

# USA VOLLEYBALL BOARD OF DIRECTORS

## MINUTES

May 16, 2018

Lincoln, Nebraska

Wednesday, May 16: 8:00 a.m. – 5:30 p.m.

### I. CALL TO ORDER

- a. **Introduction of members (roll call) and Declaration of Quorum** Kerry Klostermann
- b. Present: Dombkowski, Haneef-Park, Hughes, Mailhot, Okimura, Rasmussen, Reitingger, Reynaud, Rogers, Selznick, Stemm
- c. Present by Phone: None
- d. Absent: Donaghy, Fasbender, Ross, Shoji, Shropshire
- e. Guests: Kerry Klostermann (USAV), Rachael Stafford (USAV), Jamie Davis (USAV), Lee Vogel (outside counsel at BCLP), Margie Mara, Giuseppe Vinci, Tracy Hughes, Mariann Greenwood
- f. **Board Directory** Kerry Klostermann
  - i. Mr. Klostermann passed around the Board directory for updating.
- g. **Introduction of Guests/Attendance** Lori Okimura
  - i. Ms. Okimura asked the guests to introduce themselves.

### II. ANNOUNCEMENTS

- a. John Hughes and Andy Reitingger, who are cycling off the Board, were thanked for their service. The entire Board took a photo.

### III. APPROVED MINUTES (2)

- a. The minutes from the January 27, 2018 Board meeting in Los Angeles had been previously approved electronically.

### IV. APPROVAL OF AGENDA

- a. It was suggested to eliminate the Board Succession Report from the agenda, to move the Board Chair Report to the end of the meeting, and to have an update on the USAV Foundation after the CEO Report.
- b. **Motion #1 to amend the agenda, made by Reynaud and second by Dombkowski. Approved unanimously.**

### V. BOARD ADMINISTRATIVE OVERVIEW

- a. 2018 Meeting Schedule
  - i. August 25-26, 2018 in Anaheim, CA. The Board discussed the logistics and timing of meetings, generally.

### VI. CEO REPORT

Jamie Davis

- a. Membership Numbers. Mr. Davis reported that, as of May 12, 2018, full memberships in USAV were at 347,800. That number represents a 2.3% increase on a year to date basis, and he noted that we are only 8 months into the current year, which bodes well for the whole 2017-2018 season numbers.
- b. SafeSport. Mr. Davis reported that he has been requested to testify on May 23 before the U.S. House of Representatives Committee on Energy and Commerce with respect to sexual abuse issues. Mr. Davis noted that he will participate in the hearing and will be fully cooperative. Mr. Davis reported to the Board that USAV's policy is to encourage people to report anything that is even remotely suspicious, and that USAV has forwarded 40 reports so far to the U.S. Center for SafeSport. Ms. Reynaud said she wanted to see an emphasis on educating athletes on what is appropriate versus inappropriate behavior. Mr. Reitingger asked about the delay in the SafeSport center getting back to regions about dangerous situations in the vetting process. Ms. Stafford acknowledged that there are delays. Mr. Stemm asked Mr. Davis about the recently adopted legislation sponsored by Sen. Feinstein (Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act), specifically, whether it changes anything for USAV and what it means for other non-NGB sports groups. Mr. Davis and Ms. Stafford answered these questions. Ms. Reynaud asked about how frequently the Board needs to recertify under SafeSport. Ms. Stafford confirmed that the Board needs to recertify every two years. Ms. Okimura reminded the Board to make sure they are up to date, and Mr. Klostermann confirmed that every director present at the meeting is current through the 2017-2018 membership season. Mr. Davis reported that there is now a published list on the USAV website of suspended members under SafeSport. The Board talked about

the list and how it can be accessed. The Board also talked about regional suspensions versus national suspensions.

- c. **Staff Initiative Update (Disrupt or Be Disrupted).** Mr. Davis reported that he held meetings at the USAV office to implement a project aimed at driving innovation with solutions sourced from staff themselves, which project has a mantra of “Disrupt or Be Disrupted”. Mr. Davis explained the methodology of identifying opportunities and prioritizing solutions. Mr. Davis explained that he picked SWAT team leaders, who then picked their own teams of staff members, as he wanted the staffing and initiative for the project to be organic and diffused throughout all levels of staff, as opposed to something that would be driven and dominated by senior management. The USAV staff identified the following problems: visibility of brand; officials training and retention; diversity and inclusion; membership growth; staff retention and recruitment; training center consolidation; beach club development. Mr. Davis reported that the staff identified a gulf organizationally between high performance (pipeline) and national teams, and, as a result, USAV is now seeking to hire a Senior Director of National Teams to manage all efforts in this regard. Mr. Davis reported that USAV is seeking to hire a Chief Marketing Officer to address brand visibility. With respect to the goals of the diversity and inclusion team, they indicated they want to concentrate on growing: the sitting discipline, boys’ youth volleyball, socio-economic diversity and the prevalence of adult volleyball. With respect to officials training and retention, that team noted that one problem is the aging of officials and a perceived reluctance among young people to become referees because of the ill treatment they receive from parents and coaches. Mr. Davis reported that USAV is looking at ways to combat the perceived uptick in bad behavior by parents and coaches, and Ms. Dombkowski asked how the Board can be helpful in this effort, noting the recent bad behavior she has witnessed herself. With respect to membership growth, that team is focusing on retaining older members, who have historically fallen off the membership rolls. With respect to staff retention, that team is focused on improving morale by promoting an “ownership” ethic among staff and pride/responsibility for the organization. With respect to the development of beach clubs, that team is focusing on how to spur the growth of clubs in the beach discipline. The Board provided feedback to Mr. Davis on the project, generally, and Mr. Stemm said that the RVA should undertake the same kind of project at its level.
- d. **Online Member Management System.** Mr. Davis reported problems with USAV’s online member management system (Web Point), including that it crashes at crucial times and that it is outdated (it is 10 years old). USAV put out a RFP and has narrowed down the respondents to four finalists. Mr. Davis put together a working group, including regional commissioners, to assess the finalists. Mr. Reitingger and Ms. Reynaud asked questions about the system needs and the capabilities of the finalists, and Mr. Davis provided answers.
- e. **International Competitions.** Mr. Davis reported that, in 2017, USAV did not host a World Grand Prix or World League leg because typically such events result in financial losses to USAV. In 2019, it is expected that NORCECA will award to USAV, and USAV will host, the men’s and women’s Continental World Cup qualification tournaments.
- f. **Volleyball Nations League (VNL).** Mr. Davis updated the Board generally on the format of the new league, noting that the prize money is equally divided among men and women. Mr. Davis noted that China is hosting the women’s finals for the next three years. Mr. Davis presented a plan to the VNL Council for the USA to host the men’s finals in 2019, 2020 and 2021 which was voted on and ratified by the group. Ms. Okimura talked about the FIVB’s recently-adopted “nucleus project”, where the FIVB intends to prioritize investment in the volleyball nations that already have the largest established GDPs, with the theory being that such investment will yield the biggest returns, and a rising tide floats all boats. Ms. Okimura commented there was evidence of the implementation of the nucleus project with the creation of the VNL and awarding finals to new countries, like France for the men. Ms. Okimura discussed how important hosting events in the United States is to this philosophical development, a sentiment she is hearing echoed from the national federations of other countries. Ms. Okimura noted that she hopes this philosophical development occurs in the beach discipline, too.
- g. **Sitting Discipline.** Mr. Davis reported that USAV has been undertaking efforts to synthesize the sitting discipline organizationally, including by exhibiting the sitting discipline at all national team events. Mr. Davis has been talking to Toyota lately about a sponsorship deal featuring the sitting discipline.

- h. R.I.S.E. (Ross Initiative in Sports for Equality). Mr. Davis reported that USAV has been collaborating with R.I.S.E. to promote diversity and race equality. The Board watched a video produced in collaboration with R.I.S.E. featuring USAV athletes pledging to support diversity and equality.
- i. USAVolleyballShop.com. Mr. Davis reported that vendors are onboarding to sell at regional events, with care being taken to avoid USAV violating its agreement with Adidas.
- j. Staffing Updates. Mr. Davis reported that USAV has created a position to oversee coaching in the beach discipline, and that it has hired Tyler Hildebrand to fill the position. Mr. Davis reported that Paul Albright, who had been Director of Officials Development for USAV, recently resigned in order to move to Chicago for personal reasons, and that he had been replaced by Pati Rolf.
- k. Special Committee of Ethics & Eligibility Committee. Mr. Davis and Ms. Stafford informed the Board of the need to convene a special committee of the Ethics & Eligibility Committee to address an Article 9 complaint recently filed with the USOC by Kokoro Volleyball Club. Ms. Stafford explained that a special committee was necessary because the Ethics & Eligibility Committee had adjudicated the original decision regarding Kokoro Volleyball Club and, as such, has now recused itself from reviewing the Article 9 complaint. The Board reviewed an email previously circulated by Ms. Stafford which identified five proposed members of the special committee, subject to Board approval. Ms. Okimura asked if anyone had questions. **Motion #2 to affirm the appointment of the special committee of the Ethics & Eligibility Committee for the limited purpose described above and to approve the proposed members thereof, as required by the USAV bylaws, made by Rasmussen, seconded by Reynaud. Approved unanimously.**

## VII. FOUNDATION UPDATE

Andy Reitingner

- a. 2017 Financial Performance. Mr. Reitingner provided the Board with a report on the financial performance of the USA Volleyball Foundation for 2017. The Foundation achieved an investment return of 13.60% in 2017, well above the 5% annual target. The Foundation's investment assets at the end of 2017 were \$3.6 million. In 2017, the Foundation provided a grant of \$171,000 to USAV. In 2018, the grant from the Foundation to USAV is \$173,000.
- b. Bylaws. Mr. Reitingner directed the Board to the separate report from Scott Fortune that was emailed to the Board, which detailed that, as directed by USAV as part of the reorganization, the Foundation has been updating its bylaws to clean up any discrepancies with USAV bylaw guidelines and policies. A final version is expected to be reviewed and approved by the Foundation shortly.
- c. Foundation Board Members and Elections. Mr. Reitingner asked how the members of the Foundation's board are nominated and elected. Ms. Okimura explained the process in general through the transitional phase, and explained that she has been trying to formalize the process which lacked administrative structure and checks & balances. She would ideally like to find a way to provide more involvement of the overall USAV Board as the Sole Member, versus one person (Sole Member representative), but at the same time she wants to be mindful of the goal to restore autonomy to the Foundation's board. Ms. Okimura noted that recent efforts to obtain nominees to the Foundation's board have yielded three such nominees. She further noted that she did not think it was appropriate to task the USAV nominating committee with finding nominees for the Foundation's board, as that is not the scope of that committee. Ms. Okimura acknowledged that recruiting nominees for the Foundation's board has been challenge, but that it is important not to sacrifice proper vetting. Ms. Okimura noted that a list of nominees would be finalized by May 30, and that the Foundation now has a form it is utilizing in the process. Ms. Okimura noted that USAV might be hiring a director of development for the Foundation soon, so that person could help with recruitment in the future. Ms. Dombkowski asked about the Foundation's relative focus on managing the corpus versus fundraising. Mr. Reitingner said the focus of the Foundation included investment, fundraising, alumni relations and governance. Ms. Dombkowski asked what the success of fundraising has been.
- d. Director of Development Position. Mr. Davis updated the Board on the effort to hire a director of development for the Foundation. He said that the responses received by USAV to date as a result of the job posting have been underwhelming, and so the search continues. He noted that the position has historically been one that does not pay for itself (i.e., the salary paid to the person is more than the person produces in donations), and that he would not necessarily expect the director of development to directly identify and secure big-money donors. Rather, he would imagine that the Foundation directors and volleyball alumni are going to identify and secure big-money donors, with the director of

development supporting the directors/alumni in their efforts. Mr. Reitingger and Ms. Reynaud asked about specific resources utilized to date to recruit the new development director and provided thoughts on the best home-base location for such a position given the need to travel. Ms. Reynaud suggested USAV advertise the position on NACDA. Mr. Reitingger, Ms. Okimura and Mr. Davis talked about utilizing national team coaches to help fundraise. Mr. Reitingger asked if USAV is still working with Motor MVB. Mr. Davis answered that USAV gave Motor MVB \$65,000 as seed money in 2016. Mr. Davis noted that since USAV is a nonprofit organization, he has informed MotorMVB that targeting private organizations and individuals would need to be their real source for fundraising.

## VIII. BYLAWS & GOVERNANCE

### a. Board Policy Updates

#### i. Results of electronic voting between meetings.

Kerry Klostermann

- a. During the period between meetings, the Board took those actions set forth in the attached listing.

#### ii. Policy Manual

Kerry Klostermann

- a. Ms. Okimura noted that the board policy and procedures manual is probably outdated and irrelevant, and maybe even conflicts with other policies. For example, she pointed out that some of the documents suggest that there is still some ability for USAV to control the RVA, which is no longer true. Ms. Okimura said she thinks some of the documents can be eliminated. Mr. Klostermann said he also thinks the board policy and procedures manual was outdated and, in places, irrelevant. He has winnowed it down from 42 pages to approximately 9 pages and would propose that it be called the “Board of Directors Reference Manual”, a draft of which he had previously uploaded to the Sharefile for access by the Board in connection with the meeting. Ms. Reynaud requested that, as part of the procedures update process, there be a link for Board members to submit expense reports, rather than having to contact the CFO to coordinate an expense report. Ms. Okimura recounted what the onboarding process is for new directors. Ms. Okimura recommended that the RVA directors take the new draft Board of Directors Reference Manual to their regional members for their sign-off, stating that having them involved is important because the streamlining affects RVA more than anyone else. Mr. Stemm asked about the potential conflicts of the new draft Board of Directors Reference Manual with RVA documents. Ms. Okimura and Mr. Reitingger discussed this issue. The Board then discussed whether an RVA director had to vote, as a member of the USAV Board, strictly in accordance with the best interests of their region, which the RVA’s documents suggest, or whether the RVA directors have the discretion to deviate from their region’s wishes and vote in manner that is in the best interest of USAV, which discretion would be necessary for any director to properly abide by his or her fiduciary duties to a corporation. Ms. Okimura and Mr. Davis said that directors cannot abdicate independent judgment, as that is not the proper application of fiduciary duty. Mr. Hughes said that he never felt the spirit of any language in the RVA documents was to require an RVA director to abdicate independent judgment, but he acknowledged the language is problematic and said he would go back to the RVA on it.

### b. Bylaw Revisions. No action necessary.

### c. Operating Code Revisions. Mr. Reitingger noted that the Preamble to the Operating Code still contains a reference to “the Structure and Function Commission”, which commission does not exist anymore, and said that it ought to be replaced with a referenced to “the staff”. **Motion #3 to waive the 30-day notice requirement to amend the Operating Code, made by Hughes, seconded by Reitingger. Approved unanimously.**

### d. **Motion #4 to amend the Preamble to the Operating Code to replace the phrase, “the Structure and Function Commission”, with the phrase, “the staff”, made by Reitingger, seconded by Mailhot. Approved unanimously.**

### e. Governance Committee Report

Andy Reitingger

- i. Mr. Reitingger discussed the potential reorganization of the nationally certified officials/refs. He also talked about representation of club directors and representation of coaches to elect the coach’s spot to the Board.

- ii. Mr. Reitinger said he has discovered some ways that USAV is not acting in accordance with its bylaws. One way is that the Chair is acting as an ex officio member of all committees. Ms. Okimura said that she thought the bylaws said the Chair is supposed to be an ex officio member of all committees, but Mr. Reitinger could not find such a provision in the bylaws. The Board discussed what the status of the Chair ought to be with respect to committees, and it was proposed that, instead of being an ex officio member of all committees, maybe the Chair should just be an ad hoc member of committees as needed. Mr. Reitinger also asked about coordinating the terms of the committee members with the term of the Chair, rather than the quad. Ms. Okimura said she thinks there needs to be a balance between giving the Chair too much power but also giving the Chair the ability to remove inactive members of committees. With respect to the ability to remove inactive members of committees, Ms. Okimura suggested a double-trigger policy where the Chair of the Board and the committee chair both have to approve a member's removal from a committee.
- iii. Ms. Okimura reminded members of the Board to submit their board evaluation reports, and noted that they would revisit these at the August 2018 Board meeting.
- f. Nominating Committee Report (3) Samantha Wolinski
  - i. Ms. Stafford reported that the Nominating Committee has three candidates for the position held by Bill Barnum. Ms. Dombkowski said that the Audit, Finance & Budget Committee is looking for a new member, and that she would appreciate any nominees people could propose.
- g. Diversity & Inclusion Committee Report Tracy Hughes
  - i. Ms. Hughes, as associate chair of the committee, provided the Board an update from the Diversity & Inclusion Committee. She discussed more about the rollout of USAV's partnership with R.I.S.E. Ms. Reynaud asked, and Ms. Hughes confirmed, that the rollout of the R.I.S.E. program will be at this year's junior nationals. Ms. Hughes and Ms. Okimura discussed the members of the committee, and highlighted for the Board one of the exceptional committee members, a 17-year old volleyball player named Shreya Mantha, who is active on social issues (for example, she has started her own nonprofit) and exhibits a great deal of promise.
- h. Assembly Reports
  - i. Joint Administrative Council Report. Written report included in the Sharefile folder (4)
  - ii. Beach Assembly. No reports.
  - iii. Junior Assembly Andy Reitinger
    - a. Mr. Reitinger noted that there is a written report included in the Sharefile folder. (6) He also noted that the Junior Assembly is looking to add Club Directors as members of the Assembly.
  - iv. RVA Assembly Mitch Stemm
    - a. Mr. Stemm reported that the RVA Assembly is meeting in Dallas shortly, and they expect to be filling a few positions in the near future. Mr. Hughes provided additional input. Mr. Stemm discussed their commissioners meeting in Chicago. Mr. Stemm also mentioned that there is an informal group of commissions who have started meeting regularly, and Mr. Reitinger mentioned that he has attended one such meeting. Mr. Hughes, Mr. Davis and Ms. Okimura talked about the scheduling of the Board meetings and how they are no longer scheduled in conjunction with RVA meetings. Ms. Okimura said that it has been more about convenience for the Board, and the desire as discussed in past Board meetings to broaden the type of events where Board meetings are held in order to reach more of the constituent base. Mr. Stemm and Mr. Hughes also talked about the upcoming Boyce banquet, which, unfortunately, coincides with the timing of Mr. Davis' required Congressional testimony, meaning Mr. Davis and Ms. Okimura will have to miss the banquet.
  - v. Officials Assembly Sue Mailhot
    - a. Ms. Mailhot reported that Paul Albright had resigned as the of the Director of Officials Development for personal reasons, but noted that he had been replaced by Pati Rolf. Ms. Mailhot brought up the purple card, designed for refs to use with unruly spectators and coaches. Ms. Okimura said, rather than just focusing on punishing bad behavior, it would be nice to also recognize examples of good sportsmanship. The Board discussed putting out a public-service-announcement about respect for refs, or otherwise creating a program

to highlight good sportsmanship. Ms. Dombkowski said she had heard from parents frustrated about refs and facilities, but she noted that the refs and facilities are frustrated themselves about bad behavior. Ms. Haneef-Park mentioned her involvement in a public-service-announcement as a player. Ms. Mailhot mentioned that, in some tournaments, there is a spectator code of conduct that people have to click through to accept it before seeing the tournament schedule. Mr. Selznick said he believes communicating the applicable guidelines is the key, and recounted what he does at beach tournaments, which is to explain the rules at the beginning, both to parents and kids. He will remind them ahead of time in writing, too.

i. Coaching Education Update

Cecile Reynaud

- i. Ms. Reynaud gave a presentation on revamping USAV's coaching education program. She started by explaining what USAV currently does in the way of coaching education, and what would serve their members best. She reported that the coaching education task force has proposed dividing coaching education programs and protocols into two categories, one for players who are 14 and under and the other for players who are 15 and over. Ms. Reynaud highlighted the proposed changes generally in coaching accreditation program clinics. She discussed the various coaching education modules, including Art of Coaching Volleyball, Gold Medal Squared and USAV IMPACT. Ms. Mailhot asked about IMPACT. Ms. Reynaud reported to the Board the task force's findings about USA Hockey's coaching education program, which is considered best in class. USA Hockey has coach educators in each geographic district, who, in turn, educate the coaches in their respective districts. Ms. Reynaud overviewed USA Hockey's website on coaching education.
- ii. Ms. Reynaud asked the Board about the proposed approach of splitting programs and protocols into two categories (i.e., 14 and under, and 15 and over), and the Board expressed general agreement with such approach. She also asked the Board about sharing the obligations of coaching education with the RVA. Ms. Mailhot asked about mandatory certification for coaches, but Ms. Reynaud said that would not be mandatory just yet. The focus, per Ms. Reynaud, is still on revamping coaching education, rather than mandating certification. Ms. Okimura talked about the timing of the course offerings, being tied so closely to the start of volleyball seasons. Ms. Reynaud acknowledged the seasonality, and she highlighted that the proposal assumes that each zone will handle its own clinics, which would mean they can figure out for themselves what scheduling makes sense in light of their respective volleyball seasons. Mr. Reitingner asked about the proposed methodology on creating regional districts or zones. Mr. Hughes and Ms. Okimura added thoughts on how the geographic needs would be met. Mr. Klostermann likened the issue to distributing a product and wondered if we could do a heat map to see where coaches are located. Ms. Reynaud said that we do not want to have USAV's national office deciding on how it is supposed to work, as it is supposed to be left to the zones. Leaving it to the zones, she said, will help keep USAV's national office out of the local politics. Mr. Selznick asked about synthesizing ideas and terminology among regions so that it is consistent, and he questioned how the educators would decide on what is the correct approach on any particular skill. Ms. Reynaud acknowledged that there would be a need to synthesize approaches, but said that, at this point, they are most concerned about getting a viable program out to the masses. Ms. Okimura said it is problematic if there are standards that high performance coaches prioritize when kids have not been taught that way. Mr. Stemm said that, in the end, the RVA would be interested in hearing all these proposals on revamping the coaching education program. Ms. Reynaud agreed, in turn, to present the proposals to the RVA at the upcoming RVA assembly.
- iii. Ms. Okimura asked if USAV should budget for a coaching summit. Ms. Reynaud said that she would recommend waiting until a new National Team Director has been hired to conduct a coaching summit, but movement should be made in dividing up the coaching education offered into the two proposed categories (i.e., 14 and under, and 15 and over), and be ready to update the basic online education that has already been filmed.

**IX. NEW BUSINESS**

- a. Opendorse. TJ Ciro, Adi Kunalic and Blake Lawrence shared with the Board their online product, which makes it easy for athletes to share content on social media. Opendorse signs up athletes, and then private companies send content to Opendorse, who, in turn, forward it on to their athletes. The athletes then approve the content, with Opendorse handling thereafter the process of sending it out on social media

from the athlete's account. Ms. Okimura and Ms. Haneef-Park had good things to say about the product, and several USAV athletes (such as Jordan Larson) who are already signed up with Opendorse had gone out of their way to recommend the product to Ms. Okimura in advance of the presentation. Mr. Selznick and Ms. Dombkowski asked questions. Ms. Okimura asked the Opendorse representatives to send her a link so that USAV can send it to USAV athletes and they can sign up if they want. And if USAV wants to sign up for the platform, then Mr. Davis can explore/initiate that.

**X. EXECUTIVE SESSION** Members of staff invited to join included Mr. Davis, Mr. Klostermann and Ms. Stafford, as well as Mr. Vogel, who had to leave the meeting part way through the executive session.

- a. **Motion #5 to go into Executive Session, made by Rasmussen, seconded by Hughes. Approved unanimously.**
- b. Corporate Ethics & Eligibility Report (Rachael Stafford, Bryan Cave Leighton Paisner LLP)
- c. Legal Review (Rachael Stafford)
- d. SafeSport Report (Rachael Stafford)
- e. Audit, Finance & Budget Committee Report (Ashley Dombkowski)
  - i. Ms. Dombkowski proposed a resolution reading as follows: "RESOLVED, that the USA Volleyball managerial staff positions of Chief Executive Officer (CEO), Chief Operating Officer (COO), Chief Finance Officer (CFO), and Secretary General, individually and/or collectively, shall all have the full power and authority on behalf of the corporation to open any new brokerage accounts, and to perform every act necessary to be done in conjunction with any new or existing brokerage accounts including, but not limited to: being able to transfer, endorse, sell, assign, and deliver any and all certificates of stock, bonds, debentures, notes, subscriptions, warrants, stock purchase warrants, evidence of indebtedness, or other securities, and to take the aforementioned actions relative to any brokerage accounts on behalf of the corporation, now and hereafter existing, in the name of or owned by the corporation and make, execute, and deliver any and all written instruments necessary to effectuate the authority hereby granted herein." **Motion #6 to approve the foregoing resolution, made by Dombkowski, seconded by Reiting. Approved unanimously.**
- f. Personnel Committee Report (Cecile Reynaud/Brent Rasmussen)
- g. Board Chair report: Required disclosures were made to the Board by the Chair.
- h. **Motion #7 to recess Executive Session, made by Cecile Reynaud, seconded by Tayyiba Haneef-Park. Approved unanimously.**

**XI. ADJOURNMENT**

- a. **Motion #8 to adjourn, made by Tayyiba Haneef-Park, seconded by Brent Rasmussen. Approved unanimously.**



**Board of Directors**

**Actions between Meetings  
January 28, 2018 to May 15, 2018**

Date: March 20, 2018

**Motion:** To approve the 2021 through 2024 Team Travel Source (TTS) Housing Partner Agreement.

Vote Results: YES - 13  
NO – 1  
ABSTAIN - 0  
NO RESPONSE - 2

**MOTION PASSES**

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Date: May 5, 2018

**Motion:** To approve the minutes of the January 27, 2018 Board meeting minutes.

Vote Results: YES - 14  
NO – 0  
ABSTAIN - 1  
NO RESPONSE - 1

**MOTION PASSES**

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