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
  o Organizational opportunity to women’s HP programs
  o Competitive despite underinvestment
  o Disconnect across all of HP
  o 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
    o 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