

CUPA Board Meeting Minutes - 4/11/19, 7:00pm at Mayerson JCC Board Room

Phone: 302-202-1118 Conference Code: 842175

*CUPA's mission is to serve as a regional resource,
promoting growth in the sport of ultimate and instilling Spirit of the Game at all levels of play.*

1. Opening Items (7:00 - 7:05)
 - a. Board members: Liz Anderson, Dan Conrad, Ian Stevens, Tom Phillips, Ryan Gorman, Liz Keuffer, Izzi Bikun, Nick DiNardo, Nick Fellicelli, Mike Kaylor
 - b. On the phone: Steph Mack, Eddie Mack, Cora Mack
 - c. Guests: Ian Mack, Kelsey Gibboney, Zach Kaylor, Dale Wilker, Chris Ellis, GA *Wettengel*

2. Administrative Items (7:05 - 7:20)
 - a. Zach is successfully able to throw a goldfish across the room into Conrad's mouth
 - b. Review Previous Meeting Minutes - [1/8/19](#) (Ryan G, 5 minutes)
 - i. Action Items:
 1. Ideas for WUCC grant from WUCC Web Development
 2. Club Team Stipend Program
 - ii. Motion to approve by Gorman, Seconded by Tom
 1. Motion passes
 - c. Insurance Policy Updates (Nick D, 5 minutes)
 - i. Policy is renewed during May-July timeline
 - ii. Keeping \$2 million in coverage
 - iii. Will give recommendation on the player injury insurance in next board meeting
 1. YUC Coaches should be covered under Directors and Officers insurance. Nick DiNardo to follow up.
 - iv. Players coming to CUPA sanctioned events without having a waiver signed, those players should pull up their phone and sign one online
 - d. Website Updates (Nick F, 5 minutes) - [Ongoing Website Tickets](#)
 - i. Nick added several features and fixed important bugs
 - ii. There may be an issue with sending emails YUC teams though the website. Youth players in the system don't have emails, it's their parents emails. Mike Kaylor will attempt to reproduce the bug and talk to Nick.
 - iii. Liz A thinks it would be a good idea to use an email service such as MailChimp for official CUPA email as opposed to the functionality from the website. Liz will do further research and will report back

3. Committee Updates (7:20 - 8:10)
 - a. Finance Committee - [Update](#) (Tom P, 10 minutes) - [Financial Reports](#)
 - i. We are still working towards getting a more succinct monthly report. Goal is to have this for the August meeting.
 - ii. Committee Members - Tom P (Chair), Ryan G (Secretary), Liz K, Peter T
 - iii. [2019 CUPA Budget Report](#) (In Progress)
 1. Ad-Hoc Potential CUPA Hire Committee Budget
 - a. Getting the board to approve \$200 donations to the various boards that Mike has been talking to as a thank you for their cooperation.

- b. Sending a “cash” donation to other boards goes against the purpose of our board. It would be different if we were paying them for consulting services.
 - c. It might be small enough that it does not matter, but it’s still a hairy situation. Nick DiNardo will follow up a lawyer who specializes in non-profits.
 - d. If needed, we will vote via email after Nick and Mike discuss the results from the follow up
2. [Club Team Stipend Program](#)
- a. The main change from the last board meeting is that CUPA will pay the tournament bid fees for the USA Ultimate Series
 - b. CUPA was founded to help support the Youth Leagues and there is concern that this affect the cost of Youth Leagues
 - c. There is a difference between helping players who cannot afford to pay to play and/or giving vouchers to play in leagues
 - d. Maintaining strong relationships with Club Teams is worthwhile and supporting the Club Teams helps
 - e. Motion to approve the Club Team Stipend Program and use the program in 2019 made by Gorman. Dan Conrad seconds.
 - i. Motion passes
 - ii. Opposed by Nick DiNardo and Tom Phillips
- b. Womxn's Committee - [Update](#) (Steph M, 10 minutes)
- i. Committee Members - Steph M (Chair/Secretary), Ashley F, Buffy S, Izzi B, Kelsey G, Liz A, Zach K
 - ii. Completed most of their goals.
 - iii. Gender Equity Discussion is upcoming, looking at the last week of June. It is STRONGLY ENCOURAGED that all board members attend.
 - iv. Suggestion to track numbers on Women’s Participation in all CUPA events to hopefully see growth.
 - v. Diversity and Inclusion Committee is something that the womxn’s committee is very passionate about. They would like the board to start thinking about D&I and how is different and more encompassing than a Womxns’ committee. Please reach out if you would like to join.
- c. Event Sanctioning Committee - [Update](#) (Ryan G, 10 minutes)
- i. Committee Members - Ryan G (Chair), Liz A (Secretary), Ashley F, Bill C, Liz K, Mike K, Peter T, Tom B, Ian S
 - ii. Absorbing Youth Committee
 - 1. Youth Committee will be supported by the Event Sanctioning Committee moving forward
 - 2. YUC budget is separate.
 - 3. Youth Committee Budget is now contained under the Event Sanctioning Committee Budget. Money for the YUC All Star Game is coming out of this budget, not the YUC Budget
 - 4. There will a clinic held in Mason for youth this summer
 - 5. YUC Updates
 - a. 36 teams. There is a lot of great field space

- b. There's nothing in the budget for a mixed YUC league in the fall. Proposal needs to be formally written up and sent to the board. Advertising now is also a good idea. GA officially volunteers to help out.
 - c. Next spring will have split gender youth leagues
 - iii. Other Important League/Tournament Updates
 - d. Club Team Committee - [Update](#) (Ryan G, 10 minutes)
 - i. Committee Members - Eddie M (Chair), Liz A (Secretary), Brittany W, Ian M, Joel H, Kelsey G, Malika S, Mary T, Ryan G, Steph S, Tom B
 - ii. Committee has expanded to include representation from all area teams
 - iii. Working on creating a College Team Committee and are looking to have it by August. There is discussion on if this will be a separate committee or be housed under the Club Team Committee.
 - e. Potential CUPA Hire Exploratory Committee (Mike K, 10 minutes)
 - i. Committee Members - Mike K (Chair/Secretary), Ian S, Liz K, Nick D, Ryan G, Dave F, Dale W
 - 1. See paper handout (Mike K to email this to Izzi so she can put it online and link it in the meeting minutes)
 - 2. Mike has spent time talking to several of the boards around the country that have paid employees
 - 3. Don't go with Youth Program Coordinator as the first hire as we make more money off adults
 - 4. Executive Director or Program Coordinator was the suggested first hire. The employee should be very operationally focused.
 - 5. Benefits were not included in the salaries reported by Mike K.
 - 6. New Hire should have a buddy on the board to go to for any issues. This person should have the time to be able to quickly answer questions and provide direction
 - 7. Mike still working on a Job Description

4. Major Discussion Items (8:10-8:50)

- a. [Cincinnati Ultimate Select Program \(CUSP\)](#) (Ryan G, 15 minutes)
 - i. CUPA Oversight of the CUSP Program
 - 1. This has typically been a loose oversight. CUPA has overseen finances, but has allowed it to be run by the board members in the leadership
 - 2. CUPA gives them the money and the name as the overseeing disc organization
 - 3. The connectivity between the CUSP program and the CUPA Board needs to increase
 - 4. As a board, we need to figure out where this program sits in the committee structure. Current thought is Event Sanctioning Committee
 - ii. Recent CUSP Leadership Changes
 - 1. Joel has stepped down from the CUSP program and resigned from the Board. Zach and Kelsey are acting as interim leaders.
 - iii. [Non-Discrimination Policy](#) / [Whistleblower Policy](#) ([CUPA Policies](#))
 - iv. CUPA Statement / Next Steps
 - 1. The Board appears to be on the same page. We must do a better job at advertising and promoting the Non-Discrimination Policy.
 - 2. Motion made by Ryan to assign Kelsey and Zach as leadership of CUSP. Seconded by Izzi.
 - a. Motion passes

3. Statement needs to be made that we have Non-Discrimination Policy and how we operate under it.
 - a. Ryan will write a draft and send it out to the board for review
 - b. Message will sent out to via email to CUPA members and posted on the main page of the website
 4. Anyone who knows anything about the CUSP program should reach out to Zach and Kelsey after the meeting.
 5. GA is doing all the Admin stuff for CUSP
 - v. SafeSport Training (Ian S, 10 minutes) - [Meeting Materials Document #1](#)
 1. Sign into your USAU account to take your Safe Sport training.
 2. More to be discussed in August
 - b. WUCC 2018 Wrap-Up (Dale W, 5 minutes)
 - i. Check for \$3.20 handed to Liz
 - ii. We got a nice write up and award from Due North
 - iii. Insurance is taken care of
 - iv. Eddie and Bob are working on getting photos from UltiPhotos
 - v. LLC is still functioning and will be helpful for when we run events in the future
 - vi. The profits from Worlds do not affect our status as a non profit
 - vii. Three cheers for Dale!
 - c. 2020-2022 USA Ultimate Event Bids (Dale W, 10 Minutes) - [Meeting Materials Document #2](#)
 - i. Bids are in for College Nationals for these years. There's a chance we might not get all three years (Memorial Day Weekend)
 - ii. There's also a chance for US Open and/or YCC for these three years (beginning of August)
 - iii. We would not host both US Open and College Nationals in the same year.
5. Closing Items/Buffer Time (8:50-9:00)
- a. [Scheduling](#) Next Two Meetings (Ryan G) - Tuesday, 8/13/19 and Tuesday, 10/8/19