

**USA Rugby Board Meeting
Friday 19th, April 2013 (2pm)
Saatchi and Saatchi
375, Hudson Street,
New York**

MINUTES

Meeting Commences: 2pm

In attendance: Kevin Roberts, Bob Latham, Bill Middleton, Peter Seccia, Will Chang, Beth Black.

Via Skype: Julie McCoy

Apologies: Rob King, Matt Hawkins

Section 1 - Chairman's Address (Kevin Roberts)

The Chairman opened the meeting by emphasizing the USA Rugby Purpose and that the Board discussions should all be aligned with our Purpose and should stay focused on key strategic issues. Our goal is to seek constant improvement just like other high performing organizations and teams. We also need to focus on developing big transformational ideas (BT!). The Board is as strong as it has ever been and each Board member has an area of focus and is active in that area.

The Chairman also thanked Bill Middleton for his service on the Board and for the tremendous leadership he has provided developing the Youth and High School game. Bill terms out this summer and will be missed by the Board, hopefully he will stay involved and serve in another capacity going forward.

1.1 Minutes of meeting Jan 13th, 2013 approved electronically

1.2 Matters arising (NM)

Will Chang and CEO reported back to the Board as requested following their meetings with IRB CEO, Brett Gosper in New York and Las Vegas. Will/Nigel presented USA Rugby strategy to Brett and updated him on recent developments at USA Rugby. Brett confirmed the IRB's commitment to USA Rugby a strategic development opportunity. Brett was particularly interested in USA Rugby hosting bigger international events in the future, developing a strong broadcast strategy and looking at the professional rugby opportunity. The Board discussed these options and will continue dialogue with the IRB regarding future opportunities.

Brett confirmed that he has appointed a new Commercial Director, Murray Barnett, formerly of ESPN.

Section 2-Reports

2.2 CEO Report (NM) – CEO Report circulated ahead of the meeting. Questions were raised about the appointment of Jon Persch (Chief Commercial Officer). It was the opinion of the CEO that Jon will add significant value in this role having already secured the AIG deal in the fall and the recent Nike licensing agreement. Pam Kosanke is very much focused on the marketing side of the business.

2.2 IRB Update (Bob Latham)

Bob Latham provided an update from the IRB, the new regime appears to have settled into their work and the appointment of Brett Gosper has been well received. Bob is now Chairman of the IRB

Regulations Committee and has been appointed to the new IRB Sevens Strategy Group.

2.3 Financial Update (NM on behalf of Rob King)

Financial update and Audit Committee notes were circulated to the Board ahead of the meeting. In the absence of Rob King, CEO confirmed that he believed that the budget surplus of \$250k will still be achievable in 2013. He expressed his concerns about the marketing overspend and that membership was tracking behind expectations. This could be due to timing and will be closely monitored. CEO confirmed that discussions with Emirates concluded that they will not be increasing their sponsorship in 13 and 14 as provided for in the contract. However, they have expressed interest in continuing to support USA Rugby beyond 2014. A number of new sponsors have also shown interest and discussions are taking place.

2.4 Nominations (Bob Latham)

Bob provided the Board with feedback on the nominations process, Frank Merrill and his committee will be circulating to the Board their final recommendations by the 25th April.

2.5 Organizational Update (NM)

CEO circulated an updated Organizational Chart to the Board and outlined the Executive management team that is now in place.

2.6 Bylaw Review (Bob Latham/Julie McCoy)

Bob Latham in his role as Chair of the Bylaw Review Committee confirmed that they were making good progress and that recommendations would shortly be made to Congress ahead of debating this issue at the Congress Meeting in June. Currently it is anticipated that the new bylaw recommendations would create new look Congress that would consist of;

8 Geographical Union Representatives

8 College Conference Representatives

8 Youth/High School Representatives 6

International Athletes.

The Board discussed the Bylaw Recommendations and were supportive of the recommendations, however, these would be subject to discussion and possible amendments. The Board mandated Bob Latham to support the final position of Congress in June.

Proposed: Kevin Roberts

Seconded: Will Chang

Unanimous

2.7 Rugby World Cup Sevens 2018 (NM/Will Chang)

During talks with Brett Gosper, there appears to be a possibility that the RB will continue to run a Rugby World Cup Sevens event in 2018. Initially it was thought that with Olympic inclusion this event would go away in the future. However, new talks have taken place and this has become a real possibility. The Board discussed this opportunity and CEO confirmed he has expressed interest in this event to Brett Gosper.

The Board agreed that Will Chang should Chair a committee to look at this opportunity and engage with potential partners. Will to report back at the next meeting.

2.8 Professional Rugby (NM)

CEO outlined the progress made by the North American Professional Rugby group, currently three groups had confirmed interest in this professional league in the USA and Canada. USA Rugby and Rugby Canada have agreed to sanction the competition, however, the group are now requesting an exclusive sanction. (Will Chang recused himself from the meeting at this point as he is involved in the potential San Francisco team).

The Board discussed the above competition and was supportive of sanctioning but **not** an exclusive sanction.

Section 3 - Approvals

3.1 No approvals requested.

Section 4 - Any Other Business

The Board discussed the current Sevens Programs and our chances of qualifying for the Rio 2016 Olympics. It was agreed that qualification would be critical to the advancement of rugby in the USA. Bob Latham and CEO outlined the qualification process and the main route to the Games appears to be beating Canada in the NACRA event. The Board discussed hosting this event as an opportunity and expressed concerns that the men's team particularly were not progressing as well as they would have hoped. CEO outlined the current program, the new Olympic Development Academy's and assured the Board that the team were improving. The challenge of retaining core status would be the next important step for the team in Scotland and London.

CEO confirmed that an Academy program at the Olympic Training Center that provided an increasing number of identified players with a full time training opportunity. CEO to follow up on the costs associated with this program.

Next Meeting: It was agreed that the next USA Rugby Board Meeting would be held via conference call on Monday 3rd June, 2013.

Meeting Adjourned: 5 pm