

**USA BASKETBALL
BOARD OF DIRECTORS MEETING**

October 25, 2021

MINUTES

Members present: Marty Dempsey (Chair), Seimone Augustus, Jennifer Azzi, Kim Bohuny, Harrison Barnes, Sue Bird, Jerry Colangelo, Bethany Donaphin, Bob Gardner, Dan Gavitt, Bernard Muir, Gloria Nevarez, Karissa Niehoff, Chris Plonsky, Michele Roberts, John Rogers, Katie Smith, Mark Tatum. Members absent: Chauncey Billups and Kevin Durant. Staff members present: Brent Baumberger, Rita Bickley, Ellis Dawson, Jay Demings, BJ Domingo, Travis Dunnette, Sean Ford, Whitney Frye, Dennis Grate, Rita Grayson, Darrin Hypsher, Jenny Johnston, Eliot Mar, Craig Miller, Trenton Miller, Saudia Mitchell, Heather Mosher Awtrey, Kyle Pilipovich, Line Saole, Jim Tooley, Andrea Travelstead, Jill Vroom, Briana Weiss, Caroline Williams and Jennifer Williams. Others present: Carol Callan, David Denenberg, Rita Giordano, Steve Smith and Kerry Tatlock.

1. Opening Remarks

Jim Tooley welcomed everyone to the meeting and expressed his appreciation for attending whether in-person or virtually. It was noted that this was the last meeting of the 2017-21 Board of Directors, and it would then transition into the first meeting of the 2021-24 Board of Directors.

2. Conflict of Interest

No conflicts of interest were reported by the Board of Directors or others in attendance based on this meeting agenda.

3. Approval of July 14, 2021 Meeting Minutes

Action: Approved the July 14, 2021 meeting minutes.

4. Standing Committees

a. Nominating & Governance Committee

- i. Nomination of Organizational Board Member
(Karissa Niehoff was recused given her nomination)

Action: Approved Karissa Niehoff as Organizational Board Member.

- ii. Nomination of Independent Board Member
(John Rogers was recused given his nomination)

Action: Approved John Rogers as Independent Board Member.

- iii. Nomination of Chairperson
(Martin Dempsey was recused given his nomination)

Action: Approved Martin Dempsey as Chairperson.

b. Finance & Audit Committee

No new business reported given the committee needs to be assembled as part of the start to the new 2021-24 term.

c. Ethics Committee

No new business reported given the committee needs to be assembled as part of the start of the new 2021-24 term.

5. Remarks by Chair

Marty Dempsey expressed his appreciation to the Board for his re-election as chairperson for the 2021-24 term. He was thankful for the Board's support and involvement the past two years in helping the organization navigate many challenges because of the pandemic. He commended the staff on their hard work and dedication.

6. Governance Matters

a. Background Checks, Safe Sport and Board & Committee Onboarding

Jim Tooley explained the requirements for all Board of Directors and committee members related to background screens, Safe Sport training and onboarding. More details will be shared via email and all components are to be completed within the next 30-days.

b. Conflict of Interest & Code of Conduct Forms

Reviewed these forms, noting they are to be completed within the next 30-days and will be required to complete annually throughout the term of the Board and committees.

c. Standing & Competition Committees

Reviewed the responsibilities and structure of standing and competition committees for the 2021-24 term. Noted an athlete election will determine athlete representatives and it was requested to submit nominations for non-athlete positions on these committees.

Action: Approved Standing & Competition Committee structure for the 2021-24 term.

d. Possible USAB Constitution Amendments

Steve Smith explained potential amendments to the USAB Constitution that might be necessary because of the USOPC's compliance audit of NGBs. The consensus of the Board was to refrain from voting on amendments until completion of the audit to account for any subsequent recommendations made by the USOPC.

e. Board Meeting Schedule/USAB Assembly Plans

A schedule for future Board meetings will be shared at a later date.

7. Business & Finance

a. Marketing & Licensing Report

Rita Giordano summarized business results and partner activations for 2021. Further, she highlighted revenue projections for the 2021-24 term, noting this quad will include two Olympic Games for the first-time ever given the delay of the Tokyo Games.

b. Financial Statement – FYE 2021

Brent Baumberger reviewed the 2020-21 financial statements.

c. Organizational Investments – FYE 2021

Reported on the investment income returns for the current fiscal year for both the short-term and long-term organizational investments.

d. Strategic Plan – 2022

Discussed the strategic planning process and noted it will be an agenda item for future Board meetings in order to evaluate ongoing progress of the objectives. Further, noted this plan is included in the organization's High Performance Plan which is required to be submitted to the USOPC annually.

Action: Approved the 2022 Strategic Plan, noting it will be evaluated during the course of the year by the CEO and Board.

e. Financial Policies & Procedures

Action: Approved the organization's Financial Policies & Procedures

f. Proposed Budget – FYE 2022

Action: Approved the Proposed Budget – FYE 2022

8. USAB Foundation

Jennifer Williams discussed the vision of the USA Basketball Foundation and highlighted her 90-day action plan. Further, she reviewed the Foundation's budget for FYE 2022.

9. National Team Programs (WNT/MNT/3x3)

a. 2021 Events Recap

Reviewed the 2021 National Team competitions and results.

b. 2022 Events Schedule

Reviewed the 2022 National Team events schedule, and Grant Hill expressed his excitement to join USA Basketball as Men's National Team Managing Director for the upcoming term.

Discussed USA Basketball hosting the Women's FIBA World Cup Qualifying Tournament in February 2022.

Action: Approved submitting a bid to FIBA to host the Women's FIBA World Cup Qualifying Tournament in February 2022 – location TBD.

c. Consideration of 2022 Coaching Staff Nominations

The following Men's U17 World Cup coaching staff was presented for approval:

Head Coach	Sharman White	Pace Academy (Atlanta, GA)
Assistant Coach	Eric Flannery	St. Edwards HS (Lakewood, OH)
Assistant Coach	Steve Turner	Gonzaga Prep (Washington, DC)

Action: Approved the 2022 Men's U17 World Cup staff as presented.

10. Youth & Sport Development

a. 2021 Events Recap

Reviewed the 2021 Youth & Sport Development events.

b. 2022 Events Schedule

Reviewed the 2022 Youth & Sport Development schedule.

11. Communications & Digital

a. 2021 Annual Awards

Action: Approved the following recipients for the 2021 USA Basketball Annual Awards:
(*Sue Bird was recused given her nomination*)

Male Athlete	Kevin Durant
Female Athlete	Sue Bird
3x3 Athlete	Allisha Gray
Co-National Team Coach	Gregg Popovich & Dawn Staley
Co-Developmental Coach	Cori Close & Jamie Dixon
3x3 Coach	Kara Lawson
Co-Team	U.S. Olympic Men's Basketball Team & U.S. Olympic Women's Basketball Team
3x3 Team	U.S. Olympic 3x3 Women's Basketball Team

b. Media Highlights & Social Media Data

Saudia Mitchell reviewed data across USA Basketball's social media channels (Facebook, Instagram, Twitter, and YouTube). It was highlighted that there was an increase of over 500,000 followers across all platforms in a span of just over one month. Craig Miller discussed data and impact related to the organization's website.

12. U.S. Olympic & Paralympic Committee

a. Athlete Marketing Program

Jim Tooley provided an update on the USOPC Athlete Marketing Program, noting there is still concern from NGBs on how this effort will impact NGBs marketing and sales efforts.

b. NGB Compliance Audit

Jim Tooley and Steve Smith explained the USOPC's compliance audit criteria and scorecard.

c. U.S. Center for SafeSport

Whitney Frye highlighted current data from the U.S. Center for SafeSport and background screens for USA Basketball's coach license program.

d. Diversity, Equity & Inclusion Action Plan

Whitney Frye summarized USA Basketball DEI Action Plan which will be submitted to the USOPC by November 5. The Board made a point of emphasis to continue its commitment to diversity, equity and inclusion and it was also acknowledged that USA Basketball was the recipient of the USOPC's DEI Award for the second straight year.

13. Other Business

a. FIBA

Carol Callan provided an update on the happenings within FIBA Americas including the ongoing efforts to find suitable federations to host events in a healthy and safe environment. She also thanked the NBA for their help with their developmental programs throughout the Americas.

b. New Business

No new business was raised.

14. Executive Session

The Board went into Executive Session without staff and others in attendance other than the CEO who presented an updated organizational chart and recommendations for staff compensation for the 2021-22 fiscal year. After his presentation, the CEO left the meeting to allow the Board to discuss the compensation recommendations and the CEO's performance for the past year.