



Orientering USA
Board of Directors Meeting
Danbury, Connecticut
Saturday, September 17, 2016

Attendance

Board members:

Kris Beecroft	present
Charlie Bleau	present via phone
Barbara Bryant	present
Bob Forgrave	present
Peter Goodwin	present
Boris Granovski	present
Alex Jospe	present
Greg Lennon	present via phone
Pat Meehan	present
Ian Smith	present
Tom Strat	present via phone
Lee Todd	present

Note: the phone connection was not good; it was difficult for those calling in to hear clearly. Votes were sent in by text message.

Staff:

Glen Schorr present

Guests

Will Enger, Guy Olsen, Jon Torrance

Meeting Summary

- July Board minutes approved
- Election of officers
 - President: Kris Beecroft
 - VP Clubs: Greg Lennon
 - VP Competition: Alex Jospe
 - VP Finance: Pat Meehan
 - Recording Secretary: Barb Bryant

Agenda:

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- Finance report
 - Income is lower than expected
 - We need to make changes to financial reporting
 - Finance Committee will meet on this
- Board retreat or other in-depth meetings will take place in the fall to establish priorities
- 50th anniversary fund is more than half-way funded. We discussed uses for the money.
- A club survey focused on barriers to putting on national meets was proposed.

Approval of July Board meeting minutes

Motion to approve July Board meeting minutes from Kris Beecroft.

Bob Forgrave and Lee Todd seconded.

No objections; **motion to approve the July Board meeting minutes passed.**

Election of officers

President

- Greg congratulated Kris and coalition and withdrew his candidacy for President, and threw his backing behind Kris and offered to support her in any way possible.
- Kris thanked Greg, and stated her desire to move past the concept of her coalition, and work with everyone on the Board, as in the past, and listen to the people of our organization.
- **Kris Beecroft was voted in as President** unanimously.
- Kris thanked Peter for his service as President, stating that he has done a great job, and served in the role for five years, a long time in that role, through some turbulent times for orienteering.

VP of Clubs

- **Greg Lennon was voted VP Clubs** unanimously

VP of Competition

- Candidates were Tom Strat and Alex Jospe. Each was invited to make a statement prior to the vote.
- Tom's philosophy for the VP of Competition role is to allow the steering committee for each team to make the day-to-day decisions, and be primarily responsible for each of their respective teams. The role of the VP Comp is to provide oversight, to make sure rules are followed and arbitrate any disagreements. He has also focused his attention toward working with juniors and Erin Schirm on introduction of changes at the junior level.
- Alex views the VP of Competition role to expand beyond the teams, to also include our national event system. She wants the competition to be good for all participants. She also wants it to be possible for clubs to put on national events. She observes that it is difficult for top tier events to get all the bells and whistles. She wants OUSA to make changes and provide resources to make it feasible and easier for clubs to put on national events.
- A written ballot vote was taken; **Alex was elected VP of Competition** by a vote of 7-5.

VP Finance.

- **Pat Meehan was voted VP of Finance** unanimously. Pat has been serving in that role for the past 6 months, since the resignation of Lou Pataki.

Recording Secretary

- **Barb Bryant was voted Recording Secretary** unanimously.

Finance Report

Pat Meehan presented the finance report.

The latest financials (8/31/16) are available on the OUSA website.

Peter Goodwin presented the 12/31/15 financials at the AGM.

Expenses are in line with our budget, but the income is not up to expectation.

We need to make some changes to our financial reporting. We need to examine when items are recognized as income, and have clear reporting to show us which funds are not planned to be spent until future years. We need to be able to clearly track and report amounts that are restricted by donors or designated for specific purposes by the board. We need to have clarity around the financials so that we know what we have to operate with, and can forecast a few years ahead. As one example, the donation to cover Erin Schirm's salary should be set aside to be used only for that purpose. In our financial reporting of income and assets, it should be clear that this money is restricted.

Ian asked a question about liquidity. Any of our assets that are not the endowment fund are liquid. However, those assets may have restrictions on how they may be spent (donor-imposed or board designations).

Clubs pay membership fees around March 1st. Last year, we budgeted \$90,000 for club membership fees, but only \$80,000 was collected. That required an adjustment to our budget for 2016; in April the Executive Director identified programming that would be cut in response, such as social media and club support.

Teams are given targets for fundraising and contributions, and are responsible for meeting those targets. The actual amount of money they can spend is dependent on the amount that they bring in.

Glen Schorr stated that monthly budget checks are carried out by himself and the VP of Finance. Going forward, he plans to send these to the Board for transparency.

Boris requested a meeting so that the new board members can take a deep dive into the finances. Glen suggested including the new board members in a meeting after the monthly Budget check.

The Finance Committee members include the VP of Finance, Tim Parson, Greg Lennon and Gary Kraght. **Barb Bryant and Ian Smith will be added to the Finance Committee.** In the past, the Finance

Committee has been active primarily when it is time to prepare a budget. This year, the Committee will likely be more active, in order to address the changes in financial reporting that Pat was discussing.

The budget needs to be in place before we start spending money in 2017. In the past, the Board has tried to make a budget at its fall meeting, ideally taking place in October. That hasn't happened for the past two years, so a phone meeting has been scheduled for November to finalize the budget. The suggestion was made to discuss priorities at this meeting in order to give the Finance Committee some ideas for priorities; however, we did not have that discussion.

Glen mentioned that any budget is a working document, and as in past years, the Board may modify it based on changes in actual income or expenses.

Proposed Board retreat

- Kris proposed a Board weekend retreat in October or early November. The purpose would be to take a deep dive into strategy, take the time to talk and get to know each other, and flesh out ideas on what we want to do going forward.
- Kris will poll Board members to see whether it would be possible to hold a board retreat in October or early November. Pittsburgh and the Baltimore/ Washington area have been proposed as a candidate location to accommodate Pat while being fairly accessible to many other board members and staff. Those who cannot attend in person will be accommodated by obtaining their input in advance, and being in regular contact with them throughout the weekend.
- If a retreat is not possible, we will hold a series of phone meetings, ideally including visuals via internet.
- It is important to have these discussions this fall, to inform the budget. However, the idea of having a temporary budget for Jan-Mar 2017, and then meeting at GNC in January to do a deep dive and finalize the remainder of the 2017 budget, was also put forward. In the end, the preference was to have the deep dive into priorities in the fall 2016, completing the 2017 budget in 2016, and then to use an (all-day) in-person meeting the Monday of GNC to address governance, communications and operations.
- Club presidents and other stakeholders will be included by asking their input in advance, and/or holding open phone calls during the Board discussions.
- Kris will provide instructions for Board members to prepare ahead of time, eg, identifying top priorities.
- The Finance Committee will meet in advance to prepare historical financial reports, propose changes to reporting/accounting, and propose financial policies.

Schedule of official Board meetings

- GNC in January.
- March: one of BAOC, LAOC, Flying Pig (to be determined by Doodle poll)
- June: Idaho (AGM)
- QOC or DVOA in the fall

50th anniversary fund report

Peter Goodwin gave an update on the 50th anniversary fund. With assistance of clubs who made donations, we have brought in \$25k in pledges. A letter was sent out; since then we have brought in more money but not as much as was hoped.

The money will be spent on the issues that the board approved in January (club marketing, mapper development, and land access).

There had been concern that people would donate less to the annual fund if they donated to this 50th anniversary fund; Peter worded the appeal to minimize this.

Alex would like to see greater use of professional map-makers, and Barb asked whether there might be a way to use the money for that purpose as well.

Boris asked how the money for the mapper development category will be spent.

Peter gave possible examples of a mapping clinic, assistance for people to arrive, payment for the mapping clinic teacher, and software. A major goal will be to allow the creation of more maps for smaller, public spaces.

Peter said that both NAOC and the US Championships this weekend had been considered for an environmental impact study, but the timing did not work out.

Barb asked about other ways to achieve the same purposes. Bob said that COC believes that environmental studies will not be of much help for their land access issues; rather, it is more useful to nurture relationships with land managers, friends of the park groups and others.

It was noted that Orienteering Canada recently funded \$5k-\$10k an environmental study - we should find out more about how that was done and how they plan to use that.

Other business

Boris proposed a survey of clubs to better understand the lack of national events.

We discussed possible reasons that clubs may be reluctant to host a national meet. We may need a tiered system to reduce requirements for some meets. Interscholastics Championships and Individual Championships get the most bids because they have the most attendees.

Boris said that the survey would be useful to confirm or expand on the information from these anecdotal reports.

Some suggestions were made for addressing the lack of national meets:

Glen proposed taking a calendar-based approach to scheduling national meets, so that different regions host meets regularly every year or every other year. Ian pointed out that a transition to a

planned schedule would be easier to market, and cited Tough Mudders as an example of having a nice distribution of events.

Boris said that in the past we had a model of the national teams helping smaller clubs put on the A meets. That helped clubs and the teams get a share of funds.

Glen: small clubs can work together.

Ian stated that we should share what we are learning and discussing as we work on topics.

Glen said that we may need new mechanisms beyond clubnet and AttackPoint; we need to be able to solicit feedback and make sure that we are reaching the people we need to reach.

We discussed the possibility of creating a VP of Communications. Peter said this might fall under the VP of Clubs, and Glen suggested creating a Communications Committee that reported in to the VP of Clubs.

We then discussed our committee structure in general; some are functioning well, but others exist on paper but have not been active for some time.

We will reach out to the four people who ran for the board but did not get voted in; we would like to get their help with various initiatives.

Meeting adjourned

Peter Goodwin moved to adjourn the meeting.

Ian Smith seconded.

No discussion.

Approved.

Additional items

Glen handed out the [reports from himself and Erin](#) as well as Russ Meyer's white paper on adaptive orienteering