

**2019 Q2 USA Rugby Meeting Minutes**  
**May 7, 2019**  
**Lafayette, CO**

**USA Rugby Board Members:**

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

**Advisors:**

John Bobbett (Chair, USARP), Bob Latham,(Official Observer) Angus Roxburg (Ernst & Young)

**USA Rugby Staff:**

Ross Young (CEO), Eric Gleason (CFO), Charlotte Garbisch (Human Resources), Morgan Norris (Executive Assistant), Chris Reed (CDGO), Kurt Weaver (V.P. Rugby Operations)

**Barbara O'Brien, Chair USAR calls meeting to order at 8:00am**

- Recognizing that Jeremiah Johnson last board meeting as a Congress representative, Barbara thanks Jeremiah for his service.
- Barbara calls for an approval of March 1, 2019 Board Meeting Minutes
- Unanimous vote to approve the minutes

**Ross Young, CEO, USA Rugby**

- Details the agenda for the board meeting – with a focus on future plans and strategies for USAR
- Provides the CEO update and Departmental Update
- Commits to providing the Board a monthly update on department's progress and goals.
- USAR NDS Highlights – an event that needs to be capitalized upon by adding depth and commercialization.
- High level overview of new hires and next steps for the Sr. Director of T&E and upcoming Scholastic Sr. Manager.

**Eric Gleason, CFO, USA Rugby**

**Financial Overview**

- Reviews 2019 Q1 Actual v Budget Preliminary financials
- Review of membership numbers and pinpointing reasons for decreasing membership
- In response to questions from the board, notes that High Performance is running over Q1 budget due to timing of expenditures and some unforeseen programming spend.

**Governance Update**

- Rugby Community Survey went out to members addressing committee structure and how to best move forward for efficiency.
- Rugby Committee is now to become a more critical component to our committee structure; addresses Conflict of Interest risks to ensure the best people are serving on the committee.
- Discuss the need of a revised committee structure – due to historical decision making by committees without input from the National Office
- Barbara calls for an approval of the revised Committee structure as proposed by the USAR Governance Working Group

Unanimous vote to approve the proposal

Motion Passes and will be sent to Congress for approval.

**Board Strategic Engagement**

- Discusses maximizing Board potential, implementing structure, and assigning members for particular initiatives.

- Asks the Board for input on how we define Board terms and processes
- One point brought forth during this discussion was that the Board can assist with Philanthropic efforts.

### **Jeremiah Johnson - Congress Update**

- Provides insight to the current climate of Congress.
- Discuss nominations of Congress Representatives to Board
- Upcoming Congress meeting is going to be multi-layered and Congress should be notified that a Bylaw vote is coming – 45 Day consideration.

### **Mark Griffin – Commercial Update**

- Provides overview of current pipeline and current partner agreements
- Details USARP 2019 Budget - Biggest challenge to budget is Events.
- High level overview of events & 2020, 2021 calendars for commercial viability.

### **Phaidra Knight & Charlotte Garbisch – Diversity and Inclusion**

- Provides update on D&I Committee and current staffing initiatives & future implications for recruiting in Colorado

### **Chris Reed, CDO - Philanthropic Update**

- Provides current project of identifying donor target base, potential networks and communities to cultivate and the role of the Board members and Players in relation to developing donors and networks.
- Reviews current philanthropic efforts and presents new Donor tiers
- Stresses that Philanthropic efforts need to deliver for the Women's team in order for us to Unite, Ignite, and Grow our presence in the donor, volunteers, and membership spaces.

### **Kurt Weaver, VP Rugby Program & Development**

- Presents the Rhode Island SRO application, outlining all of the background and current status, and details vetting process.
- Unanimous vote to approve Rhode Island as a SRO.

Barbara adjourns the meeting at 3:00pm

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