



**USA Rugby Board Meeting
Offices of Jackson Walker
KPMG Plaza at Hall Arts
2323 Ross Avenue
Suite 600
Dallas**

Saturday, 7th November, 2015

MINUTES

Meeting Commenced: 9.00am

Present: Bob Latham, Will Chang, Chad Keck, Rob King, Jeremiah Johnson, Pam Kosanke, Brian McLenahan, Peter Seccia (Phone), Bob Kimmitt (Phone)

Staff: Nigel Melville (CEO)

Section 1 - Chairman

1.1 Chairman's Address (Bob Latham)

Bob welcomed the Board to Dallas at the end of a Rugby World Cup cycle, a time to reflect, strategize and keep moving forward. At this time every Union in the World reviews their performance to assess where they are. Having qualified two teams to Rio in July and heading towards what could be seen as a very special year, the Eagles did not perform well at the RWC and we are now facing criticism, such is the fickle nature of sport. Our geographical challenges, lack of games and together with Canada being isolated from the Rugby World, we have to continue to develop opportunities for more competition at the right level for the Eagles. Our build up for the RWC was the most intense we have ever achieved and wins in July did not translate to wins in September.

Time to reflect and to move forward.

Our priorities for 2015 were to qualify 2 teams for Rio and to be competitive at the Rugby World Cup. Having achieved one of those goals, we are not prepared to be complacent or to accept mediocrity.

The Board then held an executive session. The CEO left the room.

Executive Session

Following the Executive Session, CEO was tasked with creating a new organizational Chart for USA Rugby and to circulate to the Board for final approval.

Pam Kosanke and Chad Keck to prepare a release explaining the proposed changes, transition and confirm the purpose/structure and goals of Rugby International Marketing.

CEO to provide RIM Business Plan to support the above work.

1.2 Minutes of meeting August 21st (Boulder) – Approved electronically.

1.3 Matters arising (NM) – Bob Latham updated the Board on the recent Governance review and the news that USA Rugby will be awarded a World Rugby Council seat in 2016. This is a significant step forward for USA Rugby and has been a goal of the board for a number of years.

Other World Rugby news included;

- USA Rugby (CEO and Chairman) serving on the World Rugby Global Season and Sevens Strategy groups at World Rugby.
- NACRA has now officially changed its name to Rugby America's North
- The final Olympic 'wild card' 7's events will be held in Ireland (Women) and Monaco (Men)
- Rolling substitutes will be trialed on the HSBC circuit in 2016 and may be employed at the 2016 Olympics in Rio.
- RWC 2019 qualification process will remain the same as is currently in place.

Section 2 – Reports

2.1 CEO Report (NM) – CEO reflected on 2007-2015 Progress and messaging as it is clear that information about the work of the National Office is not being effectively circulated to membership despite Congress Meetings and quarterly stakeholder letters. (Report attached)

2.2 Finance Report (Jim Snyder, CFO) – Audit Committee to review Q3 financials and 2016 Budgets and a Board Call to discuss the financials and budget approval to be agreed when the budgets are ready for review.

2.3 Rugby International Marketing (CK) – Chad Keck updated the Board on the process being made by RIM. An offer had also been received from IMG to take a 10% share in RIM and a 50.1% share of the Digital Channel. The RIM Board rejected this investment and IMG are working on a counter offer. The funding of a further \$2m is being addressed as well as an investment in the Digital Channel. The RIM Board met in London and received an updated presentation from David Sternberg (Consultant). An RFP was circulated to potential channel hosts and a short list of Neulion and Omnigon was created. It was decided to progress with Omnigon.

Sophie Goldschmidt and Nigel Melville will be conducting interviews for a VP of Commercial Sales this week in New York.

2.4 USA Rugby Trust (NM) – No Report was available.

2.5 Rugby World Cup 2015 Report (NM) – A comprehensive review of the Eagles 2015 program was undertaken by Alex Magleby (Performance Director), this included a comprehensive look at progress spanning back to 2000. The report included statistical analysis and players/coaches interviews. The report was circulated to the Board ahead of the meeting and will remain a confidential document. The report will be shared with the Eagles Coach.

A discussion followed and it was agreed that with the coach no longer in contract, USA Rugby would open up the position to a wider pool of coaches and to ask the Head Coach to re-apply should he wish to continue in the role.

CEO to commence appoint a panel to complete the Coach recruitment process and make a recommendation to the Board of Directors.

2.6 Committee Review Update (JJ) – Jeremiah took the Board through the Committee review process and circulated to the Board proposed terms of reference for the Committee Review Committee. It was agreed that the Board should vote electronically to approve or otherwise the Terms of reference as presented.

Section 3 – Approvals

No approvals requested.

Section 4 – Any Other Business

Nominations Committee update – Marni Vath (Chair) circulated a paper outlining the timings for the 2016 Nominations process and search for an ‘at-large’ Board Director. The board discussed the make-up of the Nominations Committee and it was agreed that Peter Seccia would join the committee to support the process.

Players Bonuses – NM awaiting confirmation from the Eagles 15’s on allocation of player payments.

NM to circulate to Pam Kosanke and Brian McClenahan the proposed Eagles Sevens bonuses for 2016.

Athlete Advisory Council – Pam/Brian to discuss with the AAC their role and how they can effectively work with the players with particular reference to rumors about the setting up of a players Union. Pam/Brian to update the Board.

2016 Board Meetings

Monday January 25th – San Francisco (Note: Congress Meeting 24th and National Development Summit on the 23rd)

April 23rd – East Coast

August 20th (with Congress Meeting) – Colorado

November 4th – Chicago

The Board Meeting closed 4pm