

USATF BOARD OF DIRECTORS MEETING
Annual Meeting - Dayton Beach Florida
Sunday, December 2, 2012 – 9:45 a.m. – 11:00 a.m.

ATTENDANCE: Stephanie Hightower - President & Chairman, Mickey Carter, Bob Hersh, Evie Dennis (departed meeting at 10:30 a.m.), Willie Banks, Jackie Joyner, Kersee, Ken Taylor - Treasurer, Darlene Hickman - Secretary, Larry James - Board Counsel; Deena Kastor, Philip Dunn, Fred Finke, Becky Oakes, Elizabeth Phillips, Aretha Thurmond (arrived at 9:50 a.m.). Via Conference Call: Kim Haines Absent: Steve Miller - Vice Chairman, Darvis "Doc" Patton

USATF Staff: Max Siegel - CEO; Renee, Washington - COO; Gina Miller, Jill Geer, Benita Fitzgerald Mosley, Norman Wain, Patty Hogan, Lynn Taeger

A quorum was present; meeting was called to order at 9:43 a.m.

Stephanie Hightower stated to all present that there is no formal agenda for today's meeting. This is a transition meeting due to the 2012 elections. There will also be elections for Board Chairman, Vice Chairman, Treasurer, Secretary as well as the appointment of Board Counsel.

Per Larry James, the newly elected board members are officially authorized to act as of today's meeting.

Elizabeth Phillips thanked the board for her years of service on the board as she relinquished her seat to Fred Finke and then departed the meeting.

A. Organizational Services Recap Bill Roe on behalf of Ed Koch

Bill gave the board a brief overview of the Organizational Services Report. A full report will be given regarding the Associations accreditation at a subsequent board meeting for discussion at a later date.

A copy of the Organizational Services report was presented to all board members. At this time there are only 6, possibly 7 Associations on suspension because 4 of them have not turned in their plans for improvement for 2013. They have been notified that they are due next month; if they are received the suspension will be lifted.

Credentialing: This is the best year we have had for credentialing; we can report that no Associations are lacking their credentials. Alaska and Wyoming are still suspended and cannot be seated until they clear up their accreditation issues.

The Annual Meeting site selection is a board policy. The post Olympic year has always been in Indianapolis to save staff money; everyone will be in Indianapolis for 2013. That will be the same for 2017; the site selection subcommittee will meet during the Associations Workshop which will also be in Indianapolis this year to begin hotel selection.

Elections: There was confusion and some issues during elections this year; Organizational Services realizes that they need better training and members available to address situations as they arise. Stephanie added that Organizational Services needs to be trained to run and organize the election versus just being there to count the vote. Be prepared and have steps in place for a smooth election for the general election.

Larry James added that he and Bill Roe had discussed potential enhancements for best practices by holding regional workshops for the Associations.

New Board: Fred Finke has joined the board and will represent the Long Distance Running (LDR) group. Becky Oakes will replace Jeff Darman and represent the 5-C organizations. Stephanie thanked Philip Dunn for his service to the board as he departs as one of the AAC representatives. Darvis "Doc" Patton has been chosen by the AAC as his replacement and Aretha Thurmond has been reelected.

B. **Board Elections** **Stephanie Hightower**

The floor was open for nominees to elect a Secretary to the board. Deena Kastor nominated Darlene Hickman, Ken Taylor seconded the vote. Floor was closed to nominations. **MOTION (Hightower) all in favor of Darlene Hickman continuing to serve as Secretary of the Board. All board members in favor, no discussions, no abstentions.**

Approved

Elections of the board were turned over to Secretary, Darlene Hickman and Board Council, Larry James.

Darlene opened up the floor for nominations for Chairman of the Board. Ken Taylor nominated Stephanie Hightower, Kim Haines seconded, Ken Taylor motioned to close nominations, all board members are in favor. Stephanie Hightower was nominated by acclamation. Stephanie Hightower, President and Chairman of the Board, accepted.

Darlene opened up the floor for nominations for Vice Chairman of the Board. Ken Taylor nominated Steve Miller, two people seconded the nomination, all board members are in favor, Steve Miller, Vice Chairman of the Board was nominated by acclamation.

Darlene opened up the floor for nominations for Treasurer of the Board. Kim Haines nominated Ken Taylor, there were two seconds, nominations were closed, all board members are in favor. Ken Taylor, Treasurer of the Board of Directors was nominated by acclamation.

Stephanie Hightower recommended Larry James for Board Council. All board members are in favor. No discussion, no abstentions. Larry James is Board Council.

C. **CEO Report** **Max Siegel**

National Office Organization: Max presented the board with a new organizational chart for the national office. The chart outlines positions and responsibilities broken down by department.

Conflict of Interest Policy: The current business climate and the current restrictions that we have with the Conflict of Interest Policy hinders the organization. It is hard to retain professionals that our organization needs in certain capacities in this industry with the current rules. Benita Fitzgerald Mosley discussed the frustrations the current policy causes on the high performance side.

Larry James discussed that there have been two discussions with the Ethics Committee. Frank Sullivan is the new Chair, they want to work with us to help solve the issues the current policy creates to impact the organization in a negative way.

The National Office acknowledges, understands and wants to continue to maintain the integrity of what the policy addresses. Max wants to raise practical business issues that are impacting the way we are now doing business. Max, Benita and Gina will resolve the current outstanding matters and put forth a written action to the board.

D. **USATF Foundation Update** **Willie Banks**

The Foundation has crested the \$1,000,000 mark in total Elite Athlete grants issued since the program was founded in 2006. The grants are used to enhance the under supported track events. The foundation is also developing a track & field video game which will be reach 5,000 elementary schools throughout the country.

Stephanie added that the USATF Board had meetings in London with foundation leadership. Renee has been actively working with foundation leaders on a monthly basis and with Willie's involvement she feels they are creating better synergy and

energy in bringing both organizations together. The two missions are aligning for the betterment of the organization.

E. **Housekeeping Items** **Stephanie Hightower**

1. The 2013 Board of Director Meeting Schedule will be distributed within the next couple of weeks.
2. A new board member orientation meeting will be forthcoming.
3. The board needs for the national office to send out a schedule of both domestic and international competitions so that board members can begin to make the appropriate travel arrangements and to obtain credentialing, etc.
4. Stephanie will meet with Max to discuss when the executive staff can present the Strategic Plan and Smart Goals to the board so that we can begin to realign and redefine what the board committee structures need to be.

F. **Budget Committee** **Ken Taylor**

Ken Taylor: Ken would like to add Mickey Carter and Eve Wright to the Committee for 2013. The Budget Committee would then consist of: Ken Taylor, Deena Kastor, Kim Haines, Mickey Carter and Eve Wright

G. **Operations Committee** **Willie Banks**

Stephanie and Willie will have a discussion regarding replacements for the Operations Committee. [Not sure if this took place but we put Doc Patton in his place].

H. **IAAF Women's Committee** **Anne Timmons**

Anne presented the newly established Mission Statement of the Modern Women's Committee.

I. **IAAF Technical Committee** **David Katz**

David recognized the work of many of the outstanding officials for 2012.

Stephanie discussed finding ways to incorporate the IAAF discussion topics into the board meetings. The Board of Directors need to be involved to be proactive on decisions being made at the IAAF level. Having an international presence is something that the USOC is working hard on and we also want to continue to strengthen our international presence. The IAAF wants us to be more engaged and hosting more events. We will be hosting the World Juniors in Eugene, Oregon in 2014. The first time

we have hosted an international event of that magnitude in 22 years. We need to make sure the board selected IAAF candidates present written reports, give personal presentations to the board on the issues being brought forward involving our federation.

J. **IAAF Masters Committee** **Rex Harvey**

Masters Committee is being disbanded and replaced with a Commission. The Commission will consist of 3 IAAF Council members and 3 members of World Masters Athletics (WMA). At this point Rex Harvey does not have a role with this committee. Rex is running for President of the WMA next year, he ran for this seat in the last election and lost by 1 vote. Stephanie would like for Rex to liaison with Willie Banks to discuss steps that need to happen to move forward with our IAAF presence with this committee.

K. **Association Standards** **Willie Banks**

Standards need to be established for 2013 for Associations. Per a report there are 10 standard recommendations that need to be established to raise the level and conform all of our Associations. Willie stated the 10 standards and asked the board to vote on establishing these new standards.

MOTION (Willie Banks) Approve the national accreditation standards for USATF Associations. Motion was seconded with no discussions and no abstentions. **Approved**

L. **Approval of prior meeting minutes** **Darlene Hickman**

MOTION (Hickman): Approve the November 14, 2012 meeting minutes as submitted. **Approved**

Meeting was adjourned by President and Chairman Stephanie Hightower at 11:00 a.m. Eastern Time