

**Summary of the Meeting of the  
Board of Directors of the United Soccer Coaches Association**  
Wednesday, July 29, 2020  
Board Call



Board Members in attendance: Lynn Berling-Manuel (non-voting, *ex officio* board member – CEO), David Carr, Ashlee Fontes-Comber, Jeff Farnsworth, Andy Haile, Haroot Hakopian, Greg Hubbard, Warren Mersereau, Rusty Oglesby, Missy Price, Sue Ryan (voting, *ex officio* board member – Advocacy Council Chair), and Kevin Sims.

Staff Members in attendance: Beth Sullivan

**Call to Order**

President Kevin Sims commenced the conference call at 9:00am Eastern Time, Wednesday, July 29, 2020.

**1. Welcome Remarks – K. Sims**

- Mr. Sims called the meeting to order.

**2. Diversity Initiative Update – K. Sims**

- Mr. Sims reported that the Diversity Initiative continues to build its committee and that they anticipate finalizing committee membership in 7-10 days.

**3. CEO Review Process – A. Fontes-Comber**

- Ashlee Fontes-Comber updated the Board on the annual CEO review process. Specifically, the CEO review committee is comprised of Ms. Fontes-Comber, Missy Price, Kevin Sims, David Carr, and Rusty Oglesby.
- Ms. Fontes-Comber described the review process and said that the goal is to complete the review by the end of August.

**4. Updated 2020-2021 Business Goals – L. Berling-Manuel**

- Lynn Berling-Manuel reviewed the proposed business goals for 2020-2021. The Board had seen and reviewed earlier drafts of the business goals at previous meetings.
- After reviewing the goals and asking various questions relating to them, a motion was made to adopt the goals as presented, with one modification that any TBD quantities in the goals be “filled in” upon mutual agreement by the

**Summary of the Meeting of the  
Board of Directors of the United Soccer Coaches Association**  
Wednesday, July 29, 2020  
Board Call

CEO and the Board when more information relating to those goals is available. With that one proviso, the business goals as presented were adopted unanimously by the Board and with the concurrence of Ms. Berling-Manuel.

**5. Foundation Committee Proposals – K. Sims, W. Mersereau**

- Warren Mersereau presented several motions recommended to the Board by the Foundation Committee.
  - First, the Board considered a motion relating to an issue that had previously been discussed and tabled. The motion requested that the Board approve the Foundation Committee removing the requirement that an applying organization for Host-a-Course have 501(c)(3) or 501(c)(4) status. The previous discussion centered around the potential tax implications of this change. Satisfied that the Association would have no detrimental tax consequences from the change, the Board approved the motion unanimously.
  - Next, the Board considered a motion that the Foundation Committee develop a fundraising program to assist United Soccer Coaches' members experiencing financial hardship due to COVID-19 by purchasing their annual Association membership. As part of this initiative, for the 2020-2021 fiscal year, the annual allocations from endowed funds that normally are used to provide scholarships and grants would instead be used for memberships as long as the fund managers agree to this usage for the fund they manage. This motion was approved unanimously.
    - i. Questions asked about this proposal included:
      1. How will the Foundation Committee screen/select recipients? Foundation Committee to work with Marketing Department on the messaging. Foundation Committee subcommittee to screen/select recipients (using stated criteria) using process applied in a normal year for scholarship and grant applications.
      2. Can the manager(s) of an endowed fund opt out of the membership assistance program. Yes and alternatives can be discussed with the Foundation Committee. Jeff Farnsworth and Kevin Sims will approach each fund manager for a decision relative to the fund they manage.
  - The Board next considered a motion that \$5,000 from the Jim Sheldon Legacy gift (total: \$10,000; no designated usage) be used by the

**Summary of the Meeting of the  
Board of Directors of the United Soccer Coaches Association**  
Wednesday, July 29, 2020  
Board Call

Foundation Committee to provide memberships this year to United Soccer Coaches members experiencing financial hardship due to COVID-19.

- i. After discussion, the motion was withdrawn. Since the Jim Sheldon Legacy Gift was unrestricted, it was decided that the Foundation Committee did not need Board approval to use the funds in the proposed manner. In addition, Greg Hubbard pointed out that formal approval of the motion may create some technical accounting issues.
  - ii. Nevertheless, the Foundation Committee can use the funds from the Jim Sheldon Legacy Gift as planned because of their unrestricted nature. The Board expressed its appreciation to the Foundation Committee for its initiative in this area as well as for the communication from the Committee to the Board regarding the intended use of these funds.
- Finally, the Board considered a motion that the Foundation Committee be permitted to ask non-paying members of United Soccer Coaches (*e.g.*, Past Presidents, Honor Award Recipients, etc.) to donate at least the cost of a United Soccer Coaches' membership with the intention that such donations would be used by the Foundation Committee to provide memberships this year to United Soccer Coaches members experiencing financial hardship due to COVID-19.
  - i. This motion was approved unanimously by the Board.
  - ii. Individual Board members also expressed their willingness to sponsor a membership for the Foundation Committee's project.

\*\*\*\*\*