



Executive Committee Meeting Minutes

St. Louis, MO

April 27, 2016

Present:

USADB Board & Staff

Commissioner Christina Costello
Deputy Commissioner Benro Ogunyipe
Secretary James Powell
National Program Director Charles Wallace

Executive Committee

Robert Love, CAAD President
Alexandria Pucciarelli, EAAD Representative
Robert Lester, MAAD Representative
Nathan Boyes, NWADB Representative
Jose Amador, SWBAD interim commissioner

Parliamentarian: Paul Kiel

Commissioner Costello called the meeting to order at 5:00pm

Commissioner Costello led the Pledge of Allegiance

Commissioner Costello reviewed the House rules

Necrology

A moment of silence was observed for the following people who have passed away since the last USADB Tournament:

Saul Lukacs
Doug Mader
Joe Neely
Houston Nutt
Dennis Platt

2015 Meeting Minutes

MOTION: SWBAD moved to accept 2015 House of Delegates and the Executive Committee minutes as submitted. **CARRIED**

OFFICER REPORTS

Commissioner:

(see attached)

Announced that the Commissioner, Secretary and Public Relations Director positions are up for elected. Public Relations Director Frances Sorrentino could not come due to her new job. We will be using Instagram and Twitter during the tournament. Finding a suitable gym for this

year's tournament has been a challenge. Thanked Jose Amador for his assistance. Tournament Director Chuck Wallace announced that this is his last year. We thanked him for his years of dedication and will advertise for the next Tournament Director.

Benro will update you on SEAAD issue.

A small group is testing EventBrite for online registration. It is hopeful that in three or four years from now, no more paper.

Deputy Commissioner:
(see attached)

Deputy Commissioner Benro reported he appointed three new members of the Governance Committee to review and discuss referred motions and proposed 2016 (which will be covered in Old Business), Benro also reported that the Team Representative Council (TRC) made some changes (which will be covered in New Business).

Benro stated USADB received a response from the SEAAD Board regarding USADB's final offer to reduce the fine by half on Tuesday evening (last night). SEAAD rejected the offer. The Executive Committee decided to move on but still welcome the teams from the region.

Benro briefly talked about the CAAD (Indy Hawks) issue. CAAD President Love commented that CAAD uses the driver's license as the primary mean of determining residency.

Benro reported that a Kentucky team (based in eastern part of the state) wanted to transfer from CAAD to SEAAD region due to close driving proximity within cities in SEAAD region as compared to CAAD region. SEAAD approved Kentucky to join the region on the condition that CAAD must give consent. Because of non-action from the CAAD, the Kentucky team reached out to USADB for help with mediating their transfer request.

Secretary:
(see attached)

Worked with the board on things related to the tournament – updated the packet, and the board for gym and hotel venues. Worked with Missouri State on sales tax exemption. Announced that this is my last year as Secretary and unable to continue due to term limits.

Treasurer:
Costello shared the 2015 profit/lost report that Brian Fruits prepared. See attached.

Public Relations:
(via recorded video)

Summary of the video: Spent one year under Joey Baer learning the “ropes” of being a Public Relations Director. Since the Oakland tournament, Frances partnered with an author to sell the Deaflympics book; worked with several sponsors to raise funds for this year’s tournament making sure that the teams enjoy the tournament. She also worked with SWAAD Taz team to find players enabling the team to go to the tournament. She wants to improve the sponsorship packages and welcomes feedback and ideas.

International Director:

No report

Youth Director:

No report

National Program Director (Tournament Director):

(see attached)

Finance Report Discussion:

USADB barely earned a profit in last year’s tournament. We need a large number of fans in order to make this profitable.

OLD BUSINESS

#1 There was discussion about regions and consider dividing teams in to regions (reasonable for invitational or regional tournaments). Example: KY wanted to affiliate with another region but could not arrange that. This discussion was referred to the Governance Committee.

REPORT: The Governance Committee does not endorse this.

MOTION to adopt Governance Committee recommendation. **CARRIED**

#2 **MOTION: RMM - Article IX: Region Disaffiliation**

POI: This passed in House of Delegates 2013 (Philadelphia)

REPORT: The Governance Committee does not endorse this.

MOTION to adopt Governance Committee recommendation. **CARRIED**

#3 **Floor Motion #: 2015-HOD-01**

I, Lawrence Plato, move that: we insert the following clauses in future by law as;

1) members are non-voting

2) no political activities are allowed in this organization

3) all members / delegate meetings are for information only

Rationale: These clauses are already in USA Basketball Constitution

REPORT: The Governance Committee does not endorse this.

MOTION to adopt Governance Committee recommendation. **CARRIED**

#4 Floor Motion #: 2015-HOD-02

I, Lawrence Plato, move that: we refer bylaws change back to Government Committee with attached documents from IRS and 1997 USADB Bylaws for its consideration in order to be with legal aspects of IRS Tax Code.

REPORT: The Governance Committee does not endorse this.

MOTION to adopt Governance Committee recommendation. **CARRIED**

#5 Floor Motion #: 2015-HOD-03

I, Lawrence Plato, move that: we add a volunteering membership fee schedule only for the organization for its IRS tax code obligation, not to be used for tourneys etc
Rationale: We need funds for the mandatory obligation costs included by this organization itself.

REPORT: The Governance Committee does not endorse this.

MOTION to adopt Governance Committee recommendation. **CARRIED**

END OF OLD BUSINESS

NEW BUSINESS

Bylaws Amendment #1

Proposed Amendment by MAAD - amendment in **red font**.

Article I: Membership, Section 1.03: Regional Territory

The national territory of USADB shall be divided into eight regions, subject to change as the occasion may demand.

- a) Central Athletic Association of the Deaf
Ohio, Kentucky, Illinois (**except Illinois counties in Greater St. Louis, MO**), Indiana, Michigan, Wisconsin with Greater Erie, PA and Greater Pittsburgh, PA.
- b) Eastern Athletic Association of the Deaf
New York, Delaware, New Jersey, Pennsylvania, Maryland, District of Columbia with exception of Greater Erie, PA, Greater Pittsburgh, PA and Northern Virginia.
- c) Farwest Athletic Association of the Deaf
Arizona, Southern Nevada, New Mexico, Hawaii, Southern California.
- d) Midwest Athletic Association of the Deaf
Missouri, Iowa, North Dakota, South Dakota, Minnesota, Kansas, Colorado, Wyoming, Nebraska, **and Illinois counties in Greater St. Louis MO**.
- e) New England Athletic Association of the Deaf

- Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island.
- f) Northwest Association for the Deaf Basketball
Utah, Idaho, Washington, Montana, Oregon, Alaska, Northern California and environs of Fresno, California.

Rationale: Eight southwestern counties in Illinois are part of St. Louis Metropolitan area.

MOTION: Refer this to the Governance Committee. **FAILED**

MOTION: Refer to Law Committee. **CARRIED**

Bylaws Amendment #2

Proposed Amendment by CAAD - amendment in red font.

Article I: Membership, Section 1.03: Regional Territory

The national territory of USADB shall be divided into eight regions, subject to change as the occasion may demand.

- a) ~~Central Basketball Association of the Deaf~~ **Central Athletic Association of the Deaf**
Ohio, Kentucky, Illinois, Indiana, Michigan, Wisconsin with Greater Erie, PA and Greater Pittsburgh, PA.
- b) Eastern Athletic Association of the Deaf
New York, Delaware, New Jersey, Pennsylvania, Maryland, District of Columbia with exception of Greater Erie, PA, Greater Pittsburgh, PA and Northern Virginia.
- c) Farwest Athletic Association of the Deaf
Arizona, Southern Nevada, New Mexico, Hawaii, Southern California.
- d) Midwest Athletic Association of the Deaf
Missouri, Iowa, North Dakota, South Dakota, Minnesota, Kansas, Colorado, Wyoming, Nebraska
- e) New England Athletic Association of the Deaf
Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island.
- f) Northwest Association for the Deaf Basketball
Utah, Idaho, Washington, Montana, Oregon, Alaska, Northern California and environs of Fresno, California.

Rationale: CBAD disbanded and no longer exists.

MOTION: Give Law Committee permission to revise this. **CARRIED** 6-1

Bylaws Amendment #3

Proposed Amendment by USADB Board - amendment in red font.

Article II: Executive Board, Section 2.03: Elections and Procedures

- The officers of the USADB shall be appointed to two-year terms and may not be appointed for more than three consecutive terms in the same office. Officers shall assume their positions on ~~May 1st~~ **July 1st**.
- a) The Commissioner, Secretary and Public Relations shall be appointed in April of the even-year.

- b) The Deputy-Commissioner and Treasurer shall be appointed in April of the odd-year.
- c) There shall be a nominating committee consists of three (3) to five (5) individuals to help recruit candidates and participate in the interview process leading to appointment of the new officers.

Rationale: New officers and old officers need a couple months for transition.

MOTION: Change the officer's term start date from May 1st to July 1st. **CARRIED** 6-0

Bylaws Amendment #4

Proposed Amendment by USADB Board - amendment in red font.

Article V: Team Representative Council, Section 5.04: Notice of Meetings

The Secretary shall send notice of the meeting ~~ninety (90)~~ **sixty (60)** days prior to the annual USADB tournament.

Rationale: Due to various deadline for team registration regions, 60 days is sufficient to send out notice of the annual TRC meeting.

MOTION: Change the number of days to give meeting notices from 90 to 60. **CARRIED** 6-0

Bylaws Amendment #5

Proposed Amendment by USADB Board - amendment in red font.

Article VI: Conducts of USADB and its Members

New Section Insert

Section 6.04: Whistleblower Protection Policy

This Whistleblower Policy is intended to encourage and enable USADB board members, officers, staff, participants and others to raise serious concerns internally so that USADB can address and correct inappropriate conduct and actions. For reporting procedure, please see Appendix B.

Rationale: With whistleblower policy in place, USADB will solidify addressing concerns and correcting inappropriate conduct and action when receiving a report of ethic violation or suspected fraud or violation of any regulation governing the operations of USADB.

MOTION: Adopt the whistleblower policy as proposed. **CARRIED** 4-0

Bylaws Amendment #6

Proposed Amendment by USADB Board - amendment in red font.

Article VI: Conducts of USADB and its Members

New Section Insert

Section 6.05: No Retaliation Policy

It is contrary to the values of USADB for anyone to retaliate against any board member, officer, staff or participant who in good faith reports an ethics violation, or a suspected violation of USADB bylaws & law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of USADB. Any person who retaliates against someone who has reported a violation in good faith is subject to discipline. For reporting procedure, please see Appendix B.

Rationale: With whistleblower policy in place, USADB will not tolerate any retaliation against anyone who reports ethic violation, suspected fraud or violation of any regulation governing the operations of USADB.

MOTION: Adopt the “no retaliation” policy as proposed. **CARRIED** 4-0

Tournament Rules & Regulations #1

Proposed change by USADB Board & TRC- new changes/additions in **red font**.

Article III: Player and Team Eligibility, Section 3.03: Player Residency Rules

Any player whose residency, place of employment, or attendance at an educational institution is questionable shall show proof thereof to USADB Secretary. ~~At least three valid proofs shall be a current driver's license and documentation which provides such proof of residency within that region for at least thirty (30) days.~~ For player's residency in question, a valid proof shall be a current government issued photo identification (driver's license, state/territory issued identification, or any identity document). For player's place of employment in question, at least two valid proofs shall be utility bills, W2 form, or any employment related proof for residency validation within the place of employment plus any current government issued photo identification. For player's attendance at an educational institution in question, at least one valid proof shall be a school ID card with photo with current academic year plus any current government issued photo identification. Location shown in current government issued photo identification (driver's license, state/territory issued identification, or any identity document) shall not override player's current residency within the place of employment or educational institution after valid proofs or supported documents provided the player in question is not residing within the region of player's current government issued identification (driver's license or state/territory issued identification) and is not subjected to a free agent. Provides such residency within that region at least thirty (30) days).

Acceptable Residency Proof/Identification	Residency Period	How many proofs?	Number of Proofs Shall Provide
Current government issued photo identification with the player's <u>current address</u> : (A current government issued photo identification is defined as: Driver's license or State/territory issued ID. NOT a student ID, work ID, store	Has reside in region at least 30 (thirty days)	One (1) proof (If your government issued photo ID is your current address.)	1

membership card, etc.)			
<p>Current government issued photo identification (see above) with non-current address AND Two (2) valid proofs:</p> <p>Two (2) proofs shall be provided of your current residency address <u>if different than your government issued photo ID:</u></p> <ul style="list-style-type: none"> • Utility bill • Lease • W2 form • Employee ID with address where employed • Current school ID • Any valid proof 	Has reside in region at least 30 (thirty days)	Three (3) proofs (Your government issued photo ID <u>AND</u> two proofs if your government issued photo ID is not your current address)	3

MOTION: Remove Utility Bills and Lease from the above chart. **CARRIED**

Tournament Rules & Regulations #2

Proposed change by USADB Board & TRC- new changes/additions in red font.

USADB Board proposed change of deadline to add replacements from April 1st to 10 days prior to the tournament due to the fact the dates of future USADB tournaments vary from first week of April to first week of May.

Article V: Team Registration Rules.

5. A fee of \$25 per replacement dress-able player will be levied after the final **women's** team roster has been submitted to USADB either at the conclusion of regional tournament or by registration deadline for teams bypassing regional tournaments. If a team falls below 8 dress-able players ~~prior to April 1st~~ **ten (10) days before the tournament**, the team is allowed to add sufficient number of dress-able players to the roster (for a total of 8 dress-able players). A team with more than 8 dress-able players is not eligible to replace players. Replacement players will not be accepted ~~after April 1st~~ **ten (10) days prior to the tournament**. This applies to **women** players only. Other **men's** players, and non-player like coaches, managers, etc are not eligible.

Tournament Rules & Regulations #3

Proposed change by USADB Board & TRC- new changes/additions in red font.

Article V: Team Registration Rules.

6. No player shall be on two or more teams UNLESS a) team folds and b) team is not going to USADB. And can sign with another team under the conditions:

- Player is released from team
- Both team coaches accept
- Affiliated region allows it
- Player joining a new team must be done before February 15th. Fee will be imposed if player signed with team after ~~must do before Feb 1st OR pay \$(fee) for roster change after Feb 1 up to region tourney?—was that \$50?~~

7. No player shall sign on another team registration form WITHOUT WRITTEN permission/agreement from ALL coaches. (and if crossing regions, permission from affiliated regions or USADB for non-affiliated regions)

8. USSSA insurance shall be included. In order to play at USADB national tournament, participating teams must be registered with USSSA and if not registered pay \$25 fee for registration.

Appendix A

USADB amends table to insert the missing fees and fines

- Replacement Player Fee \$25

Appendix B (new)

Appendix B: Reporting Procedure & Whistleblower Protection Policy

Whistleblower Protection Policy

USADB requires board members, officers, staff, and participants to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. We must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Procedure

USADB has an open door policy and suggests that all persons share their questions, concerns, suggestions or complaints with USADB officers. If you are not comfortable speaking with USADB officers or you are not satisfied with USADB's response, you are encouraged to speak with another USADB officer. USADB officers are required to report complaints or concerns about suspected ethical and legal violations to the USADB Board of Directors or designated individual who has the responsibility to investigate all reported complaints.

Compliance Officer

USADB's Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the USADB

of all complaints and their resolution and will report at least annually to the [Treasurer/Chair of the Finance Committee/Audit Committee] on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

USADB's Compliance Officer shall immediately notify the Audit Committee/Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

USADB will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Compliance Officer:

The Compliance Officer may be a board member, the Executive Director, or a third party designated by the organization to receive, investigate and respond to complaints.

MOTION: It was moved to adopt the TRC amendments, Appendixes A and B as a whole and as individually amended. **CARRIED** 6-0

]

Fiscal Policies #1 (new)

Article XII: Travel Policy

USADB officers and staff are expected to travel by the most efficient and economical modes of transportation possible. The lowest available economic class airfare must be purchased or the lowest cost for other modes of transportation must be reimbursed whichever is lower. When, for reasons of personal convenience, travelers elect to opt out the most cost effective for any mode of transportation, will bear the additional expense, if any, over and above the cost that would be normally be financially acceptable by USADB. For example, if traveler prefers to drive to the USADB tournament destination for personal convenience, the reimbursement for mileage travel will only be accepted at maximum in value equivalent to the cost of airfare that would travel to the same destination. Vice versa, if the cost of airfare is greater than mileage travel to the destination, the traveler would bear responsible for additional expense over and above the cost of mileage travel.

MOTION: Adopt the new Fiscal Policy as proposed. **CARRIED**

Floor Motions

2016-EC-1

MOTION: SWBAD moves that USADB replace SWBAD with SWDB. **CARRIED**

2016-EC-2

MOTION: USADB moves that effective with 2016-2017 basketball season and beyond, no affiliated region can suspend, disqualify or penalize a team or player(s) at the expense of USADB Bylaws , Rules & Regulations and Guidelines without consulting or collaborating with USADB. **CARRIED**

2016-EC-3

MOTION: No club coach shall be collegiate basketball coach in the same season they participate in the USADB Tournaments. **CARRIED**

2016-EC-4

MOTION: A team can be eligible for the USADB Tournament in case of an unfortunate situation, subjected to USADB Board's decision. **REFERRED TO GOVERNANCE COMMITTEE**

2016-EC-5

MOTION: USADB to establish a committee to investigate the issue between CAAD and the Indy Hawks team and a report is updated monthly until a resolution is acceptable by USADB Board.
FAILED 1-2

2016-EC-6

MOTION: MAAD moves that the Executive Committee override the TRC's decision to limit Indy Hawks team to 2 FAs for this tournament and to allow all Indy Hawks players to play.
CARRIED 6-1

2016-EC-7

MOTION: USADB to establish a task force to study the women's team free agent issue and report back at the next meeting. **CARRIED 6-1**

END OF NEW BUSINESS

ELECTIONS

Positions up for election:

Commissioner

Secretary

Public Relations Director

Commissioner:

Christina Costello was nominated for Commissioner. Accepted.

ELECTED by ACL

Secretary:

Jim Powell served the maximum 6 years as Secretary and is unable to continue as Secretary. Carl Wayne Denney expressed an interest in serving in this position. He accepted by proxy.

ELECTED by ACL

Public Relations Director:

Frances Sorrentino was nominated for Public Relations Director. Accepted by proxy.

ELECTED by ACL

END OF ELECTIONS

ADJOURNED at 9:30pm

Respectfully submitted,

Jim Powell
USADB Secretary