



USA Softball Board of Directors  
USA Softball Field House | Oklahoma City, OK  
September 20-21 2019

MINUTES

1. **CALL TO ORDER**

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

2. **INVOCATION AND PLEDGE OF ALLEGIANCE**

Beverly Wiley, Northeast Regional Vice President, delivered the invocation and Valerie Arioto, Elite Athlete Representative, led the Pledge of Allegiance.

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 Duisternars; Joe Patterson; Roger Garcia; Anna Louie, proxy for Sam Ducato; Don Addante; Valerie Arioto; Michelle Moultrie, Nick Mullins and Janie Reed.

Absent: Dick Gulmon

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, Devin Loehrs, Jay Hedrick and Shirley Adkins.

Guests present:

Friday Only - John Falcone with Cheek & Falcone, PLLC, AJ Morgan with RPS Bollinger Insurance and Julie Whiteaker with the National Office

Saturday Only – Dave Devine, Commissioner of USA Softball of Dallas/Ft. Worth, Andy Dooley, Commissioner of USA Softball of Piedmont, Va., Jerry Hanson, Commissioner of USA Softball of Michigan, and Oscar Hairell and Richard Merritt, USA Softball of Texas staff

Approval of Proxies

*M/S/C – Motion to approve Anna Louie as proxy for Sam Ducato, Pacific Coast Regional Vice President.*

4. **LEGAL/INSURANCE REVIEW (Executive Session)**

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

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

- A. Motion to adopt the United States Olympic & Paralympic Committee (USOPC) Red Light Offense List into USA Softball's Red Light/Green Light Policy for Background Checks.*
- B. Motion to approve Ron Hackett as the Head Coach for the USA Softball Men's National Team.*
- C. Motion to approve the 2020 USA Softball Women's National Team Selection Trials invitee list who are eligible to be selected to the 2020 Olympic Softball Team.*

5. **AMENDMENTS TO THE AGENDA**

Beverly Wiley – Executive Session (1 item)

6. **REMARKS**

- A. President remarks
- B. Past President remarks
- C. President-Elect remarks
- D. CEO remarks

7. COMMITTEE REPORTS

A. Audit Committee

The Audit Committee members are Dick Gulmon, Rodney Cobb, and Valerie Arioto. Committee members Valerie Arioto and Rodney Cobb provided their comments pertaining to the 2018 RSM US LLP Consolidated Financial Audit Report.

***M/S/C – Motion to approve the 12/31/2018 RSM US LLP Consolidated Financial Audit Report as presented.***

B. Finance Committee

Chief Financial Officer (CFO) Mark Loehrs provided the BOD with minutes from Finance Committee Meetings and spoke on their review of revenue and expense items within the current USA Softball budget. The Finance Committee put together a list of recommendations for cutting expenditures and increasing revenue that will go before the BOD. Mr. Loehrs thanked the Committee Members for their time and commitment to bettering USA Softball's budget.

8. DEPARTMENT DIRECTOR'S REPORTS

A. Communications – Codi Warren, Managing Director

Codi Warren provided a written report on the Communications Department. This was an informative report, which required no action by the BOD.

B. IT – Savannah Edwards, Managing Director

Savannah Edwards provided a written report on the IT Department. This was an informative report, which required no action by the BOD.

C. Championships/Events – Rich Cress, Managing Director

Rich Cress provided a written report on USA Softball National Championships and Events. Mr. Cress provided additional updates on 2020 and 2021 National Championship Finals that have been bid on since submitting the report to the BOD. This was an informative report, which required no action by the BOD.

2021 National Championship bids received after the initial BOD report

Girls' 10U A East and West

Senior Slow Pitch East

Men's Open Fast Pitch East

Girls' 12U, 14U, and 18U A Northern

Girls' 10U, 12U, 14U, and 18U B Fast Pitch Northern

Girls' 10U, 12U, 14U and 16U B Western

Men's Slow Pitch E/Rec Northern

D. Marketing – Dre McKee, Managing Director

Dre McKee provided a written report on the Marketing Department. This was an informative report, which required no action by the BOD.

E. Major League Baseball (MLB) – Destinee Martinez, Event Manager

Destinee Martinez provided a written report on USA Softball's partnership with MLB and events held during the 2019 season. CEO Cress also updated the BOD on the Amateur Resource Center (ARC) website and additional opportunities to further develop the partnership with MLB. This was an informative report, which required no action by the BOD.

F. Umpires – Kevin Ryan, Director of Umpires

Kevin Ryan provided a written report on USA Softball's Umpire Program and informed the BOD of National Umpire School (NUS) locations for 2019-2020, including Advanced Camps for Fast Pitch and Slow Pitch. Mr. Ryan also shared concerns regarding the state of officiating and incidents in which officials have been attacked by participants and fans. This was an informative report, which required no action by the BOD.

G. National Teams – Chris Sebren, Director

Chris Sebren provided a written report on USA Softball's National Team Program, including updates on new age groups eligible to compete at World Baseball Softball Confederation (WBSC) Softball World Cups and how that affects birth years for National Team-eligible athletes. There were a couple of points re-stated from the September 9 Board of Director's conference call: 1) some countries are having the selected athletes contribute to the cost of being a member of their National Teams; and 2) an option might be that our National Champions from the prior year could be selected to represent USA Softball the following year in the appropriate age group. This was an informative report, which required no action by the BOD.

H. Membership – John Miller, Director

John Miller provided a written report on the Membership Department. This was an informative report, which required no action by the BOD.

I. 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 and guests about the increase in youth individual registration fees due to the National Office and when it would be added to the USA Softball Budget. Mr. Loehrs informed the BOD and guests that it would be added for the 2020 fiscal year and took effect September 1, 2019. This was an informative report, which required no action by the BOD.

Andy Dooley asked about the possibility of having staff reports that are not included in Executive Session being available on the portal for Council Members who are not serving on the BOD to view.

**Directive:** President Gouveia directed National Office staff to post the department staff reports on the USA Softball portal going forward.

9. **OLD BUSINESS**

A. Use of the USA Softball Logo by Local Associations

Carlton Benton had previously brought up concerns regarding the restricted use of the USA Softball logo by Local Associations. President Gouveia and CEO Cress spoke on the decision by the BOD to approve policies and procedures for using the National logo for legal purposes and to protect the value and integrity of the brand that had gone unchecked with USA Softball's previous branding as ASA and ASA/USA Softball. Staff addressed questions and comments by the BOD and guests in attendance on using the Local Association logo, which includes the National Branding, versus just the National brand and how lifting the policies on logo use at the local level could impact USA Softball and the control of the brand. USA Softball has a current policy in which Local Associations can request to use the National brand, and National Office staff will send out the existing policy to Council Members. National Office staff will also look into other opportunities in which Local Associations might be permitted to use the National brand for non-commercial purposes.

B. Registration and Tournament Systems

BOD members had previously 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. Devin Loehrs and Savannah Edwards gave a presentation to the BOD that included research on existing registration processes by other softball organizations, how they compare to USA Softball's online registration system and recommendations on vendors who USA Softball could use to either create a custom registration and tournament platform or integrate into prebuilt systems. Staff answered questions by the BOD regarding the pros and cons of going custom or using prebuilt systems and costs associated with each. The IT Department would be giving the same presentation during the Commissioner's Meeting the following day, after which National Office staff will begin working with vendors to layout a timetable and cost for a new platform.

10. **TOURNAMENT REVIEW COMMITTEE**

The Tournament Review Committee's task is to review all bids accompanied with the proper documentation that are submitted correctly and accept or reject all bids. Rich Cress will send the updated bid list back out to the Tournament Review Committee. The Tournament Review Committee will review and submit their reply to Rich Cress by Tuesday, October 1, 2019, in regard to the bids for 2021.

11. **NEW BUSINESS**

A. USA Softball Junior Olympic (JO) Cup and GOLD National Championships Future Dates

CEO Cress spoke on the success of the 2019 USA Softball JO Cup, which was held in Spartanburg, S.C. July 21-26. After concerns were raised due to the 2019 USA Softball JO Cup overlapping with USA Softball's Girls' Class A National Championship Finals, the National Office has been looking at alternate dates for both the JO Cup and GOLD National Championships. Dates and locations for both events will be announced by the National Office at a later date.

B. Local Association Web Site Reviews

President Gouveia inquired about the status of Local Association Web Site reviews, which are conducted by the Communications and Marketing Committee on an annual basis. Questions were asked by BOD members regarding Local Associations who repeatedly do not meet the requirements on the web site review and if any effort has been made by the associations for assistance or guidance to improve their web site. National Office staff and Darrin Duistermars, Vice-Chair of the Committee, addressed the questions.

C. National Office Organizational Chart

CEO Cress provided the BOD with an updated National Office Organizational Chart following recent staff changes and new hires. BOD members inquired about having a list of the contract and professional services that USA Softball use, which are not included in the Organizational Chart. National Office Staff will provide a list to the BOD on all contract services.

D. USA Softball All-American Games

President Gouveia asked about the dates for the 2020 edition of the USA Softball 12-Under All-American Games, which is held at the USA Softball Hall of Fame Complex. Due to renovations at the facility, the 2018-2019 events occurred earlier in the season, however Mr. Miller informed the BOD that the All-American Games Committee requested the event to be moved back to an August timeframe.

E. Request for Approval to Use a Non-USA Softball Registration System

Mr. Benton submitted a request to use an alternate system to handle registrations for USA Softball of Florida and leaving the RegisterUSASoftball.com platform. BOD members expressed concerns over using an outside vendor that would not support the existing system provided by the National Office and the potential for a simpler registration process with a new registration and tournament platform. BOD members also inquired about how many Local Associations use outside, third-party vendors, which the National Office was unaware of any at the time of the meeting.

***M/S/C – Motion to allow USA Softball of Florida to use a third-party for registrations for the 2020 season.***

F. National Team Policies and Procedures

Mr. Sebren provided the BOD with proposal for an update to the Board Policies for National Teams, which includes additional National Team Selection Committees and Coaching Pools. Due to the WBSC adding new age groups which are eligible to compete at WBSC World Cups, the time commitment for Committee Members and coaches has grown, which has resulted in a need for two Selection Committees and Coaches Pools per program. If approved, there would now be four Selection Committees and four Coaches Pools: Men's and Women's Adult National Teams (19-Over programs) and Junior National Teams (18-Under programs). Staff answered questions by the BOD on costs associated with the addition of the new committees and if coaches and committee members are allowed to be in both the adult and junior committees and coaches pools. There could be nominal additional costs associated due to travel for members who might not be a part of both committees and coaches pools.

***M/S/C – Motion to approve the updated Board Policies for National Teams.***

12. 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 a three-year agreement with Impact Canopy as an Official Signage Partner of USA Softball.***
- B. Motion to approve Perk Carter and Mike DeLeo as Council Member Emeritus.***
- C. Motion to approve a Women's National Team budget for the 2020 season.***
- D. Motion to approve the Minor Athlete Abuse Prevention Policy (MAAPP) as proposed by the USOPC.***

13. BOARD AND COUNCIL MEETING SCHEDULE

A. Board Meeting Dates

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

14. ADJOURN

***The meeting was adjourned at 5:45p.m. on Saturday, September 21, 2019.***