



**USA Rugby Board Meeting
Hilton America's
Room 337AB
Houston
Friday 6th June, 2014**

MINUTES

Meeting Commenced: 3pm (Central Time)

In Attendance: Kevin Roberts (Chairman), Bob Latham (Vice-Chairman), Gary Heavner (Congress Rep), Beth Black (IA Female), Brian McClanahan (IA Male), Will Chang, Peter Seccia, Rob King, Chad Keck (Independents)

Section 1 – Chairman's Address (Kevin Roberts)

This was the final Board Meeting for the Chairman who was stepping down after 8 years (2 terms). Since taking over in 2006 there has been progress made with the development of the game at all levels and progress made on all fronts. Internationally we are now respected, the All Blacks will visit in the fall, we need to progress to a professional game as a priority and being a 'Tier 2' Nation is not what we want to be.

A clear 'Purpose' for the organization was developed, there have been no political agendas on the Board and been guided by an excellent CEO.

The Board has continued to evolve during the last 8 years, new talent has stepped up and the Board has always worked well together.

The Board has developed a foundation for the future of the game. The Chairman has been supported at all times by his Vice-Chairman. Bob has been a 'rock' and the Chairman supports an American with Bob's international respect and pedigree leading the organization in the future.

The Chairman looked forward to the future of USA Rugby;

- American National Team Coaches
- Increased International influence
- Strong partnership with the International Rugby Board
- Time to move sustainably forward with no disruption or dislocation

1.1 Minutes of meeting Friday 28th March approved electronically

Section 2 – Reports

2.1 CEO Report (NM)

CEO gave an update from the national Office, a busy quarter with events season and the current June internationals. The first quarter lower than budget membership figures appears to be bouncing back as the weather improved.

Eagles Sevens (Men and Women) – covered in a Section 3 of the agenda.

National Championship Series – Champions crowned at Club Men D1/2/3, Women D1/2, College D1A, D1AA, D3 Men and D1 and D2 Women

Youth Olympics – USA Rugby will be sending a boys and girls teams to the Youth Olympic games in China (August)

Membership – Chad Keck raised concerns about the value proposition we are offering to members, this requires urgent attention. It was agreed that the Membership Department and a small group of Congress Members should review this issue.

2.2 USA v All Blacks (November 1st)

Tickets for the above game will go on sale 16th June with a pre-sale period for the 20,000 people who have registered. There will also be a Mastercard pre-sale and then tickets will go to the open market. The game has created significant interest at home and internationally. NBC will broadcast the game live, AIG will be Title Sponsors and early interest suggest an attendance in excess of 40,000. There will be a Gala Dinner on the Thursday evening, the USA Rugby Board will meet on Thursday afternoon. CEO to provide regular updates on tickets and promotions.

2.3 Finance Report (RK)

Rob King confirmed that the 2013 Audit has been completed with a smaller than anticipated surplus delivered (draft audit attached). This included the increased broadcast costs of the College Sevens. Audit Committee will interview the Audit Company to ensure that protocols were followed and to hear any recommendations they may have.

Rob King circulated a financial update (copied) and confirmed that cash flow remained the biggest concern and that Management had taken action to re-schedule IRB Grant payments to times when required not quarterly. Talks will continue with Chase to extend the line of credit at certain times of the year, Chase are supportive of this concept.

Management had also reviewed the 2014 budget to reflect the reduction in membership in Q1 and the loss of the potential game v Ireland in Q2. Costs have been cut to cover lost membership income.

Sponsorship has already exceeded the goal of ‘unknown’ sponsorship revenues for 2014 with the signing of Heathrow Express and Weetabix. Management will continue to seek out new opportunities to increase revenues.

Events – the Rugby World Cup qualifier surpassed budgeted income and the three tests in June will also create an additional budget surplus.

The goal of the finance department is to produce the budgeted \$250,000 surplus for 2014, this is thought to be realistic at this time.

CFO Search – Audit committee representatives to interview current interim CFO, Jim Snyder, for the role of CFO.

2.4 IRB (BL)

Bob Latham provided the Board with a report on IRB activities;

- Governance Review continues – USA Rugby will continue to push for a seat on Council in the new structure.
- Preliminary report October.
- IRB meeting Tier1/2 and Pro Clubs to discuss Regulation 9 issues.
- Pitch size minimums are a concern for the USA in the future with IRB pushing for all international games to be played on full size fields and special dispensations will become harder to achieve.

2.5 2015 Rugby World Cup (NM)

Men's National Team have now qualified for the RWC 2015, England. CEO to circulate full details in September regarding ticket availability and schedules.

2.6 Congress Meeting (NM)

The Board discussed the new Congress structure and the meeting agenda and were looking forward to working with Congress moving forward. Gary Heavner (Congress Rep to the Board of Directors) conformed he was hosting a pre-congress meeting that evening.

Section 3 – Approvals

3.1 Commercial Strategy (NM)

The propose Commercial Strategy was discussed by the Board and it was agreed that the strategy would open up significant commercial opportunities for the organization going forward. The Chairman thanked Will Chang, Chad Keck and Brian McLenahan for the work that they had put in developing this strategy. The Chairman recommended that the remaining Board Members now reviewed this strategy and provided input into the process.

3.2 USOC/USA Rugby Sevens Review (NM)

Eagles Sevens (Men and Women) Series finished with the women taking 7th in their World Series and the men 13th. A full review with the USOC had taken place.

The women's program had made a number of player changes throughout the year that caused a drop in the level of performance. The squad for 2014-15 has been identified and the program appeared to be developing again with a 5th place finish in the Netherlands. The USOC have confidence in this program and believe that the USA could be a medal contender in Rio 2016.

The men's program was a concern to the USOC, they were trending down and measures need to be taken as a priority to address this decline. CEO outlined that it may be necessary to change the coaching team and bring in an experienced international coach – the Board supported this action.

A report of the Men's program and recommendations are attached.

3.3 Board Nominations (BL)

The Board of Directors voted to support the Nominations Committee recommendations that Rob King and Bob Kimmit be elected as members to the USA Rugby Board.

Proposed: Bob Latham
Second: Gary Heavner
Vote: Unanimous

Section 4 – Any Other Business

4.1 Disciplinary Regulations Approval

CEO presented the new disciplinary regulations, the USA Rugby Board unanimously approved the new Disciplinary Regulations as presented.

2014 Board Meetings Schedule

Monday 22nd September (New York) - 2pm followed by dinner

Thursday October 30th (Chicago) – Prior to USA/All Blacks Gala Dinner



**USA Rugby Board Meeting
Hilton America's
Room 337AB
Houston
Saturday 7th June, 2014**

MINUTES

Meeting Commences: 2.30pm (Central Time)

In Attendance: Bob Latham, Peter Seccia, Gary Heavner, Beth Black, Brian McLenahan, Rob King, Chad keck, Will Chang.

1. Meeting to elect new Chairman of the USA Rugby Board & Congress

Nomination: Bob Latham
Proposed: Will Chang
Seconded: Rob King
Vote: Unanimous

2. Vice Chairman Election

Nomination: Will Chang
Proposed: Chad keck
Seconded: Bob Latham
Vote: Unanimous

3. Other Business

Commercial Entity – The next steps for the new commercial entity were discussed and it was agreed that the entity as described in the commercial strategy was the correct direction to go, however, there was still work to be done developing the business plan, this would now proceed as a priority.

USA Rugby CEO to provide the Board of Directors with an updated corporate structure and business plan for their consideration and approval.

The Board of Directors also approved a new Executive Committee to oversee USA Rugby Business/Commercial activities. The Board agreed that Will Chang will Chair the new Executive Committee.

