

USAR BOD Meeting
February 10, 2017
Austin, TX

Roll Call:

Will Chang; Dan Payne; Dean Barrett; Rob King; Chad Keck; Jeremiah Johnson; Pam Kosanke; Brian McClenahan; Robert Kimmitt (via phone); Pete Seccia (via phone)

Agenda:

10am-noon: Executive Session

12:00pm-12:30pm Break for Lunch

RWC 7s Update- Rosie Spaulding

- Discussion of event vision and objectives
- Last Report Activity
 - Vision/Objectives
 - Budget/Staffing/Project Plan
 - Phase 1 Ticketing/Commercial
 - Merchandise
 - Marketing and Communications
 - Hospitality
- Q2 Priorities
 - Phase 2 Ticketing
 - Commercial- securing USA TV Rights Holder
 - Merchandise- finalize partnership
 - Marketing/Communications
 - Operations
 - General Management—Formation of Host Committee
- Budget overview and WR Commercial Terms renegotiation

2017 Budget- Dan Payne

- Financial Outlook from 2016- BLK Receivership = loss of over \$625k, Brexit exchange rate = approx. \$350k & HP over spend contributed to 2016 loss
 - Noted 2017 will deliver a 100k surplus to the pro forma but will be operating on tight budgets
 - Discussion on fixed G&A costs and HP commitments made during a time of decreased revenue/funding and contracts not conducive to current financial climate
- Discussion on committing to holding funding levels flat for Community Rugby over 16 & 17
 - **Motion:** Community Rugby funding levels remain consistent/flat from 2016-2017 and to point out that although there are deductions from HP, USAR is looking for additional funding mechanism to offset those deductions should they arise.
 - Seconded
 - Vote: 10 yes, 0 no
 - **Motion passes unanimously**
- USA Rugby Trust discussion

Women's HP Discussion- WNT 15's Head Coach Pete Steinberg

- Themes discussion
 - Organizational opportunity to women's HP programs
 - Competitive despite underinvestment
 - Disconnect across all of HP
 - Opportunity to enhance performance and revenue, grow game through women's rugby
- Discussion of financial issues
- No incentive for coaches to take part in fundraising efforts
- Outline of costs per Women's Eagle to play in World Cup year
- Staffing: Men's vs. Women's programs
- A perceived lack of support from RIM to support international events, could be from a lack of understanding in what RIM's role is within HP
- HP disjointed and lack of plan
- Strategic Opportunities
- View High Performance as a start-up

Noted objection from BOD members to the tone of the personal accusations within the presentation.

USA Rugby Trust- Nikki Weideranders

- Overview of Trust and services
- Main point of discussion is 2017 operating budget
 - Concerns around Trust hitting net goal of grants over to USAR as determined by USAR
- Better cooperation between USAR Trust BOD and USAR BOD needed to achieve goal
- Discussion of Give/Get program for USAR BOD
- Buy-in from HP Management team and staff needed to help achieve net grant over goal
- Discussion of percentage of restricted vs non restricted gifts
- Discussion of CEO of USAR and Chairman of USAR BOD to sit on USAR Trust
- Dan and Dean to sit on USAR Trust BOD going forward

6:30pm Adjourn for dinner

8pm Regroup

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Absent: Jeremiah Johnson; Robert Kimmitt

Strategy 2020 Departmental Priorities for 2017- Jen Gray

Presentation attached...to be released/posted following BOD sign off

Executive Session

10pm Adjourn