

## **CU Board Meeting Minutes - 1/18/24, 7:00pm**

Address: 5503 Birch View Drive, Mason, OH 45040



*Cincinnati Ultimate'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.*

Attendance: Liz Anderson, Ian Stevens, Ryan Gorman, Mike Dixon, Peter Tran, GA Wettengel, Tom Phillips, Kristen Coughlin, Mary Timmons. Online: Tom Brewster, Nick Fellicelli, Ian Mack, Nick DiNardo.

1. Opening Items (7:00 - 7:10)
  - a. [Review 10/16/23 Meeting Minutes](#)
    - i. Ryan G. moved to approve the minutes. Seconded by Tom P. The motion passed.
  - b. [Board Election Process](#)
    - i. Update information [online](#)
    - ii. Tom Brewster announced his intent to retire from the Board.
    - iii. Ryan reviewed the Board Election process. The candidates for election to the Board today are: Ian Stevens, Chelsea Partusch, Izzi Bikun, Kristen Coughlin (new), Nick DiNardo, Tom Phillips
    - iv. Ryan moved to approve the slate of candidates, seconded by Peter Tran. The motion passed.
    - v. All board members are encouraged to look at the Cincinnati Ultimate website and ensure their bios are still up to date.
2. Health & Safety Planning (7:10 - 7:20)
  - a. [Comprehensive Weather Policy \(Liz A\)](#)
    - i. Liz shared the updated Comprehensive Weather Policy document. There are several new sections, so please take a look at it. We want coaches and captains to begin using this immediately.
    - ii. We discussed the implications of not following policy. Biggest concern is high school practices and club teams.
    - iii. Tom Phillips moved to approve the new Comprehensive Weather Policy, seconded by Ian Stevens. The motion passed.
3. Director of Operations Updates (7:20 - 8:00)
  - a. League Updates
    - i. This is the quiet time of year, so not a lot of updates to share. We are in the middle of outdoor Winter League. Winter Indoor league starts tomorrow. It is a draft league, so there are a few people who did not get drafted. Spring league registration will begin in mid-February. Summer League plans are coming together. Thursday night needs a re-vamp – there were only 4 teams. Ideas: Masters League, College, Individual Signup League.
  - b. Other Updates
    - i. [Virtual Coach Convention](#) (November 12)
      1. Liz did not attend this year. GA did not attend either.
    - ii. USAU Organizers Conference (Virtual, February 1-3)
      1. Liz registered this week (free since we are a state-based organization). We can get a second (male) attendee if someone is interested. 6:00 – 8:00 on Thurs/Fri/Sat evenings. GA expressed an interest.
    - iii. Breakmark Team Store for Cincinnati Ultimate
      1. It is slowly moving. Breakmark handles the store-front, we create the designs. Liz is planning to start with simple items with CU Logo on them.
    - iv. [501\(c\)\(3\) Learnings](#)
      1. Mike Kaylor did some research on what it takes to become a 501(c)3. Liz is supportive. We are currently a 501(c)4. 9% of Ultimate organizations in the USA are 501(c)4. 82% are 501(c)3. Liz presented 4 options: 1) do nothing; 2) keep current 501(c)4 and create a

new youth-focused 501(c)3; 3) start a new 501(c)3 and dissolve 501(c)4; 4) modify charter as needed, file form 1023 to request transitioning from 501(c)4 to 501(c)3. Nick D. suggested we need an opinion from a tax lawyer on the best option to pursue to stay compliant with IRS expectations. We agreed that Nick would get a quote from Taft on what it would cost to get an opinion on what it takes to become a 501(c)3. Liz will also estimate the annual cost savings we could realize as a 501(c)3.

4. Committee Updates (8:00 - 8:45)

- a. [DEI Committee](#) (Izzi B)
  - i. Big excitement this year is joining the Cincinnati PRIDE parade (weekend after Poultry Days). Included in the budget. Also discussing the idea of a town hall discussion. Planning to do at least 1 scholarship for YCC player.
- b. [Finance Committee](#) (Ryan G)
  - i. [Financials](#)
    1. [2023 Budget](#) Review
    2. Board members should review the Financials above if you haven't yet, for our 2023 finances.
  - ii. [2024 Budget](#) Review
    1. Our current draft budget shows a net loss of \$58k in 2024. Will do another league registration cost increase in 2024: YUC/MUC = +10 (so \$50), +10 for Adult Leagues, +5 for Winter Leagues. We do not expect a balanced budget in 2024, but that is the eventual goal. The committee will finalize the 2024 budget and share it over email for approval by the Board.
    2. [Director of Operations Compensation Review](#)
      - a. Ryan shared a proposal to increase the annual compensation from \$60k to \$62k in 2024 to cover cost of living increases. Ryan also proposed an increase in the number of PTO days in 2024 from 15 to 16. The suggestion is to increase the number of PTO days up one day every year. Nick suggested we implement an Annual Review process in the summer. Ryan G. moved to approve the recommendations, seconded by Tom Phillips. The motion passed.
  - iii. Moving Banks / Finances
    1. The Finance Committee is working on this process and Liz is still gathering data on banks and the best accounts to open for maximum returns.
- c. [Club Team Committee](#) (Ryan G)
  - i. Shaking off the dust and meeting in the next few weeks to discuss upcoming club season events. Will need to make sure new representatives are present for each club team in the region.
- d. [Executive Committee](#) (Ryan G)
  - i. Communication via Slack
    1. Messages in Slack disappear after 90 days because we do not have a Paid subscription. This is becoming more annoying. Discord is a free option that does not have the 90-day issue. There was general agreement in the room to move to Discord. Ryan will take the next steps.
  - ii. Negative Consent Process
    1. Ryan is planning to move to a Negative Consent Process ("unless I hear an objection in the next 48 hours....") for some decisions that seem uncontroversial to him.
  - iii. [Cincinnati Ultimate 2021-2025 Strategic Plan](#)
    1. Mission Statement Revisions
    2. [CU Youth Coordinator Job Description](#) (Liz A)
- e. [Dayton Committee](#) (Liz A)

5. Events (8:45 - 8:55)

- a. 2023 Volunteer Appreciation (Liz A / Peter T)

- i. Jan 26 - Cyclones Game. Liz is working on transferring tickets to attendees and should be a good event!
- 6. Closing Items (8:55 - 9:00)
  - a. Scheduled Next Meeting (Tuesday, April 10th at 7:00pm)
  - b. Group Picture