



USA Softball Board of Directors
USA Softball AEP Building | Oklahoma City, OK
May 3-4, 2019

MINUTES

1. CALL TO ORDER

President Gouveia called the meeting to order at 6:00 p.m.

2. INVOCATION AND PLEDGE OF ALLEGIANCE

Darrin Duistermars, Midwest Regional Vice President, delivered the invocation and John McPhail, Central Atlantic Regional Vice President, led the Pledge of Allegiance. A moment of silence was held for Denny Bruckert and Ralph Raymond, two former USA Softball National Team Head Coaches who recently passed away.

3. ROLL CALL

Board of Directors (BOD) members present were John Gouveia; Warren Jones; Rodney Cobb; Beverly Wiley; John McPhail; Carlton Benton; ET Colvin; Drew Wells; Darrin Duistermars; Joe Patterson; Dick Gulmon; Roger Garcia; Sam Ducato; Don Addante; Valerie Arioto; Michelle Moultrie and Janie Reed.

Absent: Nick Mullins

The CEO declared that a quorum had been established.

Staff: Craig Cress, Mark Loehrs, Chris Sebren, John Miller, Rich Cress, Savannah Edwards, Dre McKee, Codi Warren, Jay Hedrick and Shirley Adkins.

Guests present:

Friday Only - John Falcone with Cheek & Falcone, PLLC and AJ Morgan with RPS Bollinger Insurance

Saturday Only - Ursula Bradshaw and Melissa Prophet with RSM US LLP and Richard Merritt with USA Softball of Texas staff

4. LEGAL/INSURANCE REVIEW (Executive Session)

M/S/C – Motion to enter into Executive Session to discuss legal items, USA Softball Bylaws and insurance items.

M/S/C – Motion to exit out of Executive Session with the following motions made:

A. *Motion to adopt the following insurance items:*

- i. For a \$250.00 deductible for youth individuals, the insurance rate is increasing by \$0.25 to \$6.25. For a \$125.00 deductible for youth individuals, the insurance rate is increasing by \$1.00 to \$18.00*
- ii. Increase umpire insurance rates by \$1.00, which changes the umpire registration fee from \$25.00 to \$26.00*
- iii. Increase adult individual insurance rates by \$1.00, which changes the adult individual registration fee from \$11.00 to \$12.00*
- iv. For a \$500.00 deductible for adult accident-only optional plans, the insurance rate is increasing by \$25.00 to \$225.00*
- v. Increase Youth Tournament Team liability and accident only rates by \$0.50 to \$3.00 (liability only) and \$4.00 (accident only)*
- vi. Increase Youth Tournament Package rate from \$5.00 to \$6.00*
- vii. For a \$250.00 deductible, increase Youth Team rates to*
 - a. From \$97.00 to \$120.00 (Leagues, 12-Under package)*
 - b. From \$141.00 to \$150.00 (Leagues, 13-19 years old package)*
 - c. From \$184.00 to \$200.00 (Single Team, 12-Under package)*
 - d. From \$223.00 to \$240.00 (Single Team, 13-19 years old package)*
- viii. Eliminate administrative fees*
- ix. Eliminate Youth Team Insurance-Liability Only plan*

B. *Motion to approve and adopt the Conflict of Interest and Code of Conduct Policies for USA Softball.*

C. *Motion to approve recommended updates from legal counsel to the USA Softball Bylaws.*

5. **REMARKS**

- A. President remarks
- B. Past President remarks
- C. President Elect remarks
- D. Chief Executive Officer remarks

6. **DEPARTMENT DIRECTOR'S REPORTS**

A. Operations (Communications, Marketing, IT)

Communications – Codi Warren, Managing Director

Codi Warren provided a written report on the Communications Department. Mr. Duistermars acknowledged the updates to the National Office website and thanked the members of the Slow Pitch Task Force Committee for their role in compiling recommendations to the National Office for these updates. This was an informative report, which required no action by the BOD.

Marketing – Dre McKee, Managing Director

Dre McKee provided a written report on the Marketing Department, including an update on additional sponsors for the Gold Ball Gala which serves as a fundraiser for the National Teams Program. This was an informative report, which required no action by the BOD.

IT – Savannah Edwards, Managing Director

Savannah Edwards provided a written report on the IT Department in addition to providing updated production reports. Ms. Edwards provided the BOD with a list of Council Members who have not completed their Background Checks and SafeSport Training that is required as a Covered Individual. National Office staff answered questions from BOD members on electronic ID cards and how to access them through RegisterUSASoftball.com. This was an informative report, which required no action by the BOD.

B. Membership – John Miller, Director

John Miller provided a written report on the Membership Department and discussed the latest production reports with the BOD. National Office staff answered questions from BOD members on the status of the contract for the USA Softball All-American Games and on the process of approving National Championship Bid forms through the Local Associations. Mr. Miller informed the BOD that at the time of the BOD meeting, a signed contract from the All-American Games committee had not been received. Mr. Cress informed the BOD on the latest traffic updates to the newly launched Amateur Resource Center (ARC) website, which serves as an education platform for youth softball athletes. President Gouveia discussed a previous presentation by Darin Delgado, Coach Coordinator with USA Softball of Sacramento, from the November BOD meeting in which he presented his online coaching platform, SoftBOK, and inquired if anyone from the National Office had reached out to him since the meeting. Ms. McKee had previously reached out to Mr. Delgado to thank him for presenting and inform him of the ARC website. Staff will look into potentially collaborating with Mr. Delgado on future content. This was an informative report, which required no action by the BOD.

C. Umpires – Kevin Ryan, Director

Kevin Ryan provided a written report on the Umpire Department. Mr. Cress spoke on the report, which included information on 2018-19 National Umpire Schools, National Championships, WBSC events and the 2019 Umpire-in-Chief (UIC) Clinic. This was an informative report, which required no action by the BOD.

D. National Teams – Chris Sebren, Director

Chris Sebren provided a written report on the National Teams Department, including information on updates to the Athlete Safety Policy. Mr. Sebren informed the BOD of the edits needed to the Athlete Safety Policy due to requirements by the United States Olympic Committee (USOC) Compliance Checklist and updates from the U.S. Center for SafeSport.

M/S/C – Motion to accept the updated USA Softball Athlete Safety Policy.

E. Chief Financial Officer – Mark Loehrs, Director

Mark Loehrs provided a report on the 2019 USA Softball Budget and 2018 Budget Variance Report. Mr. Loehrs answered questions from BOD members on these reports, including information on the pledges and balances of the Legacy Club and Endowment Fund.

Directive: President Gouveia requested that the National Office compile a list of pledges to either the Legacy Club or Endowment Fund that have not been fulfilled and provide it to him so that he can follow up with those individuals.

RSM US LLP Audit Presentation

Ursula Bradshaw (Assurance Director) and Melissa Prophet (Assurance Partner) with RSM US LLP, USA Softball's auditing firm, gave a presentation on the USA Softball Audit for 2018. Ms. Bradshaw and Ms. Prophet answered questions from BOD

members on the audit process and updated the BOD on new laws. This was an informative report, which required no action by the BOD.

7. OLD BUSINESS

A. Feedback on Regional Calls with Commissioners and Next Steps

BOD Members provided updates on calls held within their respective region's regarding a potential Commissioner's Meeting and common trends and concerns shared within their regions. Common concerns included the rising cost of insurance, lack of participants playing the game of softball, the difficulty of registration and the perceived lack of attention to the grassroots programs of USA Softball. President Gouveia commended the BOD members and Commissioner's for taking the time to conduct these calls as it will help move USA Softball in the right direction by discussing these concerns and coming up with solutions now rather than later. President Gouveia informed the BOD to come to the Commissioner's Meeting during the Annual Meeting in Sparks, Nevada with a plan in hand rather than waiting to come up with ideas at the meeting. Dick Gulmon recommended that BOD members compile a summary of their regional calls that can be shared with Commissioners to assist with planning for the Annual Meeting. Additionally, President Elect Rodney Cobb spoke on a survey that he would like to conduct with USA Softball players, coaches, parents, umpires, BOD members and Council Members to gather information on what members are looking for and/or why they aren't playing USA Softball.

Directive: President Gouveia requested that Mr. Cobb work with National Office staff to conduct these surveys and provide the BOD with a summary of questions prior to the surveys going out.

B. Use of the USA Softball Logo by Local Associations

Carlton Benton brought up concerns regarding the restricted use of the USA Softball logo by Local Associations, citing that it causes an unintended disconnect between members at the Local Association level and the National organization. President Gouveia spoke on the decision by the BOD to approve policies and procedures for using the National logo in order to protect the value and integrity of the brand. The BOD reviewed the policies and licensing agreements that were approved during the rebrand process and will revisit these policies and procedures at the September BOD meeting.

C. Registration and Tournaments

BOD members discussed RegisterUSASoftball.com and TournamentUSASoftball.com and some of the difficulties that both Council Members and participants within their associations encounter through the registration process while National Office staff answered questions from BOD members on customer support for both platforms. Ms. Edwards and National Office staff have been evaluating systems from several vendors regarding a new registration system and tournament hosting platform. BOD members were provided a handout on two potential vendors. The National Office has an additional two vendors who they will be reaching out to and will provide an update to the BOD at a later date.

D. National Teams Budget

BOD members requested a detailed report for all National Team income and expenses from the National Office staff to provide clarification on how funds are being allocated and distributed. The report included a breakdown on how much income comes from the National Organization's general fund, donors and sponsors. Elite Athlete Representatives on the BOD discussed the ability of National Team athletes to act as brand ambassadors at tour stops, camps and/or clinics that they hold to raise awareness and funds for USA Softball.

8. NEW BUSINESS

A. National Federation of State High School Associations (NFHS) Update

Mr. Cress spoke on a recent meeting that Director of Umpires, Kevin Ryan, attended with the NFHS regarding injury and participation in sports. A recent report by the Sports & Fitness Industry Association (SFIA), which details trends in the growth or decline of sports, showed that overall participation in team sports has gone down. The report commended the PLAY BALL initiative and the roles that Major League Baseball (MLB), USA Softball and USA Baseball have played in the development of grassroots programming. At this meeting, officials also discussed the issue of mandatory protective face masks for defensive players, however the National Operating Committee on Standards for Athletic Equipment (NOCSAE) is not interested in certifying a defensive mask at this time.

B. Council Directory Update

Mr. Miller discussed the current state of the Council Directory, which was previously printed and distributed to Council Members but is now strictly in digital format on the portal. Mr. Miller informed the BOD of the decision to no longer print the Council Directory due to Local Association personnel changes that can occur throughout the year. A current copy of the Council Directory was passed around to the BOD for their review and will be placed on the portal upon its completion.

C. Promotion of National Championship Finals

Mr. Benton shared a concern about the lack of participation at USA Softball National Championship Finals in recent years and what could attract teams to participate at future National Championship Finals. John McPhail also spoke on the need for National Championship hosts to fulfill requirements like updating TournamentUSASoftball.com to ensure that National Championship Finals are successful. BOD members discussed live streaming and promoting the qualification process and how that could increase participation in addition to the possibility of having a National Championship committee who could evaluate our National Championship

program. National Office staff answered questions from BOD members on broadcast rights for National Championship Finals and if there is anything in the National Championship agreement on them. The National Office will review the current National Championship host agreement and evaluate if changes are needed to clarify broadcasting rights.

D. National Office Employee Manual

Mr. Cress spoke on recent updates to the USA Softball National Office Employee Manual, which included the additions of Background Check/SafeSport requirements, Conflict of Interest and Code of Conduct Policies and Open Door Reporting of Workplace Concerns. The updated Employee Manual was made available to BOD members for review.

9. EXECUTIVE SESSION

M/S/C - Motion to enter into Executive Session.

M/S/C – Motion to exit out of Executive Session with the following motions made:

- A. *Motion to approve Clyde Brewer as Commissioner Emeritus.*
- B. *Motion to approve a three-year agreement with Turface Athletics as an Official Supplier of the USA Softball Hall of Fame Complex.*
- C. *Pending ratification by Commissioners, youth individual registration is going up an additional \$0.75, which changes the registration fee from \$2.00 to \$2.75*

10. BOARD AND COUNCIL MEETING SCHEDULE

A. Board Meeting Dates

- i. 2019 Fall Board Meeting: September 20-21, 2019 in Oklahoma City, Okla.
- ii. 2019 First Board Meeting at Council: November 10, 2019 in Sparks, Nev.
- iii. 2019 Second Board Meeting at Council: November 14-15, 2019 in Sparks, Nev.
- iv. 2020 Spring Board Meeting: April 17-18, 2020 in Oklahoma City, Okla.
- v. 2020 Fall Board Meeting: September 18-19, 2020 in Oklahoma City, Okla.

B. USA Softball Annual Council Meeting Dates

- i. 2019 Council Meeting Hotel: Nugget Casino, November 9-15, 2019, Sparks, Nev.
- ii. 2020 Council Meeting Hotel: Hilton Shreveport Downtown, November 7-13, 2020, Shreveport, La.

11. ADJOURN

The meeting was adjourned at 8:18 p.m. on Saturday, May 4, 2019.