

**USAR Board of Directors Meeting  
Friday, October 19, 2018  
Denver, CO**

USAR Board In attendance:

Barbara O'Brien  
Paul Santinelli  
Gus Pichot - by phone  
Jim Brown  
Julie Lau  
Jeremiah Johnson  
Phaidra Knight  
Todd Clever

RIM Board In attendance:

John Bobbett  
James Stebbing – via phone

Guests:

Bob Latham

Staff:

Ross Young  
Eric Gleason  
Rosie Spaulding  
Kurt Weaver  
Melissa Von Keyserling  
Mark Griffin  
Charlotte Garbisch

**Barbara O'Brien – Called the meeting to order**

**Ross Young – Interim CEO Report**

- Ross Young provided overview of national office operations regarding new donor structure, upcoming events, membership numbers, training and education updates, and diversity initiative updates regarding women's coaching program expansion
- Addressed WWSS weekend in Glendale and provides a brief overview of Infinity parks role in putting on the event

**Rosie Spaulding - RWC7s Review/Reveal**

- Provided in depth overview of successes/challenges of RWC7s including the 5 vision and objectives implemented at the onset of the planning process.
- R. Spaulding analyzed key challenges and learning opportunities for future events.

### **Eric Gleason – Financial Summary**

- E. Gleason established long, medium, and short-term goals for the finance department and a strategy to achieve them by creating partnerships with both internal and external organizational systems
- Discussed implementation of internal controls throughout the organization as well as moving towards transparency with books and records
- Provided 2018 financial review through August and a brief overview of the forecasting process for 2019

### **Jon Bobbett – RIM Discussion**

- Discussed current cash position and future item lines that will affect expenses in the new year
- J. Bobbett proposed new operating model to integrate RIM and USAR processes so that all objectives align correctly with the operational mission

### **Mark Griffin – Commercial Update**

- Provided update on key commercial initiatives and an overview of the potential for USARs commercial prospects and the purpose driven approach to seek meaningful partnerships moving forward
- Discussed Projections for commercial and timeline on risk management and when it will be appropriate to take a profit risk on running an event autonomously

### **Phaidra Knight – Diversity Conversation**

- P. Knight led an open discussion regarding current hurdles that the organization is facing regarding diversity initiatives and the possible steps to overcome them, starting with broadening our recruiting efforts

### **Ross Young – Congress Update**

- Gave a brief overview of the recent Congress meeting and specific action items that were decided upon by the Congress representatives

### **Eric Gleason – Governance Review**

- E. Gleason discussed current status of the governance review initiative and emphasized key areas of interest and priority
- Bob Latham discussed World Rugby's expectation for a governance review timeline

### **Charlotte Garbisch – Strategic Workshop**

- C. Garbisch discussed the results from a National Office staff strategic workshop and asked for board feedback on the resulting mission statement and values

### **R. Young - Organizational Updates**

- Provided board with two proposed job descriptions for HP openings
- Gave general update on that status of the PRO Rugby lawsuit

### **Paul Santinelli – Other business**

- Discussed implementing a new Crisis Management plan to better prepare the organization for unpredictable occurrences and to better support the membership
- P. Santinelli then encouraged the Board to determine official placements of At Large Directors of the Board
- Todd Clever made a motion to vote in At Large Directors, which was seconded by P. Santinelli and received a majority vote in favor of the determined placements
- Phaidra Knight moved to nominate P. Santinelli as the Vice Chairman of the Board, which T. Clever seconded and the Board held a majority vote in favor of Paul Santinelli as the Vice Chairman of the Board of Directors

### **B. Obrien – Called to adjourn the meeting**