

MINUTES
UNITED STATES CENTER FOR SAFESPORT
March 15-16, 2019

Opening of Meeting

1. The meeting of the Board of Directors of the United States Center for SafeSport (USCSS) was opened on Friday, March 15, 2019 at 9:00 a.m. MST. Notice of the meeting was duly given pursuant to USSCS Bylaws. The meeting was held in Denver, Colorado.

Board Members Present

2. The following Board members were present on Friday, March 15, 2019: Frank Marshall, Chair, Megan Ryther, Secretary, and Julie Novak. Also in attendance for the meeting via teleconference were Dr. Angelo Giardino, Pat Harned, Connie Smotek and Reuben Jones.
3. Also in attendance for portions of the meeting were USSCS employees: Regis Becker (Interim CEO), Stephanie Zoesch (Administrative Assistant), David Barnett (Director of Finance, Human Resources, and Office Infrastructure), Michael Henry (Director of Investigations and Outcomes), Heather O'Brien (Senior Legal Counsel), Martha Van Gelder (Chief Marketing and Business Development Officer), Katie Hanna (Director of Education and Outreach), and Amy O'Neill (Director of Intake and Program Services). Jon Fish (Chair, USSCS Audit Committee), Dan Hill (President, Hill Impact), Josh Wenderoff (Hill Impact), Rebecca Kennedy (Isaacson, Miller), and Caitlin Barrett (Isaacson, Miller) were also present for a portion of the meeting.

Quorum

4. Attending Board Members constituted a quorum of the Board under USSCS Bylaws.

Approval of December 2018 Minutes

5. A **motion** was made and seconded to approve the December 2018 meeting minutes. The motion passed unanimously.

CEO Report

6. Regis Becker discussed disciplinary database updates with the Board.
7. Michael Henry reviewed Grant Agreement metrics, response and resolution data, and investigation outcome procedures.
8. Mr. Becker detailed the five-year plan for the Center.

Communications Update

9. Dan Hill updated the Board on USSCS media inquiries and metrics.

Board Donations

10. Dr. Giardino reviewed Board fundraising and giving responsibilities.

Education & Outreach Update

11. Katie Hanna presented Education and Outreach goals achieved for 2018 including resources, fee-for-service initiative and prevention plans.
12. Ms. Hanna reviewed training highlights in 2018 and new resources developed.
13. Mr. Henry discussed the notable correlation between training completion and reporting numbers.
14. Ms. Hanna presented Education and Outreach 2019 Action Plan to the Board with regard to engagement, impact and shared goals with the compliance team.
15. Ms. Hanna and Mr. Becker reviewed legislative communications.
16. Ms. Hanna presented the results of the employee surveys and Focus Group Committee Action Plan.
17. Ms. Hanna presented information regarding the idea of forming an athlete advisory group. The Board discussed the idea of forming an advisory group consisting of athlete representatives and determined staff should continue to develop this opportunity with input from the athlete representatives, Connie Smotek and Megan Ryther.

Legal Update

18. Heather O'Brien presented legal updates to the Board regarding insurance, staffing projections and litigation.

Audit Committee Report

19. Jon Fish joined the meeting by teleconference.
20. Mr. Fish reviewed Audit Committee report and standard procedures for 2018 financial audit.
21. Mr. Fish discussed USCSS financial and cyber security plans and procedures.
22. Mr. Fish requested a review of the Audit Committee Charter by the Board.
23. Mr. Fish left the meeting.

Finance Committee Report

24. Reuben Jones and David Barnett reviewed 2018 Financials and the year-to-date financial report.
25. The Board discussed current staffing plans and projected needs for 2019.

Compensation Committee Report

26. Ms. Ryther reviewed focus and goals of the Compensation Committee.
27. Mr. Barnett presented current performance evaluation processes.

Search Committee Report

28. Pat Harned left the meeting.
29. Rebecca Kennedy and Caitlin Barrett (Isaacson, Miller) joined the meeting.
30. Ms. Ryther reviewed the creation of the Search Committee, objectives, and the proposed timeline of the search process with the Board.
31. Ms. Kennedy and Ms. Barrett explained the CEO Search process.
32. Ms. Kennedy and Ms. Barrett left the meeting.

Marketing & Business Development Update

33. Ms. Harned rejoined the meeting by teleconference.
34. Martha Van Gelder presented trademark and intellectual property updates.
35. Ms. Van Gelder reviewed the USCSS Digital Toolkit, website updates, and training goals for 2019.

Closing Remarks

36. The Board discussed plans for revised 2019 Board Meeting dates and locations. The meeting adjourned at 3:45 p.m. MST on Friday, March 15, 2019.

Reconvening of the Meeting

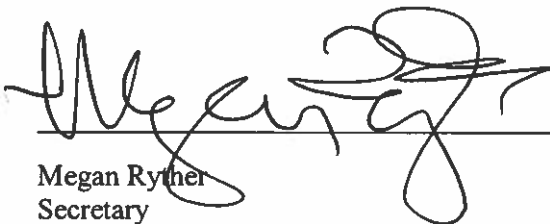
37. The Board reconvened at 11:30 a.m. MST on Saturday, March 16, 2019.

Board Members Present

38. The following Board members were present on Saturday, March 16, 2019: Frank Marshall, Chair, Megan Ryther, Secretary, and Julie Novak. Present via teleconference were Connie Smotek, Dr. Angelo Giardino, and Pat Harned.
39. Also in attendance were USCSS employees Regis Becker (Interim CEO), Allyson Anthony (Office Manager), Heather O'Brien (Senior Legal Counsel), Michael Henry (Director of Investigations & Outcomes), Katie Hannah (Director of Education & Outreach), and Amy O'Neill (Director of Intake & Program Services). Joe Zonies (Zonies Law LLC), Dan Hill (Hill Impact), and Josh Wenderoff (Hill Impact) also attended the meeting.
40. A **motion** was made and seconded to appoint Megan Ryther to the Audit Committee temporarily while Mr. Becker is a USCSS employee in order to fulfill Board member requirements per the Audit Committee charter.

Adjournment

41. The meeting adjourned at 11:35 a.m. MST on Saturday, March 16, 2019.



Megan Ryther
Secretary

Approved by USSS Board on May 21st, 2019.