

UNITED STATES SQUASH RACQUETS ASSOCIATION, INC.
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS

HELD via Zoom
Friday, May 7, 2021
10:30 AM – 12:30 PM ET

Attendance

Olivia Blatchford	New York, NY	Athlete Representative
Tim Conway	Boston, MA	Chair, Finance Committee
Danny Dolan	Chicago, IL	Co-Chair, Institutional Advancement
Peter Dunne	Chicago, IL	Co-Chair, Institutional Advancement
Joe Dworetzky	San Francisco, CA	
Andrew Fink	New York, NY	Chair, Investment Committee
Chris Gordon	New York, NY	Athlete Representative
Chris Hanson	Philadelphia, PA	Athlete Representative
Francis Johnson	Charlottesville, VA	
Praveen Kankariya	Cupertino, CA	
David Keating	Chevy Chase, MD	Chair, District Committee
Nick LePore	Philadelphia, PA	
Jen Mackesy	Bronxville, NY	Co-Chair, Institutional Advancement
Scott Poirier	Boston, MA	
Linda Robinson	New York, NY	Vice Chair
Amanda Sobhy	Philadelphia, PA	Athlete Representative
Shanin Specter	Philadelphia, PA	
Sandy Tierney	Boston, MA	Chair, Nominating & Governance
Soo Venkatesan	San Francisco, CA	Chairman of the Board
Tim Wyant	New York, NY	Executive Director, SEA

Present by Invitation of the Chairman

Kim Clearkin	VP of Programs & Events	US Squash
Kevin Klipstein	President & CEO	US Squash
Philip Lee	VP Finance & Administration	US Squash

Roll call/Attendance/Opening Remarks

The meeting was called to order. The above members of the Board were in attendance, and accordingly, pursuant to the By-laws of the association, there was a quorum to conduct business.

Ms. Venkatesan welcomed the Directors and thanked them for joining the meeting which notably had 100% attendance. The minutes from the prior meeting were presented, moved for approval, seconded and approved unanimously.

Management Update

Mr. Klipstein presented slides outlining key areas of focus including completion of the Specter Center, hiring into Philadelphia and fundraising.

Finance & Audit

Mr. Conway introduced the discussion and indicated expectations to meet the revised budget approved last fall, mainly due to strong fundraising, receiving second round of PPP funding and additional distributions of earnings from the endowment funds.

Mr. Klipstein added that the budget process for FY22 was underway, expected to be presented to the Board for approval in June, and Mr. Poirier was supporting a revision of the formatting, especially appropriate with the addition of the Specter Center.

Nominating & Governance

Ms. Venkatesan presented the Board Annual Self Assessment results which indicated areas of highest confidence, including Values & Ethics, and lowest confidence including Diversity and Succession Planning Management.

Mr. LePore provided an overview on the updates worked on to incorporate modifications to the standing committee structure, to add flexibility in the number of total Directors and also add various required U.S. Olympic & Paralympic requirements. These included the following: Article VII, Section 5 Board of Directors: Provides flexibility in board size (15 to 30) to support governance needs; Article VII, Section 5 Board of Directors: Term limits to ex officio director roles to broaden and diversify governance perspectives; Article VII, Section 5, 17 Board of Directors: Complies with future USOPC athlete representation; Article IX, Section 1, 10 Standing Committees: restructured to support governance of more complex organization; Article IX, Section 10 Standing Committees: Broaden capacity, skillset and board pipeline through voting and non-voting committee service.

Mr. Tierney then presented the committee's recommendations to renominate Danny Dolan and Soo Venkatesan, the designated expectation of a total of 24 voting Directors for the fiscal year, and formally recognize the elected Athlete Representatives: Olivia Blatchford Clyne (USOPC representative), Olivia Fiechter, Chris Gordon, Chris Hanson, Todd Harrity (USOPC alternate), Amanda Sobhy. A motion to approve the recommendations was made, moved, seconded and approved unanimously.

Strategic Planning

Mr. Klipstein described the US Squash operating model and a summary SWOT analysis which had been developed recently by the Executive Committee. Goals, metrics and initiatives to achieve them including Community Squash, Women and Girls, High Performance, Collegiate Squash and Innovation were all discussed.

Closing Remarks

There being no other business for the day, a motion was duly made, seconded, and approved to adjourn the meeting at 12:30 PM.

Respectfully submitted,
Kevin Klipstein, President & CEO, US Squash