was noted that required additional procedures regarding last-minute substitutions. We have implemented the changes requested.

5. Old Business

President Patterson updated the Board on the Board Composition Committee, and that final composition of the committee will come after the Strategic Plan presentation.

6. New Business

None.

7. Next Meeting Date

May 25, 2022, at 1:00PM CT.

8. Executive Session

MOTION	BD	22-04	02
To enter Executive Session at 1:17pm.			
Moved	Anna Louie	Seconded	Bev Wiley
CARRIED			

Finance Chairman Gulmon presented the committee’s recommendation regarding a cash reserve policy.

MOTION	BD	22-04	03
To accept the recommendation and adopt the proposed Cash Reserve Policy as presented by the Finance Committee.			
Moved	Dick Gulmon	Seconded	Rodney Cobb
CARRIED			

President Patterson presented a letter from Commissioner Mead regarding his Performance Improvement Plan. No action was taken at this time. Director Louie noted her motion in March, which failed for a second, relates to Commissioner Mead’s comment in his Performance Improvement Plan. Following the failure of her motion, the Board voted on a related motion that did pass. President Patterson noted that the only way to revisit the issue would be for someone from the prevailing side to make a motion to reconsider. As there was no motion from the prevailing side, the issue was not considered.

Steve Wolter, Strategic Planning Consultant, presented the latest results of the planning process and surveys completed. The goal is to complete the plan and related board action by July.

Aubree Munro presented the recommendations from the AAC regarding required Bylaw changes related to athlete representation and amended the Board term from 4 years to 2 years. The goal of the changes is to promote a better understanding for the athletes in the organization, its structure and to create a space for athletes to have a voice.

MOTION	BD	22-04	04
To approve AAC recommendation with an amendment to change Designated Committees to Designated Standing Committees.			
Moved	Aubree Munro	Seconded	Donn Addante
CARRIED			

CEO Cress presented a recommendation from the Women’s National Team Selection Committee to nominate Cindy Ball Malone, Brian Kolze and Jimmy Kolaitis as assistant coaches for the Canada Cup and Cindy Ball Malone, Chris Malveaux and Mike Steuerwald as assistant coaches for the Japan All Star Series.

Michelle Moultrie abstained due to a conflict of interest as a member of the Women’s National Team.

MOTION	BD	22-04	05
To approve the WNT coaching staff as presented by the Selection Committee.			
Moved	James Ellis	Seconded	Drew Wells
CARRIED			

CEO Cress presented a history of the Gender Inclusion Policy dating back to the beginning of the process in 2019 noting the review of the WBSC, IOC, NCAA and local policies. He presented the policy as presented by the DEI Committee noting the policy is consistent with other NGB policies. Difficulty is arising as states allow individuals to obtain government identification without designating a gender or for parents to obtain birth certificates as gender neutral for their newborn children. CEO Cress noted a policy needs to be in place by June 1, 2022, in order for the policy to be in effect for the 2022-2023 NCAA softball season as they defer to the NGB for guidance in this area. Board members are requested to submit questions related to the policy to staff by May 2 in preparation for a May 11 meeting to review questions and follow up discussion ahead of the May 25 Board meeting.

MOTION	BD	22-04	06
To table the proposed policy until the May meeting.			
Moved	Bev Wiley	Seconded	Anna Louie
CARRIED			

CEO Cress presented the March Stadium Events Financial Report showing the 2 events were successful from an event and financial perspective.

MOTION	BD	22-04	07
To return to Open Session.			
Moved	Anna Louie	Seconded	Mary Mahoney
CARRIED			

9. Adjournment

MOTION	BD	22-04	08
To adjourn April 27, 2022, meeting.			
Moved	Michelle Moultrie	Seconded	Anna Louie
CARRIED			

The meeting was adjourned at 3:57pm.