USA Softball Board of Directors Meeting Minutes

Location	Date	Time	Format
Zoom	June 24, 2026	3:00 p.m. CT	Virtual

In Attendance

Board Members		
Dan Pfeffer	President	Present
Tim Doby	President-Elect	Present
Dave Devine	Immediate Past President	Present;
Tony Gowell	Northeast Regional Vice-President	Present
Warren Jones	Central Atlantic Regional Vice-President	Present
Mike Van Horn	Southeast Regional Vice-President	Present
Walker Clark	South Regional Vice-President	Present; left at 3:53 pm
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
Rick Hansen	Northwest Mountain Regional Vice-President	Present
Christina Drumm	Pacific Coast Regional Vice-President	Present
Beverly Wiley	Elected At-Large Representative	Present: joined at 3:02 pm
Sandy Searcy	Allied / Affiliated Members	Present
Jari Askins	Independent Director	Present; left at 4:30 pm
Ally Carda	Elite Athlete Representative	Absent
Megan Faraimo	Elite Athlete Representative	Absent
Aubrey Leach	Elite Athlete Representative	Present: joined at 3:05 pm
Mike Lewis	Elite Athlete Representative	Present; joined at 3:08 pm; left at 3:50 pm
Destinee McElroy	Elite Athlete Representative	Present
Blaine Milheim	Elite Athlete Representative	Present
Nick Mullins	Elite Athlete Representative	Present
Zac Shaw	Elite Athlete Representative	Present
Others Present		
Craig Cress	CEO	Present
Cheryl Bond	CFO	Present
Chris Sebren	Chief Sport Development/Performance Officer	Present
Allison Flaig	Chief Operating Officer	Present
Jay Hedrick	Director of Network Systems	Present
Troy Canaba	Stadium Operations Director	Present
Jordie Lindley	Director of Communications & Marketing	Present
Linda Orr	Executive Administrative Assistant/Minute Taker	Present

Minutes

1. **Call to Order**

   President Pfeffer called the meeting to order at 3:00 p.m. CT.

2. **Roll Call**

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

3. **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.

4. Approve the Agenda

MOTION	BD	26-06	01
To approve the agenda as presented.			
Moved	Sandy Searcy	Seconded	Jerry Askins
CARRIED			

5. Management Reports

A. CEO Cress presented the Production Reports with data through June15, 2026. JO information is encouraging. Individual registration should show an increase in the next production report. Adult team registration shows a slight decline compared to last year. Umpire registrations have increased for adults; however the youth is also showing a slight decline in comparison to last year. Director Mahoney inquired about certain data points. CEO Cress encouraged individual associations to reach out to Allison Flaig or Jaclyn Whitacre with questions.

B. CEO Cress noted that the Council Meeting will open for registration on July 1, 2026. Voting members will be confirmed beforehand. The hotel booking link will be available on July 31 to allow attendees opportunity to book airline travel before booking hotels. This will allow for accuracy in the hotel room registrations. Council registration fees are set in the bylaws. It would be forward-thinking to consider increasing the fees in a future meeting.

C. CEO Cress presented the Monthly Stadium Reports for April and May. A total of 6 events were held in April: Special Olympics Oklahoma with 20 teams participating, and 700 in attendance; Oklahoma High School Slow Pitch Showdown 2 with 20 teams participating, and 836 in attendance (1 day cancelled due to weather); Rumble at Devon Park-14U with 24 teams participating, and 1,774 in attendance (1 day cancelled due to weather; Bedlam (OU/OSU) Softball Game with 7,928 in attendance; Rumble at Devon Park-12U with 24 teams participating, and 2,636 in attendance and Rumble at Devon Park-10U with 24 teams participating and 2,795 in attendance. Additional events include the Rawlings Video shoot and 2 stadium tours. For May, USAS hosted Rumble at Devon Park-8U with 24 teams participating, and 2,933 in attendance, as well as the Big 12 Softball Championship with 8 teams participating and 7,536 in attendance.

6. Old Business

None

7. New Business

A. Director Hansen addressed the invoices for JO teams for the National Office. The adults and youth numbers seemed mixed together and don't match the invoices. It was recommended to reach out to Jaclyn Whitacre for assistance.

B. Director Hansen revisited the current Neutral Gender/X Policy. Driver's licenses are listed as a form of identification. It is heard that some states allow gender to be changed on the driver license. Can the REAL ID be used for identification? CEO Cress will look into the possibility of using the Real ID and any potential consequences. Director Drumm mentioned that California allows gender to be changed on birth certificates. President Pfeffer suggested encouraging RegisterPlay to include choices for gender determination when verifying birth certificates and ID's.

8. Next Board Meeting

The next meeting will be Wednesday, July 29, 2026, via Zoom at 3:00 p.m. CT.

9. **Executive Session**

MOTION	BD	26-06	02
To enter the Executive Session at 3:16 p.m.			
Moved	Christina Drumm	Seconded	Dave Devine
CARRIED			

A. CEO Cress presented the Stadium Report financials for April and May. Weather issues were prevalent, however overall, finances show a profitable state.

B. Director Gulmon communicated details on the Profile Products Partnership Agreement. CEO Cress stated this will be a 3-year contract through 2028. Recommendation from staff and Finance Committee to approve.

MOTION	BD	26-06	03
To approve the Profile Products Partnership Agreement.			
Moved	Rick Hansen	Seconded	Christina Drumm
CARRIED			

C. Director Gulmon presented the PitchCom Agreement. CEO Cress elaborated on communication devices usage for both players and coaches. Recommendation from staff and Finance Committee to approve. Conversation ensued with CEO Cress and Directors Searcy and Drumm.

MOTION	BD	26-06	04
To approve the PitchCom Agreement.			
Moved	Tim Doby	Seconded	Sandy Searcy
CARRIED			

D. Director Gulmon presented a Mercy Health Partnership Agreement. CEO Cress delivered key points for the 3-year partnership: a) a presenting sponsor for the 2026 International Cup, b) provide some athletic training, and c) to be the official medical provider for USA Softball. Discussion followed from CEO Cress, Directors Drumm and Hansen, along with CSDPO Sebren regarding primary and secondary insurance coverage.

MOTION	BD	26-06	05
To approve the Mercy Health Partnership Agreement.			
Moved	Jari Askins	Seconded	Christina Drumm
CARRIED			

E. CEO Cress presented the Association Reviews for Mississippi and a PIP proposal for a local association.

The current commissioner of Mississippi is resigning effective 08.01.2026. Recommendation to the board is that the Mississippi association is viable and to post the commissioner position.

MOTION	BD	26-06	06
To approve Mississippi as a viable association and begin the search for a commissioner.			
Moved	Christina Drumm	Seconded	Warren Jones
CARRIED			

A Performance Improvement Plan (PIP) for a local USAS association was presented.

MOTION	BD	26-06	07
To approve the PIP for a local association.			
Moved	Rick Hansen	Seconded	Christina Drumm
CARRIED			

Information was presented for a USAS association requiring a 6.2 bylaw hearing. A letter of expectations will be devised and presented to the board for approval before being forwarded to the affected association.

F. CEO Cress contributed information on the Women's National Team Tour Stop Proposal.

MOTION	BD	26-06	08
To approve the Women's National Team Tour Stop Proposal.			
Moved	Dick Gulmon	Seconded	Christina Drumm
CARRIED			

G. Director Gulmon and CEO Cress addressed the existing past due balance with a local association. A recommendation of approval to dissolve the debt is given by the Finance Committee.

MOTION	BD	26-06	09
To approve dissolving the local association's past due balance.			
Moved	Sandy Searcy	Seconded	Christina Drumm
CARRIED			

H. Director Gulmon submitted the Refund Policy. It is recommended that refunds be handled by the local associations. Directors Cobb, Mahoney, Drum, Devine, Gulmon, and Hansen, COO Flaig, CEO Cress, CFO Bond and President Pfeffer contributed to the discussion. CEO Cress recommends tabling the Refund Policy in order to revise and refine the policy language.

MOTION	BD	26-06	10
To table the Refund Policy.			
Moved	Rodney Cobb	Seconded	Mary Mahoney
CARRIED			

I. Director Gulmon disclosed details regarding the Split Fees. Due to various legal issues it is unfeasible to have a 3-way split. Two solutions were considered with recommendation to approve the option which mirrors the current procedures for umpire registration and payments. Discussion ensued with Directors Hansen, Cobb, Drumm, CEO Cress and President Devine.

MOTION	BD	26-06	11
To approve the Split Fees proposal as presented.			
Moved	Dave Devine	Seconded	Warren Jones
CARRIED			

J. Director Gulmon presented the 2027 Offline Fees. CEO Cress further elaborated on the details which establishes a technology compliance fee. Directors Mahoney, Drumm, Gulmon, Devine, Cobb, Searcy, along with CEO Cress, CFO Bond, COO Flaig and President Devine contributed to the discussion. Staff will work to develop a clearer and more concise format that will be provided to commissioners as soon as possible.

MOTION	BD	26-06	12
To approve the 2027 Offline Fees as presented.			
Moved	Mary Mahoney	Seconded	Darrin Duistermars
CARRIED - Christina Drumm opposed			

MOTION	BD	26-06	13
To return to open session at 4:54 p.m.			
Moved	Rick Hansen	Seconded	Mary Mahoney
CARRIED			

CEO Cress reviewed the Executive Session.

10. Adjournment

MOTION	BD	26-06	14
To adjourn the June 24, 2026, meeting at 4:57 p.m.			

Moved	Mary Mahoney	Seconded	Sandy Searcy
CARRIED			