

## 2019 Q1 USA Rugby Meeting Minutes

March 1, 2019

Las Vegas, NV

### **USA Rugby Board Members:**

Barbara O'Brien (Chair), Paul Santinelli (Vice-Chair), Phaidra Knight, Todd Clever, Jeremiah Johnson, Gus Pichot, Julie Lau, Mike McKenna, Jim Brown – not here

**Advisors:** John Bobbett (Chair, USARP), Bob Latham, Angus Roxburg (Ernst & Young)

**USA Rugby Staff:** Ross Young (CEO, USAR), Eric Gleason (CFO, USAR), Kurt Weaver (VP of Rugby Programs, USAR), Charlotte Garbisch (Human Resources, USAR), Chris Reed (CDO, USAR)

### **Barbara O'Brien, Chairwoman, USAR Board of Directors**

Calls the meeting to order at 8:30am

- Roll Call, Opening remarks, Approval of the October 19, 2018 Q2 Board Meeting Minutes; reviews Board Documents
- Formal introduction of Mike McKenna as a fully seated Board of Directors to USAR.

### **Charlotte Garbisch, Human Resources**

- Provides a brief update on the new Dropbox folders to help sort USOC and World Rugby official documents.

### **Ross Young- CEO, USA Rugby**

- Ross Young provided a National Office update and an overview of the various departments and program initiatives, as well as, a Union Update.
- National Development Summit update- highly successful Rugby outreach initiative and would like to incorporate this event into the Congress and Board Meetings.
- National Championships locations are announced
- Updated the board on the current Reorganization of the National Office
  - Implementation of the new structure; Transparency is needed in all decisions from the National Office; Piloting a stricter recruiting process

### MLR Update (Pre reads sent out to Board)

- Reviews current contract version; proposed approval to finalize contract, with WR support in the addendum with buy in from working group.

### High Performance Director

- High-level overview of the National Office suggestions for the HP Director; proposed a three-tiered structure to support the HP department; initiating an overall HP strategy review with a goal to finalize in Q4 2019.

### **Mark Griffin, Commercial Director, USA Rugby**

#### Commercial Update (Pre-reads sent out to the Board)

- Discussed the nearly completed negotiations for the new Presenting Partner of USA Rugby, who will be providing the support around branding, marketing, engagement and advocacy, branded content, hospitality, and digital activations.

- Defined the Presenting Partner's goal to conduct a positive transformational case study benefiting USAR.
- Mark provided a detailed timeline outlining the various deliverables as agreed upon by USAR and the new Presenting Partner. (Contracts, apparel, strategy development, etc.)

### **Eric Gleason, CFO USA Rugby**

#### Financial Summary USAR & USARP (Final 2018 financials pre-reads sent to Board)

- Primary financial goal is to break even in 2019.
- Repayment towards the World Rugby loan is planned along with the final closeout of the RWC accounts.
- 2019 Budget preview includes a focus on the staffing plan, philanthropic initiatives and growth within mass participation

#### Governance Update (Pre-reads sent out to Board)

- Bylaws: Approved Phase I Bylaws approved and can be distributed
- Update on the Governance survey being distributed to the full membership population.
- Proposal for new USAR Committees and consistent structures for each

### **Phaidra Knight, Board Director USA Rugby**

#### Diversity and Inclusion (Pre-read documents sent to Board)

- Phaidra presented the TOR to the Diversity and Inclusion committee, asking for feedback from the board.

### **Kurt Weaver, VP of Rugby Programs, USA Rugby**

#### Mass Participation (Pre-reads sent out to the Board)

- Proposes NCAA Strategy as a growth platform within the college programs
- Confirms Congress Dates July 26-28, 2019

### **Chris Reed, CDO**

#### Membership and Philanthropy

- 2016-2018 High level funding overview; outlines 2019 giving goal
- Detailed the need for a multichannel funding approach for sustained giving opportunities
- Membership - proposed new outreach engagement and initiatives

### **Motions Passed**

1. Paul motions to approve the new Presenting Partner's contract terms as set forth in this meeting  
Seconded: Phaidra  
**Motion Passed**
2. Paul motions to approve the Diversity and Inclusion TOR  
Seconded: Gus  
**Motion Passed**
3. Paul motions to approve committee changes  
Seconded: Jeremiah  
**Motion Passed**

4. Paul motions to approve USAR to finalize the MLR Sanctioning agreement per the details provided today.

**Motion Passed**

Barbara proposed the adjournment of the Q1 USA Rugby Board of Directors meeting at 5:00pm