

**USA RUGBY
Needham & Co
445, Park Avenue (3rd Floor)
New York**

Saturday 23rd April, 9.00am

BOARD MEETING

MINUTES

Present: Bob Latham (Chairman), Will Chang (Vice Chairman), Rob King, Chad Keck, Jeremiah Johnson, Pam Kosanke, Brian McLenahan

Call-in: Bob Kimmitt

Apologies: Peter Seccia

1. Chairman Welcome (Bob Latham)

2. CEO Report (Nigel Melville)

Q1 Activities included:

- National Development Summit - kicked off the year with an excellent summit bringing together multiple stakeholders for a weekends meetings, presentations and a dinner for 500 on the Saturday evening.
- RWC site meetings and World Rugby visit – Philippe Boudarias from World Rugby met with USAR, Giants Enterprises and visited the stadiums, hotels etc..Monthly calls and meetings planned for later in the year.
- Americas Rugby Championship – This was a major initiative driven by USA Rugby and a significant success across the Region. 15 international games in 5 weeks across the region, good crowds, media and broadcast. Something to build on for 2017. ARC will meet in June to discuss the 2016 tournament and finalize 2017. Added positives, America’s referees and match officials. All games were broadcast/live-streamed on ESPN 3 or local channels.
- Las Vegas Sevens – a good event once again, attendance stable, approx. 70,000 over the 3 days of competition. World Rugby report rated the tournament as a 7.5/10, about average for the Series. The greatest concern remains the width of the field and the Reg 22 surface.

The turf will be re- tested to assess how it can be improved for next year's event.

- Eagles XV's Men (5 games) – ARC placed second with 2 home wins and a draw followed by 2 losses on the road in South America (Brazil and Uruguay). John Mitchell enjoyed the opportunity to work with a wider domestic squad and assess the talent available to him. Players are now on individual programs and the majority of the players will be on professional domestic contracts and will play in the Pro Rugby Competition leading into June. This will be the first time we have a team of full time professionals representing the USA.
- Eagles Sevens (Women) 1 event (Sao Palo) – Poor performance by the team, improved in Atlanta.
- Eagles Sevens (Men) 4 events (Sydney/Wellington/Vegas/Vancouver) – Men's National Team remain 5th in the World rankings and are currently the top ranked team in the Northern Hemisphere.
- 2020 Strategic Planning - George Henderson from TQPI will update the Board at our meeting on the progress being made and next steps for the planning process.
- New VP Corporate Partnerships (Melissa Brennan) – Melissa joins RIM from the New York Red Bulls following time Maddison Square Gardens and the New York Road Runners.
- 3 new sponsorship deals (AIG, KT, Thorne) – AIG will be the Title Sponsor of our game in Chicago, KT Tape is a supplier deal and Thorne is a supplement provider that will provide product, cash and a royalty based on supplement sales.
- Announced June Internationals – June 18th v Italy (San Jose), 25th June v Russia (Sacramento).
- Announced Women's 15's Super Series – England, USA, Canada and France round robin tournament in Salt Lake City this summer.
- Announced 'The Rugby Weekend' – to date over 41,000 tickets sold for the NZ v Ireland game and 8,000 for the USA v Maori game. Goal is for both games to be sell out crowds.
- Fundraising – Captains Knock (NYC), Palm Springs – two excellent events that raised nearly 300k. A further event planned at the American Club in Hong Kong with the Sevens Team.

- 'The Rugby Channel' – moved to the launch phase of The Rugby Channel, content acquisition continues and the channel is set to go live in early April.

Financially USA Rugby is tracking on budget, we have moved into new offices making us leaner and more efficient. The USA Rugby warehouse now adjoins the office space and we have improved office space and meeting rooms.

3. Financial Report (Jim Snyder – Financials attached)

As of the date of this meeting USA Rugby pro-forma entity is targeting to be approximately on budget for the year. There are variances in revenue related to foreign exchange rates on World Rugby grants, membership revenues and fundraising revenues and variances on expense related to the men's national team hiring of John Mitchell. The net impact of the variances is forecast to be immaterial as of this meeting.

Notable risks for USA Rugby remain variable cost fluctuations for national team assemblies, and foreign exchange changes.

4. Executive Session

5. Rugby International Marketing (Chad Keck)

Having discussed the financials in the previous agenda point, Chad updated the Board Meeting the previous day. The RIM Board is aggressively chasing investment for The Rugby Channel, three media partners have been identified and the RIM Board were confident they would close with a preferred partner within 2 months.

A discussion took place about the communication piece being developed by Chad/Pam and it was agreed that the shorter form presentation would be more appropriate for these purposes. Chad to finalize and circulate before posting on USA Rugby's website.

6. CEO Search (Bob Latham)

Bob confirmed that the application window has closed and we have received in excess of 150 applications for the CEO role. The search committee (Bob/Pam/Jeremiah/Peter) set out their preferred process.

- Bob to appoint a search company to review the applications and make their recommendations to the search committee, create a short list for initial interview.
- Review and eliminate those applicants that do not have the required resume to fulfill the role. A letter will be sent to them informing them that we will not be proceeding with their application and thanking them for their interest.
- Initial phone interviews will be undertaken and a short list of 3/5 applicants presented to the Board for further discussion and final interview.
- Appointment to be made.

7. Nominations (Bob Latham)

Bob shared with the group the Nominations list presented by Marn Vath (Nominations Chair). The Board discussed the nominee list, Bob to provide feedback to Marni and her committee. The Nominations Committee will make 2 recommendations to the Board ahead of their next meeting. The Board then voted to approve and forwards their recommendation to Congress.

8. 2020 Strategic Planning Report (George Henderson – Presentation Attached)

George Henderson presented an update on the Strategic Planning process to the Board. George fielded questions about the plan and agreed to take a more active role as the planning process continued.

9. Rio 2016 Update

CEO updated the Board on arrangements for Rio. Two Board Members will be in attendance at the games. The team preparations have been finalized including a pre-games camp in Houston, however, operations on the ground in Rio remain a challenge. Regular updates from the USOC (especially regarding the Zika virus) will be shared with the Board when received.

10. World Rugby (Bob Latham)

Bob updated the Board on the upcoming elections with only one nominee being received for Chairman (Bill Beaumont) and Vice Chairman (Agustin Pichot). Bob confirmed that he has been asked to remain on the Executive Committee.

11. Appointment of USA Rugby/World Rugby representative (Nigel Melville)

Bob Latham will 'term-out' from his position as USA Rugby Board Member and Chairman in August 2016. It was agreed that Bob should remain as USA Rugby representative to World Rugby for the 2016-2020 cycle.

Proposed: Will Chang

2nd: Rob King

Vote: Unanimous

It was agreed would be welcome to continue to attend USA Rugby Board Meetings as an observer and report on World Rugby issues.

12. Disciplinary Procedures Approval (Nigel Melville)

Prior to the meeting the CEO circulated the revised Disciplinary Regulations for adoption following their approval by the Rugby Committee.

Proposed: Jeremiah Johnson

2nd: Rob King

Vote: Unanimous

13. Other Business

CEO requested that the Committee Review Group lead by Jeremiah Johnson discussed with staff at the National Office their plans to re-seat individual committees. Jeremiah agreed to do this, he also raised the challenge they were having placing IA's on committees.

The meeting adjourned 3pm