



USA Ultimate Board of Directors

Q4 2025 Virtual Meeting
November 18, 2025

(11) Board Members Present:

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

(2) Board Members Not Present:

Caleb Denecour (Elite Athlete)
Ben Van Heuvelen (Elite Athlete)

Others Present:

Will Deaver – Managing Director of Competition & National Team Programs
Andy Lee – Managing Director of Marketing, Communications & Brand
Julia Lee – Director of Finance
Dan Raabe – Director of Youth Programs
Stacey Waldrup – Director; Chair of Equity, Diversity and Inclusion

Dave Klink **called the meeting to order** at 5:03 PM Mountain Time

Staff Program Updates

CEO Updates (Kevin Erlenbach)

- Continuing discussions with UFA, WUL, and PUL regarding the middle school pilot program.

Youth Programs (Dan Raabe)

- **Community Coach Program:** The app is now live for public use.
- **High School States:**
 - 55 events held (up from 51).
 - Team counts remain flat, with player numbers down slightly.
 - Implementing 5v5 play for newer or struggling areas to encourage participation.
- **Recognition:** Special recognition to Josh Murphy for extensive work on the U20 programs.

Membership & Community (Stacey Waldrup)

- **Operations:**
 - Updates provided on the lost contractor status, event calendar, and league management.
 - Fixes deployed for the Event Builder.
 - Membership report is available for review.
- **Technology:** Member account linking (parent/child) has been implemented.

Competition (Will Deaver)

- **Club:** Noted the success of Club Nationals.
- **National Teams:**
 - A new National Team Manager has been hired and onboarded.
 - **Beach Worlds:** Managing 10 national teams in coordination with national managers.
 - **College:** D3 threshold changes announced.
 - **Upcoming:** Club Working Group (CWG) meets the first weekend in December.

Marketing and Communications (Andy Lee)

- **Staffing:** The Communication Manager role has been hired.
- **Strategy:** Bryan Geenen is refocusing efforts on content creation for social media and digital ads.

Financial Review (Julia Lee)

2026 Budget Vote

- **Motion:** To accept the 2026 Budget.
- **Moved by:** Pawel Janas | **Seconded by:** Terry Kalna
- **Result:** Passed 10-0-2.

Strategic Surplus Proposals

The Board reviewed the following proposals:

1. **Targeted Digital Marketing:** \$150k (over 3 years)
2. **Club Women's Growth:** \$71k (over 5 years)
3. **Middle School Push:** \$40.5k
4. **DISCover Ultimate Day Build-Out:** \$10.1k
5. **Power BI Data Analysis Platform:** \$2.88k

The Finance Committee previously approved items #4 and #5 as they fell under the \$20k threshold.

- **Total Proposal Value:** \$274,480.
- **Motion:** To approve items #1, #2, and #3.
- **Moved by:** DeAnna Ball | **Seconded by:** Janna Hamaker
- **Result:** Passed 9-0-3 (Mike Edmonds left the meeting prior to this vote).

Foundation Overview

USA Ultimate Foundation Q4 Updates

2025 Remainder Focus: Corporate matching, database content, social media channels, website donation pages, and coordinating "Giving Tuesday" messaging.

2026 Outlook:

- Publishing 2025 Annual Report (Q1).
- Launching Donor Recognition Program (Q1).
- Signature Series / Event Fundraiser (June).
- Rollout updates to "Play it Forward" to improve impact and engagement.

2026-27 Rule Change Proposals

Discussion: The Board discussed the rules survey results and changes made from the original proposal, specifically regarding the Dangerous Play preamble and Mixed Appendix preamble that have been added.

Board Sentiment: Board members expressed appreciation for the clarity, reorganization, and thoughtfulness of the staff's work on the proposals.

Motion: To approve the rule changes.

Moved by: Pawel Janas | **Seconded by:** Benecia Newhouse

Result: Passed 8-0-4

Committee Updates

- **Competition:** Met regarding D3; significant meetings upcoming.
- **Audit:** Discussed the budget.
- **Governance:** No updates.
- **Marketing:** No updates.
- **SOAR:** Final rules proposal released.
- **Judicial:** Working on the appeals process for background checks; currently developing a pool of people to serve on the committee.
- **Compensation:** A meeting is required soon.

2026 Elections

Timeline: Mid-December.

Status: Received the final slate of candidates from the Nominating Committee. Staff is currently gathering candidate statements and background checks.

Action Item: A candidate is needed for the Independent Appointed seat.

Meeting adjourned at 7:37 PM Mountain Time