

USA Rugby Board Meeting
Friday, September 7, 2018
Lafayette, CO

Board Members: Barbara O'Brien, Gus Pichot, Paul Santinelli, Jeremiah Johnson, Phaidra Knight, Todd Clever

Staff: Ross Young, Eric Gleason, Melissa von Keyserling, Charlotte Garbisch

Visitors: Bob Latham, Mike Squires, Kurt Weaver

The Chair of the Board of Directors, B. O'Brien, called the meeting to order at 10:00 am MST.

- Introductions provided for Agustin Picot (Gus) of World Rugby, Eric Gleason CFO for USAR and Charlotte Garbisch Manager, Support and Administration
- O'Brien thanked all members present for their contribution and the ability to engage in healthy debate.

P. Santinelli motioned to approve the minutes from the three previous board conference calls (June 22, August 1, and August 21, 2018); J. Johnson provided a second; The motion passed with unanimous consent.

CEO Report, R. Young

- National office update as follows:
 - Engaging in information gathering and review of existing roles and responsibilities among departmental staff; Currently in a “reset and rebuild” mode which also translates to board involvement as we seek to add new board members with a defined set of desired skills/abilities.
 - Communications staff continues to provide exceptional support to the larger organization
 - Events continue to be positive-National Championship Series (NCS) wrapped up
 - Regional Development Officers (RDO) present and future staffing/responsibilities discussed
 - Highlighted continued success within the national teams and announced the recruitment for a new head coach of the Women's team. Opportunities exist for further leveraging of the relationship with Major League Rugby (MLR) and placing further emphasis on what it means to extend a sanctioning agreement.
- A. Pichot provided an overview of an alternate business model with emphasis placed on deeper community engagement and investment as well as clearly defining roles within the organization.
- P. Santinelli provided an overview of a new investment model establishing a sustainable pathway/funnel by which to get involved
 - Establish a supporting model with programs that are documented and measured against results
 - Need to increase mass participation through investment in streamlined opportunities to get involved, not one-time events/championships
 - Establish, develop and invest in USAR brand value
 - Provide greater transparency with regards to resource allocation and spending

RWC7s 2018 Update, R. Young

- Both event results (ticket sales and viewership) and experiential feedback were positive.
- True deep-dive/post-mortem will be presented to facilitate strategic decision making around future event placements.
- Board members noted high praise for Ross's leadership as well as Rosie Spaulding and her small but mighty team.

General Legal Update, R. Young

- BryanCave provided confirmation and copies of the 7 submissions in timely response to the Schoninger suit, dated September 5, 2018, for board review; next key date--November 2018; P. Santinelli, B. Latham, R. Young and E. Gleason to discuss long term strategic approach

United World Sports & World Rugby update, R. Young

- R. Young provided a holistic overview of status including terms of hosting agreement which caused WR concern, noting review process is complete. Next stage is understanding new bid/tender process
- Young (with the assistance of Bob Latham) continues to work toward unification and advocacy for the union; Will update the board as new developments occur

Break for lunch

SRi Presentation, M. Squires

- M. Squires noted the need to define a higher purpose (mission vision values) for constituents that will unite all factions
- Discussion of current and proposed make-up of BOD noting circulation of competency matrix and need to fill existing skill gaps

Nominations Committee, Phaidra Knight

- P. Santinelli motioned for B. O'Brien (as Chair of Congress) to call for a meeting (via phone) of Congress to provide further understanding around the issues presented in the letter. P. Knight seconded. After individual roll call vote, the motion passed by unanimous consent.

RIM/commercial resolution discussed, P. Santinelli/J. Bobbett Letter

- Board discussed options for RIM's future operating structure.
- P. Santinelli motioned to agree in principle to the RIM business wind down/work out plan proposed in the letter reviewed from Jon Bobbett. P. Knight seconded. After individual roll call vote, the motion passed by unanimous consent
- R. Young will provide a written plan based on motion above to present to World Rugby ExCo.

Working groups/Advisory committee, P. Santinelli

- P. Santinelli called for committee review and establishment, including Disciplinary and Bylaw update/review; Further clarification needed on defining committees and working groups; both with required deliverables and measured effectiveness
- Established Congress meeting structure to identify Congress key interests and pertinent information

Strategic Plan--timelines and deliverable for future, R. Young

- Identified key objectives and first steps to implement a new, transparent strategic plan process noting next step identification of who and when.
- Emphasis placed on including Congress in the process - “Cornerstone of values is Community”

Membership discussion, Kurt Weaver

- Provided an overview of existing membership tiers and proposed new membership tiers including “Entry-Level” and “Supporter”; Weaver will present to congress for consideration at the September 29, 2018, asking for an email vote.

Diversity discussion, P. Knight

- Discussed unique challenges surrounding recruitment with an eye to diversity
- Need to define diversity and inclusiveness and what that means to the organization. M. Keyserling will provide D&I statements for future consideration

Next USAR Board meeting will be held in Lafayette, CO Friday October 19, 2018. RIM Board members will be in attendance.

B. O'Brien motioned for adjournment at 5:45pm