

**USA Ultimate  
Board of Directors Meeting  
Virtual/Via Zoom  
March 9, 2023**

**Directors Present:**

DeAnna Ball (Appointed)  
Isaiah Bryant (At-Large)  
Caleb Denecour (Elite Athlete)  
Mike Edmonds (Independent, Treasurer)  
Robyn Fennig (Elite Athlete, Outgoing President)  
Leslie Gamez (Independent, Vice President)  
Dave Klink (Appointed)  
Benecia Newhouse Carswell (Independent)  
Chris Novielli (At-Large)  
Ernest Toney (At-Large, Secretary)  
Ben Van Heuvelen (Elite Athlete)  
Dr. Tom Crawford (CEO)

**Directors Not Present:**

Jimmy Donnellon (At-Large)

**Staff Present:**

Andy Lee (Managing Director – Marketing, Communications and Brand)  
Julia Echterhoff Lee (Director – Finance)  
Stacey Waldrup (Director – Member Services & Community Development)  
Will Deaver (Managing Director – Competition and National Team Programs)

**Others Present:**

None

Meeting called to order at 5:37 pm Mountain Time. Welcome to new and returning board members!

1. Agenda Items
  - a. Approval of Previous Board Meeting Minutes
    - i. Robyn Fennig moves to approve the November Board Meeting Minutes as presented.
    - ii. Isaiah Bryant seconds.
    - iii. Motion passes 11-0-1
  - b. Financial Update from Tom Crawford and the USA Ultimate Staff
  - c. Strategic Planning Update from Ben Van Heuvelen (Committee Chair) and Tom Crawford (Staff Liaison)

## 2. Transgender Event Proposal

- a. Presented by Tom Crawford and the USA Ultimate staff
- b. In states across the country, legislatures are considering, passing and implementing laws designed to restrict participation of transgender athletes to the divisions that match their sex assigned at birth, rather than their gender identity. In line with the organization's values, Code of Conduct, Gender Inclusion Policy, and dedication to diversity, equity and inclusion, USA Ultimate is committed to creating a safe and welcoming environment at all events, for all participants and fans.
- c. Robyn Fennig moves to approve the Transgender Event Proposal with Option A - "USA Ultimate will not host its major national championship events in states that have current anti-transgender sports laws that restrict participation of transgender athletes to the division that matches their sex assigned at birth, rather than their gender identity. If an event bid is granted to a host whose state does not have an anti-trans sports law in place but which state later passes such a law, additional efforts to show support for LGBTQ+ athletes will be made during the event. Once a letter of intent or contract is signed with a host, an event will not be moved from that event location." with the addition of language directing that the policy is in effect until December 31, 2024, but will be revisited in the interim, after the strategic planning committee engages with the ultimate community to gather more information during the strategic planning process in 2023.
- d. Mike Edmonds seconds.
- e. Motion passes (10-0-2)

## 3. Officer and Committee Elections

- a. Ernest moves to vote for Dave Klink as President; Leslie seconds. Motion passes (9-0-3)
- b. Robyn moves to vote for Leslie Gamez as Vice President; Benecia seconds. Motion passes (9-0-3)
- c. Dave moves to vote for Mike Edmonds as Treasurer; Leslie seconds. Motion passes (9-0-3)
- d. Leslie moves to vote for Robyn Fennig as Secretary; Benecia seconds. Motion passes (9-0-3)

Meeting adjourned at 8:07 pm MT (Leslie moves, Benecia seconds and motion passes (10-0-2).