

## **CU Board Meeting Agenda - 1/12/26, 7:00pm**

Address: 5503 Birch View Drive, Mason, OH 45040

Google Meet Join URL: <https://meet.google.com/hgo-gcfz-rof>

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*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.*

### 1. Opening Items (7:00 - 7:15)

#### a. Welcome, [Nick Betsch](#)!

- i. Nick shared a bit about his time so far since getting onboarded
  1. Connected with Michael Ames (works at a Cincinnati Public School) about getting into some of the CPS schools for recruitment purposes
  2. Connected with Nathan Bussberg (GM for the Indy Alleycats) about partnering on a youth clinic in Cincinnati
  3. Overall, just working on his plan of attack but thinks he would like to start with the middle school age group

#### b. [Review 10/27/25 Meeting Minutes](#)

- i. Motion to approve via Discord on October 28th, 25th by Ryan Gorman
- ii. Votes in Favor by Nick Felicelli, Ian Stevens, Mary Timmons, Peter Tran, and Tom Phillips
- iii. MOTION APPROVED

#### c. Attendees

- i. Board Members & Employees: Liz Anderson, Nick Betsch, Mary Timmons, Peter Tran, Ryan Gorman, Tom Phillips, Nick Dinardo, Nick Felicelli
- ii. Guests: Mike Kaylor, GA Wettengel, Ian Mack

### 2. Health & Safety Planning (7:15 - 7:25)

#### a. [Comprehensive Weather Policy](#) (Liz A)

- i. No updates to discuss.

#### b. House Bill 68 Update (Nick D)

- i. The case is being reviewed by the Ohio Supreme Court, but we are unlikely to have further information until the end of the YUC season.

### 3. Director of Operations Updates (7:25 - 8:10)

#### a. League Updates

- i. Winter Leagues
  1. Outdoor league has been the primary activity of the last few months
    - a. New location in Madeira is going well
  2. Winter Indoor league starts this Friday and will run for 7 weeks
    - a. Draft took place yesterday
- ii. Spring Leagues
  1. Will once again be at Woodward High School
    - a. Will start March 3rd & 5th with sign ups in early February
  2. Beginner Leagues will occur in the spring as well

- a. Both for Men's & Women's
    - 3. Liz is exploring an opportunity for an experienced league for Women as well
    - 4. Ian Mack shared that he is looking into opportunities for an experienced Men's league as well.
- iii. Summer League
  - 1. Planning will be underway soon - Liz expects to share more in our April meeting
  - 2. Youth League in conjunction with CUSP practices will continue - last year had about 50 kids attend on average
- iv. Thanksgiving Hat Tournament
  - 1. Revived this event and had about 50 people attend
  - 2. There were a number of YUC alumni who were in town for break as well as some true visitors who just googled a place to play that weekend
- v. Master's Regionals
  - 1. Liz plans to put in a bid for Master's Regionals again this year which would coincide with SCINNY once again if approved
- vi. WFDF Events
  - 1. No news on bids made for those events (2027 World's U24, 2028 WJUC, World's Masters, and WUCC)
  - 2. Has been some buzz around from Scott Hoffman about USAU events including potentially Master's Nationals 2027 at Lebanon Sports Complex and Warren County Sports Complex
- b. Other Updates
  - i. Jury Duty - Jan 26
  - ii. [Instituting Refund Policy](#)
    - 1. Liz feels it would be important to have a refund policy on paper that we can share with community members
    - 2. Liz shared a draft of this document outlining various situations (both within the context of leagues and tournaments) where this may come up, but with a caveat that special exceptions may be made on occasion
    - 3. Liz to share document with the board for approval
  - iii. New Youth Ultimate Coordinator - Nick Betsch
    - 1. Just started on Thursday, January 8th which has been a primary focus recently
  - iv. USAU Organizer's Conference
    - 1. Happening virtually at the end of January (29th - 31st)
    - 2. Liz gets to attend for free, others can attend and pay a day rate (CU could pay the fee)
  - v. Social Media Content Idea
    - 1. Liz would like to feature board members on socials and update our website to better showcase who we are and what we are passionate about
    - 2. Liz has been contemplating sourcing actual content (photography & videos) for advertising purposes
      - a. Is setting up a meeting with Lennon Tomeo (YUC Alumni) who has a photography business
  - vi. Emergency Preparedness Guide
    - 1. Liz would like to put together a specific document for emergency preparedness for the organization
    - 2. This would cover things such as active shooters, or other emergency situations outside of weather as we already have a comprehensive weather policy

- 3. Liz will share this out once she has a draft for board review and approval
- vii. Documenting the History of Cincinnati Ultimate
  - 1. Liz planning to revisit this project
- 4. Committee Updates (8:10 - 8:55)
  - a. [DEI Committee](#) (Izzi B)
    - i. Mary Timmons/Liz Anderson shared on behalf of the committee
    - ii. Met recently and will be running with previous strategies in the upcoming year
      - 1. Pride Parade
      - 2. Sensitivity Training for summer league captains with a vision to extend to club captains as well
      - 3. Allocated funds for a town hall type meeting, but don't currently have plans to pursue this
    - iii. Committee is discussing ways to identify DEI committee members in public settings so that community members can more easily locate a resource should they have DEI specific concerns
  - b. [Finance Committee](#) (Ryan G)
    - i. [Financials](#) (Quicken Reports)
    - ii. [2025 Budget](#) Review
      - 1. Ryan estimates that budget report displayed at meeting for 2025 is about 90% complete, but once it is finalized he will send it out for the board to review
    - iii. [2026 Budget](#) Review
      - 1. Acknowledgement that we can't continue to operate at a significant deficit YOY, but pointed out that we did not host any major events in 2025/2026 and plan to do so moving forward
      - 2. Suggestion that when/if we look to raise fees over the coming years we should make a concerted effort to share with our community where these funds are going to encourage continued participation and support
      - 3. Finance committee will review once more to finalize the 2026 proposal and will then share with the board for approval
    - iv. [DoO Compensation Review](#) (Ryan G)
      - 1. 2025 inflation was 2.7% per the US Inflation Calculator
      - 2. Various sources cited 3-3.5% pay increases in the US market on average
      - 3. Proposing a salary increase for the Director of Operations of 3.1% to be on par with industry standard and inflation
      - 4. Board will work toward capturing specific growth metrics for employees to utilize as a measure of success moving forward, as well as monitoring the health of our budget
      - 5. Motion to approve by Ryan Gorman
      - 6. Seconded by Nick DiNardo
      - 7. MOTION APPROVED
  - c. [Club Team Committee](#) (Ryan G)
    - i. Club
      - 1. No significant updates here - will begin planning for the summer and scheduling initial meetings soon.
      - 2. 30th Anniversary Celebration of Cincinnati Men's Ultimate team making it to Nationals this spring hosted by GA Wettengel
    - ii. CUSP Updates (GA W)

1. CUSP Tryouts will take place on 3/12, 3/14, 4/23, and 4/25
    - a. Indy Alleycats joining on 3/14 and 3/15 and will run an activity with Cincinnati Youth that weekend - Details TBD
    - b. Suggestion to also reach out to Indy Red as well for balance of gender matching representation
  2. YUC All Star Game will be on April 17th, 2026
  3. Ned Earley (Flying Piglet coach) will be seeking additional eyes for tryouts to help him evaluate players
  4. Coaches for YCC Program 2026
    - a. Bullseye - Mary Timmons & Michael McCune
    - b. Flying Pig - Zach Kaylor & Jacob Fields
      - i. Likely help from Ian Hailey & Jalal Sylvester
    - c. Flying Piglet - Ned Earley, Dan Champion, & Zak Weaver (potentially)
      - i. Steve Tong to help out as needed
  5. Quarterly Meeting with Youth Outreach (Jervon) at USAU tomorrow, January 13th at 7pm
  6. Mason Invite happening again on 3/28 & 3/29 to include teams from out of state and to hopefully recruit them to SCINNY in the summer
  7. Isadore McCune made USAU U20 Team
- d. [Executive Committee](#) (Ryan G)
- i. [Cincinnati Ultimate 2021-2025 Strategic Plan](#)
    1. Reviewing Current Plan - [Recap](#)
      - a. DEI Goals
        - i. Successes include board trainings, town halls/summer league captains' meeting, flexible pay structure for leagues, and inclusive events championed by the social committee
        - ii. Opportunities include further training, broader town hall forums, create relationships with other organizations to connect with underserved communities, rewriting our mission/vision statement, Cincinnati Ultimate Foundation (501c3 status)
      - b. Brand Identity Goals
        - i. Successes include transition from CUPA to CU, reformatted board and election structure, instituted Dayton committee, hired second employee as a Youth Coordinator, publicized strategic plan to community, DoO filling the State Youth Coordinator and State Representative roles within USAU
        - ii. Opportunities include a revised mission/vision statement, continuing to refine board structure and expectations, continuing to refine committee structure and expectations, develop subsequent strategic plan for 2026-2030, and continue to evaluate our relationship with USAU
      - c. Business Operations Goals
        - i. Successes include safely returning to operation following the COVID-19 Pandemic, increased oversight and collaboration with CUSP, reestablished our leagues following the pandemic, growth of the club team committee and implementation of Club Team

- Stipend program, hosted multiple major events (WUCC, DI College Championships, Master's Regionals)
    - ii. Opportunities include expanding resources for coaches/growing our network of coaches, growing our leaves and expansion by level/location/timing, opportunities to engage with local college teams more, continuing to bring major events to Cincinnati
  - d. Community Engagement Goals
    - i. Successes include centralized Google Drive folder, consistent board meetings and public meeting minutes, migration to Discord, regular monthly newsletter, many significant website updates for improved quality
    - ii. Opportunities include increased social media engagement/targeted advertising, organizational partnerships, and continued website development
  - e. Cincinnati Ultimate Infrastructure Goals
    - i. Success include improved facility organization and access, expanded staff to second employee, annual budget process in place, grown our volunteer base with a commitment to appreciating those volunteers, equipment management centralized with DoO
    - ii. Opportunities include investigation of a potential land purchase, improve accounting to support annual budget process, find a new wave of volunteer leaders to grow the leadership of the organization
2. Preparing for Next Plan
- a. Suggestion of sharing out the wins and opportunities from our previous strategic plan to the community as we launch our next strategic plan
    - i. Consider a live format such as a town hall as opposed to prior strategy of sharing digitally - pair it with an event geared towards volunteers or other social activity
- e. [Dayton Committee](#) (Liz A/Tom P)
- i. Finished one indoor league and will be transitioning to the next
    - 1. Have about 7 new players, 4 of which are FMPs so they have been able to play 4:3 more regularly
  - ii. Contemplating going to a Columbus Blue Jackets game as a social opportunity
  - iii. Spring League was downtown in 2025 and had lower attendance - unsure if this was due to location, night (Mondays) or both.
    - 1. Looking to move it back to Thursdays at Centerville
- f. [League Committee](#) (Liz A)
- i. Added Ian Mack to the league committee as of today (1/12)
  - ii. Purpose of the committee is to give Liz a sounding board to include all league directors and community feedback to improve leagues
- g. [Social Committee](#) (Peter T)
- i. Cyclones Game - Jan 31 at 4:00pm
    - 1. We get a small kickback from tickets purchased by community members
    - 2. Tickets are free for volunteers (appreciation event)
  - ii. Contemplating a Reds game in April which would not be covered by Cincinnati Ultimate

- h. [Hiring Committee](#) (Ryan G)
  - i. Accomplished task of hiring new employee, Nick Betsch
  - ii. Committee will remain in place near term while onboarding continues and Liz will provide periodic updates through the next board meeting on this
- i. [Youth Committee](#) (Mike K)
  - i. Newly formed committee as of 2-3 months ago
  - ii. Meeting tomorrow (1/13) with Norwood High School
    - 1. Avenues for Success After School Program
      - a. 14 students have expressed interest
      - b. Will explore opportunities for growth (gym classes, etc)
    - 2. Seeking to replicate the success of Mason at schools within the 275 loop
  - iii. Next committee meeting is at the Reading Library on 1/26 at 6pm
- j. College Committee
  - i. Suggested as a new committee and possible area of opportunity given the various teams in the area
  - ii. Currently rolls up into the Club Committee, no current motion to change this but want to emphasize continued support

5. Closing Items (8:55 - 9:00)

- a. Key Next Steps for Q1 2026
  - i. Committee Refresh, Strategic Planning, and Youth Coordinator Onboarding
- b. Scheduling Next Meeting (Monday, April 13 at 7:00pm)
- c. Group Picture