



## **USA Softball Board of Directors**

**Video Meeting**

**May 20, 2020**

### **MINUTES**

#### **1. CALL TO ORDER**

President Cobb called the meeting to order at 1:04 p.m. CT

#### **2. ROLL CALL**

Board of Directors (BOD) members present were Rodney Cobb; John Gouveia; Joe Patterson; Beverly Wiley; John McPhail; Carlton Benton; Walker Clark; Drew Wells; Darrin Duistermars (left meeting at 3:23 p.m. CT); Mary Mahoney; Dick Gulmon; Roger Garcia; Anna Louie; Donn Addante; Sandy Searcy; Kim Ng; Valerie Arioto; Michelle Moultrie and Janie Reed.

Absent: Nick Mullins

The Chief Executive Officer (CEO), Craig Cress, declared that a quorum had been established.

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

Mr. Cobb welcomed and thanked the newest addition to the BOD, Kim Ng, who began her term. CEO Cress gave a brief background on Ms. Ng for the BOD.

#### **3. AMENDMENTS TO THE AGENDA**

Carlton Benton – Insurance Deductible Options – New Business

#### **4. UPDATES FROM REGIONAL VICE PRESIDENTS**

Regional Vice Presidents provided verbal updates for associations in their area as it relates to the easing of COVID-19 restrictions and any dates that have been given for returning to play. Most associations are anticipating events being able to return to the ballpark by the summer, some associations have had leagues and events cancelled for the 2020 season and travel restrictions could prevent teams from crossing city, county or state borders to attend events. President Cobb brought up his concerns with the current state of registrations and events being held throughout USA Softball, but noted the optimism with the uptick in play as States begin to ease restrictions. Both President Cobb and CEO Cress thanked the Regional Vice Presidents for their reports and the reports will be placed on the portal for Council Members to review.

#### **5. UPDATES FROM CEO ON STATE OF OKLAHOMA AND OFFICE STAFF**

CEO Cress provided a verbal update to the BOD on the National Office staff returning to the office following Oklahoma Governor Kevin Stitt's "Open up and Recover Safely" (OURS) plan and Oklahoma City Mayor David Holt's new COVID-19 proclamation. Both detail the phased

reopening for the State of Oklahoma and city of Oklahoma City. With Oklahoma City and the state of Oklahoma entering Phase II of reopening during the COVID-19 pandemic, on Monday, May 18, 2020 the National Office staff returned to working back to the office fulltime while the National Softball Hall of Fame and Gift Shop opened to the public on May 20, 2020. In accordance with both proclamations, those employees who fall under the vulnerable population, those 65-and-over or with compromised immune systems, are still working remotely at this time. The National Office continues to adhere to both the Governor's and Mayor's phased reopening timelines and guidelines for businesses, which will also help determine when events can begin to be held at USA Softball Hall of Fame Complex. CEO Cress also discussed the Back to the Ballpark Guidelines that were issued by the National Office, which detail best practices and recommendations for participants and event hosts as it relates to the return to play during the COVID-19 pandemic. CEO Cress emphasized that the guidelines are recommendations for the softball community, and that associations, cities and event hosts can modify them in accordance with local, city and state official requirements. The National Office will also adhere to the Back to the Ballpark guidelines when reopening the USA Softball Hall of Fame Complex. CEO Cress thanked the National Office staff, insurance, and legal teams for their efforts in putting the guidelines together.

## 6. DEPARTMENT DIRECTOR'S REPORTS

### A. Operations (Communications, Marketing, IT, Membership, Sport Development)

#### Marketing - Dre McKee, Managing Director

Dre McKee provided a written report on the current status of the partnership's with Major League Baseball (MLB) and Dick's Sporting Goods for the "Stand Beside Her" tour, presented by MLB. With the tour being cancelled due to COVID-19, USA Softball plans to honor the agreements with MLB and Dick's Sporting Goods when the tour is able to resume. The National Office is in the process of finalizing amendments to the original agreements to extend the contract periods. This was an informative report, which required no action by the BOD.

#### IT - Devin Loehrs, Registrations Administrator and Project Manager

Devin Loehrs provided the BOD with a report on results from a recent survey conducted by the National Office to gauge the effects of COVID-19 on registrations and events for Local Associations. Results included a 2020 season forecast, projected losses in registrations by association, feedback on refunds/credits/insurance extensions, forecasts on the possibility of a fall season, anticipated reopening dates and overall traffic to RegisterUSASoftball.com. This was an informative report, which required no action by the BOD.

#### Membership - John Miller, Chief Operating Officer (COO)

COO Miler updated the BOD on the retirement of USA Softball of Southern California Commissioner, Phil Gutierrez. The association has been deemed viable and therefore it has been recommended to begin the search to find a new Commissioner. COO Miller informed the BOD that Mr. Gutierrez plans to stay on as Commissioner until a replacement has been found.

### ***M/S/C – Motion to approve USA Softball of Southern California as a viable association.***

#### Championships - Rich Cress, Managing Director of Membership Services

##### 2020 National Championship Finals

Mr. Cress provided a verbal and written report to the BOD detailing the status of 2020 and 2021 USA Softball National Championships that have been returned

back to their respective regions or territories due to COVID-19 concerns and restrictions. As the reports detailed Territorial Championships having been returned, Mid-America Region Vice President, Mary Mahoney, inquired about the Girls' Class A National Championship Finals and if any of those have been returned to the National Office. At this time, the National Office has not received a request to return a 2020 Girls' Class A National Championship Final as the majority of hosts have indicated they are awaiting further clarification and guidance from their local, city and state officials before making a determination. Northwest Mountain Region Vice President, Roger Garcia, also inquired if there would be any documentation provided by the National Office that confirms a previously-enacted BOD decision that if any 2020 National Championship Final is cancelled or relocated due to COVID-19, the hosting state/metro association will be offered the same tournament in 2022. Mr. Cress informed the BOD that the region or territory would need to provide that documentation as those are awarded by the region and territory and are not voted upon by the Council. Northern Region Vice President, Dick Gulmon, made a recommendation that each region and territory should follow the National Office process of returned or cancelled National Championship Finals.

***M/S/C – Motion to require that regions and territories follow the same process as the National Office in offering a state/metro association the same event in 2022 if a 2020 National Championship Final cannot be held due to COVID-19 restrictions.***

CEO Cress continued the discussion on 2020 National Championship Finals and recommended that National Championship Finals should be held in areas where local, city and state officials are allowing events to take place. BOD members discussed whether a National Championship Final should be cancelled or relocated due to COVID-19 restrictions, the possibility of moving National Championship Finals to the USA Softball Hall of Fame Complex and establishing a deadline for associations to inform the National Office of a cancelled or relocated event. The National Office recommended that if a host cannot hold a National Championship Final in 2020, they should look to relocate the event to another area that would be able to host it. If an alternative location cannot be determined, the National Championship Final should be cancelled for 2020. COO Miller discussed the possibility of National Championship Finals taking place at USA Softball Hall of Fame Complex and noted that requests to relocate a National Championship Final to Oklahoma City would have to be prioritized due to date and facility restrictions. BOD members also proposed establishing two deadlines for associations to inform the National Office of cancelled or relocated National Championship Finals, one for National Championship Finals that take place earlier in the summer and another for National Championship Finals later in the calendar.

***M/S/C – Motion to proceed with holding 2020 National Championship Finals and establishing deadlines for hosts to inform the National Office on their ability to hold their respective 2020 National Championship Final. There will be a June 5, 2020 deadline for any National Championship Final held through the end of July, while any National Championship Final taking place after August 1, 2020 will have a deadline of July 1, 2020.***

### Border Battle XII

Mr. Cress provided a written report to the BOD on the status of Border Battle XII, which was originally scheduled to be held in Kent, Wash. July 24-26, 2020. Due to COVID-19 restrictions in the state of Washington and for international travel for Canada, the Local Organizing Committee has recommended to move Border Battle XII away from Kent in 2020 in hopes to host in 2021. The National Office agrees with the recommendation and will look to relocate Border Battle XII to the USA Softball Hall of Fame Complex September 25-27, 2020. This was an informative report, which required no action by the BOD.

### 2020 USA Softball All-American Games

Mr. Garcia asked about the status of the 2020 USA Softball All-American Games (AAG) and if any regions have expressed their concerns with sending teams to this year's event due to COVID-19 as the region he represents will not be sending teams this year. Ms. Mahoney said the AAG Committee is still planning to host the event this year as long as the USA Softball Hall of Fame Complex is able to hold events.

### USA Softball of Kentucky Commissioner Opening Update

COO Miller updated the BOD on recent discussions he, Chris Sebren and Mr. Cress have had with an individual in Kentucky to assist with finding a pool of candidates for the open Commissioner position in Kentucky. This was an informative report, which required no action by the BOD.

#### B. Umpires – Kevin Ryan, Director

Kevin Ryan updated the BOD on a recent survey sent out to the Regional Umpire-in-Chief's to gauge feedback and interest in the 2021 Umpire-in-Chief (UIC) Clinic. The results of the survey showed that the interest and comfort for potential attendee's warrants moving ahead with plans to host the 2021 UIC Clinic in Oklahoma City as originally scheduled. This was an informative report, which required no action by the BOD.

#### C. National Teams – Chris Sebren, Director

Mr. Sebren provided a written report to the BOD on an initial plan to conduct Facebook Live roundtable panels and discussions to benefit the softball community. This was an informative report, which required no action by the BOD.

## 7. **OLD BUSINESS**

### Refunds/Credits and Insurance Extension for the 2020 Season

COO Miller started the discussion with addressing the results from the survey the IT Department conducted to gauge the amount of refund, credit and insurance extension requests Local Associations have received from members within their association. Based on the survey results, it appears that a large number of Local Associations have received those requests and as such COO Miller recommended the National Office put out a statement or directive that addresses if or how those requests would be handled. BOD members discussed what would warrant a refund, credit or insurance extension, potential scenarios for insurance extensions and what items could or could not be refunded with the general feedback being that only if leagues or events are unable to be played should those requests be considered minus the hard costs already put into the registrations. Those requests would be on a case-by-case basis as there is not a one-size-fits-all solution, and the National Office will work with each Local Association to determine an extension on insurance or a refund/credit policy that works best for them.

## 8. NEW BUSINESS

### A. Insurance Deductible Options

Southeast Region Vice President, Carlton Benton, requested a \$500.00 and \$1,000.00 deductible option on insurance for individual registration in an effort to remain competitive for membership while CEO Cress added an additional request for a \$750.00 deductible. The BOD discussed the history of deductible options for insurance that have been brought before the BOD, with the BOD ultimately voting to keep the \$250.00 deductible option. COO Miller brought up a potential concern that could lower the amount of individual registrations coming into the National Office if there was a higher cost on insurance.

***M/S/C – Motion to request a \$500.00, \$750.00 and \$1,000.00 deductible for insurance and to ask for both 90/10 and 100 percent co-insurance clauses.***

### B. Back to the Ballpark Guidelines

Northeast Region Vice President, Bev Wiley, raised a concern by a Commissioner in her region in regard to the color of face masks that are permissible per the Back to the Ballpark Guidelines released by the National Office. The Commissioner felt that requiring teams to have the same color could be a problem as there could be difficulty with producing or finding face masks of matching color. CEO Cress and COO Miller reiterated that the guidelines are merely recommendations, and that associations and event hosts can ease or tighten those recommendations, however the guidelines were established to address any disruptive patterns or colors. Affiliate BOD Member, Sandy Searcy, informed the BOD that the Back to the Ballpark Guidelines issued by USA Softball have also been presented as a model set of guidelines in a recent presentation hosted by the National Federation of State High School Associations (NFHS).

## 9. BOARD MEETING SCHEDULE

President Cobb proposed an additional BOD meeting to be held in early June to discuss any updates from Local Associations as it relates to COVID-19, returning to play, an update on the new registration platform and any updates on 2020 National Championship Finals.

### Board Meeting Dates

2020 June Board Meeting: June 11, 2020 at 1 p.m. CT.

2020 Fall Board Meeting: September 18-19, 2020.

## 10. EXECUTIVE SESSION

***M/S/C – Motion to enter into Executive Session.***

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

***Motion to accept a contract change from Easton Sporting Goods for 2020.***

## 11. ADJOURN

***The meeting was adjourned at 3:33 p.m. CT on Wednesday, May 20, 2020.***