

Board of Directors Meeting Minutes

Location	Date	Time	Format
Virtual	November 29, 2023	3:30 p.m. CT	Zoom

In Attendance

Board Members		
Dave Devine	President	Present
Dan Pfeffer	President-Elect	Present
Joe Patterson	Immediate Past President	Present
Beverly Wiley	Northeast Regional Vice-President	Present
John McPhail	Central Atlantic Regional Vice-President	Present, joined at 3:34 p.m.
Dwayne Sealy	Southeast Regional Vice-President	Present
Walker Clark	South Regional Vice-President	Present
Rodney Cobb	Southwest Regional Vice-President	Present
Darrin Duistermars	Midwest Regional Vice-President	Present
Mary Mahoney	Mid-America Regional Vice-President	Present
Dick Gulmon	Northern Regional Vice-President	Present
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	Present
Ally Carda	Elite Athlete Representative	Present
Codi Pannebecker	Elite Athlete Representative – Proxy for Nick Mullins	Present
Michelle Moultrie	Elite Athlete Representative	Present
Cam Schiller	Elite Athlete Representative	Absent
Joshua Johnson	Elite Athlete Representative	Absent
Aubree Munro	Elite Athlete Representative	Present, left at 4:00 p.m.
Kelsey Stewart	Elite Athlete Representative	Absent
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	Absent
Allison Flaig	Chief of Staff	Present
Jay Hedrick	Managing Director of Network Systems	Present
Devin Loehrs	Director of IT	Present
Kevin Ryan	National Umpire in Chief – Independent Contractor	Present
Chris Drumm	Region 10 Director - Elect	Present

Minutes

1. Call to Order

President Devine called the meeting to order at 8:00 a.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 on the proposed bylaw amendment related to board composition.

2. Roll Call

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

3. Approve the Agenda and Minutes

MOTION	BD	23-11	14
To approve the agenda for the meeting as presented.			
Moved	Roger Garcia	Seconded	Anna Louie
CARRIED			

MOTION	BD	23-11	15
To approve the November 1, 2023, minutes as presented.			
Moved	Joe Patterson	Seconded	Anna Louie
CARRIED			

4. Management Report

CEO Cress presented an overview of the proposed streaming options that would potentially include charging for streaming content. Directors Garcia, James, Patterson, and Clark contributed to the discussion.

CEO Cress addressed the umpires in RegisterUSA that have started the registration process but are not complete. The IT Staff directly contacted the pertaining associations, and another reminder will be sent this week. These registrations need to be completed before the Adult and Umpire Season transition starts on December 7th.

5. New Business

Director Gulmon presented the 2022 Tax Returns on behalf of the Finance Committee. President-Elect Pfeffer and Director Garcia contributed to the discussion.

MOTION	BD	23-11	16
To approve the 2022 tax returns as presented.			
Moved	Roger Garcia	Seconded	Anna Louie
CARRIED			

President Devine presented a plan to appoint an Ad Hoc panel to explore utilizing an independent marketing firm to assist USA Softball. Directors Searcy, Moultrie, Duisternars, Garcia, Cobb, Sealy and Moultrie contributed to the discussion.

MOTION	BD	23-11	17
To appoint an Ad Hoc panel to explore an independent marketing firm to assist in marketing USA Softball.			
Moved	Dave Devine	Seconded	Donn Addante
CARRIED			

President-Elect Pfeffer presented a model for monetizing our YouTube channel as an additional revenue stream. The analysis for this plan will be presented at the January Board meeting. Directors Garcia, Cobb, Searcy, Sealy, Addante, Moultrie and Patterson contributed to the discussion.

MOTION	BD	23-11	18
To direct staff develop an implementation plan to monetize digital assets via YouTube channel or other digital media outlets.			
Moved	Dan Pfeffer	Seconded	Dick Gulmon
CARRIED			

CEO Cress updated the Board on the need for associations to complete their 2023 umpire registrations ahead of the season conversion.

CEO Cress reported that the 2024 Annual Meeting and JO Workshop dates were accepted by the Omni and Convention Center. Of note is a rate increase from \$125/night to \$139/night for 2024 for the Omni. We solicited bids from the Fairfield Inn which is near the Convention Center and were quoted \$149/night.

MOTION	BD	23-11	19
To approve the 2024 Council meeting hotel room rate of \$139/night plus tax.			
Moved	Dick Gulmon	Seconded	Donn Addante
CARRIED			

CEO Cress also reported the receipt of the final US Center for SafeSport audit and USA Softball was found compliant and received a positive report.

6. Executive Session

MOTION	BD	23-11	20
To enter Executive Session at 4:26 p.m.			
Moved	Roger Garcia	Seconded	Mary Mahoney
CARRIED			

President Devine reported that 2 associations are still interviewing candidates and hope to have recommendations next month. In addition, the Membership Improvement Panel continues to work on a letter to all commissioners outlining the plans of the panel and the letter should be sent in the next few weeks.

President Devine noted the President's Group will continue to function under his tenure and will be expanded as needed to assist in the direction of the organization.

Past President Patterson reminded the Board to maintain the confidentiality of closed session discussions.

Director Gulmon and Kevin Ryan presented a report from the Equipment Testing Committee based on the recommendation of various manufacturers for increased compliance testing. It was noted that 1 bat from a manufacturer was placed on the non-approved list this year.

MOTION	BD	23-11	21
To impose a \$5,000 annual compliance testing assessment fee for bat manufacturers beginning in the 2024 agreements.			
Moved	Dick Gulmon	Seconded	Darrin Duistermars
CARRIED			

Director Addante presented a potential action plan to adequately address Commissioner Vacancies when suitable candidates are not identified. President Devine and Director Patterson contributed to the discussion.

MOTION	BD	23-11	22
To approve the concept of a bylaw amendment to expand options for filling Commissioner vacancies.			
Moved	Donn Addante	Seconded	Dan Pfeffer
CARRIED - Director Sealy opposed			

MOTION	BD	23-11	23
To return to open session at 4:46 p.m.			
Moved	Anna Louie	Seconded	Joe Patterson
CARRIED			

7. Adjournment

MOTION	BD	23-11	24
To adjourn the November 29, 2023, meeting at 4:51 p.m.			
Moved	Anna Louie	Seconded	Joe Patterson
CARRIED			