



**USA Ultimate Board of Directors
Q1 2025 Meeting
In-person on 3/8/2025 in Aurora, CO**

Dave Klink called the meeting to order at 9:08 am.

(12) Board Members Present:

DeAnna Ball (Appointed)
Isaiah Bryant (At-Large)
Caleb Denecour (Elite Athlete)
Jimmy Donnellon (At-Large, Secretary)
Mike Edmonds (Independent, Treasurer)
Kevin Erlenbach (CEO, Ex-Officio)
Janna Hamaker (At-Large)
Pawel Janas (Elite Athlete)
Terry Kalna (Independent)
Dave Klink (President)
Alexia McCaskill (At-Large)
Benecia Newhouse (Independent)
Ben Van Heuvelen (Elite Athlete)

(0) Board Members Not Present:

Others Present:

Will Deaver – Managing Director, Competition & National Team Programs
Andy Lee – Managing Director, Marketing, Communications & Brand
Julia Lee – Director of Finance
Dan Raabe – Director of Youth Programs
Stacey Waldrup – Director, Member Services & Community Development; Equity, Diversity & Inclusion Chair
Bill Robers - Legal Counsel

Q4 2024 Meeting Minutes

Presented by Dave Klink

- Dave Klink moved to approve the board Q4 meeting minutes and Special Meeting minutes from December 16, 2024, with one correction to the December 16, 2024 minutes. The motion was seconded by Ben Van Heuvelen and passed 12-0-0

Financial Review

Presented by Julia Lee & Mike Edmonds

- The board discussed the final Board Financial Update for 2024.

- The organization is financially strong, and the board reviews financial updates and specifically discusses the investment accounts and cash reserves.
- Benecia Newhouse moves to approve the financial report. The motion was seconded by DeAnna Ball and passed 12-0-0

Board Governance Training

Presented by Bill Robers

- Bill presented the board's fiduciary duties and the role of the board.
 - The board is entrusted with the accountability for USA Ultimate's well-being
 - Board members serve as stewards of USA Ultimate's assets and interests
 - Charitable purpose is fostering national and international sports competition
 - The role of the board is policy guidance and strategic direction - it oversees the management of USA Ultimate and its affairs but does not manage USA Ultimate.
 - Fiduciary Duties
 - Duty of Care
 - Duty of Loyalty
 - Duty of Obedience
- Applicable Law: Colorado Nonprofit Corporation Act
- Governance and Law: USOPC | WFDF | IRS Code 501(c)(3)

Participation–White House Executive Order

Presented by Kevin Erlenbach

- The board acknowledges receipt of a letter from LDOs regarding a request from the board to respond to the recent executive orders and changes in the political environment.
- The board discusses the impacts on the organization and members regarding the White House Executive Order from Feb. 5, 2025, "[Keeping Men out of Women's Sports.](#)"
 - Stated that USA Ultimate is dedicated to creating a safe and welcoming environment at all events for all participants and fans, in line with its Code of Conduct. USA Ultimate's Gender Inclusion Policy states that the organization will not discriminate based on gender identity and affirms that people of all gender identities should have the freedom to participate in the division in which they feel most comfortable and safe.
 - Proposed to issue communication that reiterates the organization's commitment to the Gender Inclusion Policy and will continue to not discriminate based on gender identity and affirms that people of all gender identities should have the freedom to participate in the division in which they feel most comfortable and safe.
 - The Board acknowledges that USA Ultimate must follow WFDF and IOC/USOPC policies in international competition and that the IOC/USOPC may alter competition policy to be in line with the executive order for competition - the board will convene in the future to address membership in the USOPC and the organization's response if IOC/USOPC changes policy that is not in line with USA Ultimate's Gender Inclusion Policy.
- The board discusses the impacts of recent changes in the political environment regarding undocumented athletes participating in USA Ultimate events.
 - Proposed to provide a list of resources to support organizers and participants
- Caleb Denecour moves to have staff issue communication to reaffirm the organization's policies regarding gender inclusion on usultimate.org and various other channels targeted to members and organizers and to include a note to adhere to all applicable laws. The motion was seconded by Janna Hamaker and passed 8-4-0

Staff Updates

Presented by Staff

- Youth: presented by Dan Raabe
 - Coaching
 - Coach education process moved to the Mobile Coach app.
 - National Team ID camps - added coach workshop
 - Building coaching content for people who have not played ultimate
 - Outreach
 - Relationship with Boys & Girls Clubs of America continues to grow
 - Distributed the first two iterations of Youth Growth Grants
 - Partnership with Clemson University for a year-long project to study FMP participation
 - Competition
 - 22 States are running a sanctioned state championship
 - YCCs - planning over 100 teams this year
 - Survey results discussed
 - Oversight
 - Established a “Youth SOAR” committee
- Membership, Technology and Community Development: presented by Stacey Waldrup
 - Membership
 - 2024 - 55,081 members - 1.2% growth
 - 2025 - on pace with 2024
 - Community Development
 - 33 committed affiliate orgs
 - Technology
 - Completed migration to new certification platform and email marketing platform
 - League Management progress hit staffing challenges
 - Aiming to be in the beta test phase by end of Q2.
- Marketing & Communications: presented by Andy Lee
 - Broadcast & Streaming
 - Evaluating renewal of ESPN broadcast relationship
 - Continue to evaluate and improve the streaming partnership with Ultiworld
 - Team USA
 - Leverage World Games to drive interest and excitement about ultimate
 - The board discusses the organization's relationship with pro leagues.
- Ultimate Foundation: presented by Kevin Erlenbach
 - Welcomed Tristan Green, the new Foundation Director
 - Understand the landscape
 - Set the path, plan for scaling
 - Strategy & Structure for Sustained Progress
- Competition: presented by Will Deaver
 - Beach: Projecting 5-10% growth
 - College: Projecting marginal growth & Nationals provides opportunities & challenges
 - Masters: Projecting similar participation to 2024, WMUCC qualifying year
 - Club: Discussed opportunities and challenges with TCT events and with Pro Leagues. WUCC qualifying year. Looking for Women's Grown Director.
 - National Teams & International Events

- 2025 Events: WU24 (Spain, June), World Games (China, Aug), WBUC (Portugal, Nov), U20 Talent ID for 2026 WJUC w/tryouts in Nov, PAUC (Puerto Rico, Dec)
- SOAR and Judicial: presented by Will Deaver
 - Spirit: 3-category rating approval
 - Rules: 2-year revision process
 - Observing: new chair; misconduct system; tracking
 - Youth SOAR: Adapt & teach
 - Judicial: Review of background check appeals (coaching)
- Finance Update presented by Julia Lee
 - New auditor for 2024 audit
 - The 2025 budget is on track through February.

Board Handbook

Presented by Pawel Janas

- The board discussed document and knowledge sharing within a centralized Google Drive
- Updated Board Handbook

Communication & Reporting Discussion

Presented by Benecia Newhouse

- Board acknowledges receipt of requests for more detailed and timely board meeting minutes and transparency.
- Discussion on ways to improve board communication and transparency
 - Outlined a proposal to improve best practices for minute details and timing for review and publication
 - Requests that Kevin and board members join the Ultiworld podcast more regularly
 - Requests that Annual Reports return and be posted more timely (2021 has been posted today)
 - Benecia Newhouse moves that the incoming secretary review the proposal for more detailed and timely minutes for publication. The motion was seconded by Pawel Janas and passed 12-0-0

Event Hosting Guidelines

Presented by Kevin Erlenbach

- Discussion of USA Ultimate Event Guidance provided by USA Ultimate staff.
 - Review of Event Hosting Bid Evaluation Process
 - Discussion of impacts, mitigation, and criteria for hosting championship events
 - David Klink moves to approve that the USA Ultimate Event Guidance (attached) be followed by staff moving forward as a living document. The motion was seconded by DeAnna Ball and passed 12-0-0

Discussion continued regarding communication regarding motions passed during today's meeting.

Officer Elections

- David Klink was nominated as President by Ben Van Heuvelen and was seconded by Mike Edmonds and passed 12-0-0

- DeAnna Ball was nominated as Vice President by David Klink and was seconded by Mike Edmonds and passed 12-0-0
- Pawel Janas was nominated as Treasurer by Mike Edmonds and was seconded by Janna Hamaker and passed 12-0-0
- Janna Hamaker was nominated as Secretary by DeAnna Ball and was seconded by David Klink and passed 12-0-0

Committee & Working Group Assignments

- Board members volunteered to join various committees and working groups.
- Requested that all committees meet before next meeting and offer a report at Q2 meeting

The meeting adjourned at 4:23 pm