November 21, 2008

I. Call to order at 10:35 a.m. MDT

II. Roll Call: Present: Tracie Foster, Oral Miller, Kevin Szott, Walter Dean, Bill Ramsey, Jeannie Derber, Jim Mastro, Tom Parrigin, Elizabeth O’Brien, Jerry Donley, Beth Scott

Staff: Mark Lucas, Ryan Ortiz, John Potts

Absent: Trischa Zorn, Dan Kelley, Dan Parisi, and Tom Culliton

Guests: Dave Bushland, Gary Remensnyder

III. Approval of June 14, 2008 Teleconference Meeting Minutes

Beth Scott asked to amend minutes to reflect that she was present on the call. Scott motioned to approve minutes, Ramsey seconded. Minutes approved.

IV. Bylaws

Miller suggested Board review recommendations submitted Bylaws committee section by section.

Lucas shared article with the Board an article from the local Colorado Springs Gazette about the restructuring of the USOC National Governing Bodies (NGB’s) including revising bylaws and board reduction. In alignment with the USABA strategic plan and our own revision of bylaws and concerns to reducing the board, the underlying theme was that the most of the NGB’s are too large and unmanageable.

The full board proceeded to review each section of proposed bylaw recommendations presented by the bylaws committee. (Refer to separate document for minutes of the Bylaw review.

V. Meeting adjourned at 4:55 p.m. MST
November 22, 2008

I. Call to order at 9:05 a.m. MST

II. Presidents Welcome, Comments and Review of the Agenda
Szott welcomed guests – Dave Bushland and Gary Remensnyder – both candidates for the Board.

Szott reviewed agenda and added discussion of Board Size, Update of Policy and Procedures Manual and added selection of Committee Members to the agenda.

III. Executive Director’s report:
Lucas reported that overall USABA is doing well and staff is doing a great job. When asked what he would do if had a $1 million budget, among other things, Lucas said his focus would be to grow staff, do more regional sports programs and sports education camps and re-do the website.

John Potts’ main goals for 2008 were to get judo athletes to Beijing and help Men’s & Women’s goalball teams have their best performance in Beijing. Lucas worked with Potts and coaches to support the other sports during 2008.

No intern in the Fall as it didn’t make sense to leave intern by his/her self with staff in China for the Paralympic Games.

Relationship with USOC is good. Military program is going well. USOC provided support of elite programs for judo and goalball in ’08 and an $50,000 for military programs and initiatives.

21 youths participated in Sports Festival
19 military men and women participated in military program

Signed US Paralympics – additional $50,000 to extend contract for 2009 and additional funding support is possible for military program as the USOC is projected to receive $10 million from federal government for military programs over the next two years.

Staff and coaches to focus on grassroots sports initiatives early in the ’09-‘12 quad.

USABA staff to host World Youth and Student Championships and Pan Am Games Championships in Colorado Springs July 15 -20, 2009.

Vision Service Alliance – USABA has membership in this organization which includes 75 Executive Directors that meet annually. USABA will host the Vision Serve Alliance conference in Oct. 2009. Part of program will be to include Olympic University to promote Paralympic/USABA ideals and encourage partnerships with other organization to promote and include sports and recreational opportunities for people who are blind and VI.

Lucas indicated he is working on succession planning with staff.

Finances – Lucas indicated that some of the contracts (Gordon Gund, Tiger Claw, NIB) expired after quad. Asked Gordon Gund for $50,000 for 4 years – Gund pledged $12,500 for 4 years. Tiger Claw and NIB not signed yet.

IV. President’s Report
Szott asked Board to think about how USABA expands and grows to include other sports and recreational activities beyond judo and goalball, which are our Elite sports.

Szott also asked how Board members can get more engaged to help staff, given that they have so many responsibilities to take on for a small staff.

Szott reminded Board that while it is important to support USOC and US Paralympics as this is where a great deal of support comes from, USABA board and staff need to also continue to focus on our specific goals and strategic plan.

V. U.S. Paralympics Update – Charlie Huebner
Huebner stepped into meeting to provide update on U.S. Paralympics. USP has a $12 million annual budget – $10 million is USOC investment and $2 million from government funding. USP needs a pipeline to funnel high performers. Focus on developing more community programs along with building awareness (US awareness of Paralympics increased from 5% in 2004 to 66% in 2008). USP brings value to International Paralympic Committee and building value of brand means more money. USP leveraging rings to secure additional revenue to support community programs.

Huebner acknowledged that current challenge with USP is the decrease in athletes with Cerebral Palsy (CP) and Blind and Visually Impaired (VI) who are competing internationally. This is an opportunity for USABA to help identify youth and new athletes. As part of the Chicago 2016, USP working with Rehab Institute of Chicago
and schools to identify CP and VI kids and get them into sport with good local coaching – idea is to leverage resources already available in city, not create new.

Judo is a high priority sport. Adding emerging program criteria and military criteria to high performance criteria.

VI. Committee Reports

A. Sports Technical – Ramsey/Potts

Potts went to St. Genevieve, Missouri with the Women’s Goalball Team who won the Gold medal in Beijing. Team was given the key to city.

Potts reported the Women’s goalball won gold medal in Beijing (silver in ’04), Men’s goalball came in 4th in Beijing (bronze in ’04). Team USA won 1 bronze in Judo.

Potts spent bulk of his time in 2008 getting ready for Beijing building performance plans, handling trial camp and training camps and all paperwork before and after Games.

Potts indicated that over next 4 years, USP evolving. They will be growing staff and forming new and different strategic alliances and developing new corporate sponsorships. In ’09, Goalball will have more focus on developmental vs. elite athletes.

Ramsey reported that USP is aligning more with able bodied NGB. USP feels that the NGBs can handle disabled programs better than other organizations. Cited example with Cycling – Carmichael Training Systems had handled local cycling events and program but USP took away from CTS and gave back to US Cycling NGB. Ramsey believes goalball is fairly secure with USABA.

Judo – USABA staff and our judo coaches developed plan for program, staffing, and budget to identify emerging athletes as well as support elite athletes.

Powerlifting – in ’08, USABA hosted IBSA World Powerlifting Championship. Hosting again in July 2009 in Miami.

Swimming – 24 swimmers attended a camp in Summer. Potts is working with USP to grow pipeline for various sports.

Ramsey reinforced need to reinsert ourselves into leading charge to grow participation as this is not a focus to NGBs.
B. Finance Committee – Donley
Donley reported that finances are in good order. For 2008, our investments are down $65,000 due to economic challenges. Currently, we have $40 - $50K in receivables still outstanding.

For 2009, revenue/expenses up $150K due to World Youth Championships. Goal is to net $10K and pay for Team USA expenses.

Ramsey motioned to approve budget. Parrigin seconded. Budget approved.

C. Nominating Committee – Foster
Foster updated Board on elections and two nominated candidates – Dave Bushland and Gary Remensnyder. Also reminded Board to continuously seek out potential candidates.

Elections to be held later in meeting. Suggestion made as to whether we should move elections further up in agenda.

VII. Strategic Plan
Bushland and Remensnyder shared their perspectives and ideas on strategic planning, given their business backgrounds.

Consider having a detailed 2009 plan with budget. Also consider having 4-year strategic plan to align with Quad. Need to have some sort of a scorecard to prepare and review prior to Board meetings.

Board and staff worked on an exercise to prioritize functions in 2009 (refer to attached document)

VIII. Old Business
Hall of Fame – Hall of Fame committee consisting of Tom Parrigin, Beth Scott, Lou Moneymaker, Steve Kearney, John Potts, and Jack Todd and Mark Lucas and chaired by Genie Scott selected athletes out of a total of 25 nominated. Nominations received from both website and committee. Request for nominations also sent on e-Tapestry. Nomination will close in February. Committee will then vote on final selection. Committee recommends inducting at 2009 Fall Board Meeting. Estimate will require $12,000 which is not in 2009 budget. Suggest holding a specific fundraising event to support Hall of Fame Banquet. Board asked that the committee put a thorough plan together for the event, budget, etc.
IX. **New Business**

**Board Size** – nominating committee to address makeup of board and future consideration of further board reductions. No action at this time.

**Board Manual** – last updated 1999, nominating committee review Staff Policy, Procedure manual and an Organization Policy and Procedures manual which need to be updated.

**Executive Session** – board agreed to have separate session to address Executive Director performance.

**Committee Members** – will get list of committees out to Board by Dec. 15. Board to inform Szott of their interest in serving on/chairing committee by end of year. Board members to decide which committee’s they wish to serve on.

**Elections** – Held elections for the 4 available terms via secret ballot. Five candidates - Foster, Szott, Scott, Bushland and Remensnyder – selected 4.

Candidates elected: Remensnyder, Szott, Foster and Bushland

**Election of Officers**

President – Szott elected by acclamation. Dean motioned, Seconded by Mastro, Board approved.


Secretary – Zorn re-nominated by Scott. Elected by acclamation. Board approved.

Sports Advisory Officer – appointed by the President. Szott solicited interest and will make appointment by end of December.

X. **2009 Board Meeting Schedule**

Tuesday, Feb. 3 at 8 pm Eastern: tele-conference

Wednesday, April 1 at 8 pm Eastern: tele-conference
Saturday, June 6 – Spring Board meeting at 10 am Eastern; tele-conference
Thursday, Sept. 3 at 8 pm Eastern; tele-conference
November Fall Board Meeting – TBD; Face to face

XI. **Adjournment**
Derber motioned, Dean seconded. Board Approved.
Meeting adjourned at 6:10 pm