

# Board of Directors Meeting Minutes

Location	Date	Time	Format
Virtual	January 24, 2024	3:30 p.m. CT	Zoom

## In Attendance

Board Members		
Dave Devine	President	Present
Dan Pfeffer	President-Elect	Present
Joe Patterson	Immediate Past President	Absent
Beverly Wiley	Northeast Regional Vice-President	Present
John McPhail	Central Atlantic Regional Vice-President	Present, joined 3:54 p.m.
Dwayne Sealy	Southeast Regional Vice-President	Present
Walker Clark	South Regional Vice-President	Present, left at 4:34 p.m.
Rodney Cobb	Southwest Regional Vice-President	Present
Darrin Duistermars	Midwest Regional Vice-President	Present, left at 4:15 p.m.
Mary Mahoney	Mid-America Regional Vice-President	Present
Dick Gulmon	Northern Regional Vice-President	Present
Roger Garcia	Northwest Mountain Regional Vice-President	Present
Chris Drumm	Pacific Coast Regional Vice-President	Present
Donn Addante	Elected At-Large Representative	Present
Sandy Searcy	Allied / Affiliated Members	Absent
David James	Independent Director	Present
Ally Carda	Elite Athlete Representative	Present
Nick Mullins	Elite Athlete Representative	Present, joined at 4:15 p.m.
Michelle Moultrie	Elite Athlete Representative	Absent
Cam Schiller	Elite Athlete Representative	Absent
Joshua Johnson	Elite Athlete Representative	Present, joined at 3:35 p.m.
Aubree Munro	Elite Athlete Representative	Absent
Kelsey Stewart	Elite Athlete Representative	Absent
Lovieanne Jung	Elite Athlete Representative	Present
Others Present		
Craig Cress	CEO	Present
Cheryl Bond	CFO, Minute Taker	Present
Chris Sebren	Chief Sport Development/Performance Officer	Present
Allison Flaig	Chief Operating Officer	Present
Jay Hedrick	Managing Director of Network Systems	Present
Devin Loehrs	Director of IT	Present

## Minutes

### 1. Call to Order

President Devine called the meeting to order at 3:32 p.m. CT.

### Conflicts of Interest

“Is any member aware of any conflict of interest (that is, of a personal interest or direct or indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported or disclosed or addressed under the USA Softball Conflict of Interest Policy?”

“If a Board member determines there to be a conflict of interest at any point during the course of the meeting when a specific subject is being discussed and / or action is being taken, a declaration of a conflict of interest should be made at this time.”

“This is also a reminder that no confidential information disclosed during this meeting, or while doing any of the business of USA Softball can be used for the benefit of any other entity. “

It was noted that all Commissioners on the Board have an inherent conflict of interest when discussing and voting on the proposed bylaw amendment related to board composition.

**2. Roll Call**

A quorum was determined as noted in the “In Attendance” grid.

**3. Approve the Agenda and Minutes**

<b>MOTION</b>	BD	24-01	01
To approve the agenda for the meeting as presented.			
Moved	Roger Garcia	Seconded	Chris Drumm
CARRIED			

<b>MOTION</b>	BD	24-01	02
To approve the December 20, 2023, minutes as presented.			
Moved	Donn Addante	Seconded	Roger Garcia
CARRIED			

**4. Management Report**

CEO Cress presented the preliminary year-end production reports for 2023. As in the past, we expect changes will occur over the next couple of months in the adult registrations. At this point, we do not expect large changes. Associations have been contacted directly about low registrations. All areas were down slightly in 2023.

CEO Cress updated the Board on the recent hiring of Todd Blyleven in our Marketing Department, and we are in the process of hiring a director in our communications department. We have also added a programmer, Delores Barnett, to assist Devin. Amanda Howett joined us in Membership Services in late November to work with Allison and Kylee.

CEO Cress reported that the Equipment Committee added a bat to the non-approved list on the first of January from a manufacturer called Pure.

**5. Old Business**

President Devine reported that the Ad Hoc Marketing Committee assembled in December will have their first meeting next week. Director James noted that he is utilizing MLB resources to help provide a roadmap for the committee in establishing its goals and focus.

President Devine updated the Board that the director’s positions are still being reviewed and it is expected to be brought for consideration next month.

**6. New Business**

CEO Cress noted that the 2024 New Commissioner Workshop is scheduled for February 29, 2024. Directors Cobb, Drumm, Garcia and Addante contributed to the discussion regarding scheduling an additional Commissioners Meeting in 2024.

**7. Executive Session**

<b>MOTION</b>	BD	24-01	03
To enter Executive Session at 3:59 p.m.			
Moved	Beverly Wiley	Seconded	Chris Drumm
CARRIED			

President Devine updated the Board regarding the recent Performance Improvement Plans that were given to associations who did not meet the minimum registration plans in 2023. CEO Cress provided a written update of the associations who received PIPs in 2022. President Devine presented an update on Colorado and its Commissioner and the progress the association has been making the last month or two.

Director Addante noted the low number of teams reported by New Mexico and the continued decline in registrations.

<b>MOTION</b>	BD	24-01	04
To submit New Mexico to the Membership Improvement Committee for review.			
Moved	Donn Addante	Seconded	Roger Garcia
CARRIED			

CEO Cress updated the Board on litigation that has been instigated against the former Commissioner and others related to trademark issues in Arizona. We were forced to file as all parties requested no further contact from USA Softball, making the courts our only option for communication.

Directors Addante, McPhail, Mahoney, and Garcia all contributed to the discussion related to the other associations with which similar situations have occurred in the past.

CEO Cress presented the recommendation of the Junior Women’s National Team Selection Committee (JWNTSC) for the head coach and roster to compete in the 2024 U18 WBSC Stage Event in Dallas, Texas August 29- September 2, 2024. Director Wiley reported her observations at the HPP National Selection Event and how the program is working to identify to top talent in the United States. Director Carda echoed the sentiments of Director Wiley.

<b>MOTION</b>	BD	24-01	05
To approve the recommendation of the JWNTSC for the head coach 2024 U18 World Cup Stage.			
Moved	Bev Wiley	Seconded	Ally Carda
CARRIED			

<b>MOTION</b>	BD	24-01	06
To approve the recommendation of the JWNTSC for the roster for 2024 U18 World Cup Stage.			
Moved	Rodney Cobb	Seconded	Chris Drumm
CARRIED			

CEO Cress presented a request from Idaho related to the entry fee for the Men’s D/E-Rec Slowpitch Championship. They are requesting a reduction from \$125/team to \$65/team to be remitted to the national office. Directors Drumm, McPhail, Mahoney, Gulmon and Garcia contributed to the discussion.

<b>MOTION</b>	BD	24-01	07
To approve Idaho’s request for a fee reduction for the 2024 Men’s D/E-Rec Championship.			
Moved	Roger Garcia	Seconded	Donn Addante
FAILED – Director Garcia voted in the affirmative.			

Director Garcia submitted Ron Merritt, former Wyoming Commissioner, for Commissioner Emeritus, noting all obligations had been met and the current staff supported this recommendation.

<b>MOTION</b>	BD	24-01	08
To approve Commissioner Emeritus for Ron Merritt.			
Moved	Roger Garcia	Seconded	Mary Mahoney
CARRIED			

CEO Cress updated the Board on contracts that are planned to be submitted to the Board in February and March.

<b>MOTION</b>	BD	24-01	09
To return to open session at 4:54 p.m.			
Moved	Mary Mahoney	Seconded	Roger Garcia
CARRIED			

**8. Adjournment**

<b>MOTION</b>	BD	24-01	10
To adjourn the January 24, 2024, meeting at 4:57 p.m.			
Moved	Mary Mahoney	Seconded	Roger Garcia
CARRIED			