

**USA Rugby BOD Meeting, November 3, 2016**  
**Chicago Athletic Association**  
**Chicago, IL**

**Roll Call:**

Dan Payne; Jim Snyder; Jen Gray; Pete Secchia; Pam Kosanke; Jeremiah Johnson; Brian McClenahan; Chad Keck; Robert Kimmitt; Rob King (via phone); Dean Barrett; Bob Latham  
Apologies: Will Chang—flight cancellation

**Meeting Minutes:**

- Opening remarks from Rob King regarding agenda for the meeting and expectations for meeting expediency due to hard stop deadline.

**CEO 90 Day Report- Dan Payne**

- Focus on finalizing Strat Plan
- Very concerned about financial projections for year since getting into the position and first quarter under belt. Fiscal performance & responsibility will consume 2017's efforts first and foremost. Importance of managing to plan takes precedent over spending for performance.
- Future growth and plan revolves around youth and pre-high school aged kids
- Three-year plan delivered by January 17, 2017
- In anticipation of the February Congress meeting, detailed Strat Plan and initiative prioritization; Dues Vote preparation

**RIM Update- Chad Keck**

- Committed to vision and belief
- RIM BOD meeting on Saturday
- CEO transition was an unexpected challenge with Nigel's departure
- CSM partnership took longer to close than anticipated
- TRC- behind on content we expected to get and slow marketing push to start. However, November rights acquisition is positive and expect to drive sponsorship
- CEO contract extension discussion at the BOD level to commence 2017
- Harlequins Rugby Football Club to make investment in The Rugby Channel as of 11/4/16
- Discussion centering around risk vs. reward on 2018 RWC 7's between USAR and RIM

**Budget Discussion- Jim Snyder**

- IMG dissolution created variance from Q2 to Q3 projections
- HP overage is mostly offset by fundraising accounted for in Trust grant over
- Rob noted the overall expected loss is trending for one of the largest misses in years/recent memory
- Discussion centered around loss of third party HP sponsorship/support and continued funding level at previous third party support levels
- Discussion around dues increase to support funding for Community Rugby

- Rob proposed small working committee comprised of BOD members for 2017 budget preparation in collaboration with Dan, Jim, Jen and Alex (Brian, Jeremiah, Pete, Rob to comprise committee)
- Dues increase discussion around increase to create and improve services, not to cover budget gaps

**PRO North America/PRO 12 Update- Dan Payne**

- Canada declined the PRO North America sanctioning
- PRO North America not paying certain players & stated the potential of discontinuation if sanctioning isn't extended
- Relationship deteriorating between Doug and USA Rugby Community, claims of \$\$ owed and inquiries/grievances filed to USAR are increasing

**Executive Session**

**Adjourn: 5pm**