

UNITED STATES SQUASH RACQUETS ASSOCIATION, INC.
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
HELD via TEAMS
Wednesday, July 31, 2024
2:00 PM – 4:00 PM ET

Attendance

Carey Anderson	Buffalo, NY	
Olivia Fiechter	Philadelphia, PA	Athlete
Andrew Fink	New York, NY	Chair, Finance & Investment Committee
Zerline Goodman	Brooklyn, NY	Chair, Nominating & Governance
Chris Gordon	New York, NY	Athlete
Todd Harrity	Philadelphia, PA	Athlete Representative Alternate
Francis Johnson	Charlottesville, VA	
Kara Kardon	Boston, MA	Districts Ex-Officio
David Kay	Quogue, NY	SEA Ex-Officio
Brian Leonard	Rye, NY	
Bob Osborne	New York, NY	Chair, Institutional Advancement
Sandy Tierney	Boston, MA	Board Chair

Regrets

Will Carlin	Incoming Board Chair	CSA Ex- Officio
Olivia Clyne	Philadelphia, PA	Athlete Representative
Danny Dolan	Chicago, IL	
Chris Hanson	Chapel Hill, NC	Athlete
Nick LePore	Philadelphia, PA	Chair, Audit & Risk Committee
Kevin Luzak	Jackson, WY	SDA Ex-Officio
Amanda Sobhy	Boynton Beach, FL	Athlete
Shanin Specter	Philadelphia, PA	

Present for portions of the meeting by Invitation of the Chair

Kevin Klipstein	President & CEO	US Squash
Nick Kokiko	VP, Advancement	US Squash

Roll call/Attendance/Opening Remarks

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.

Mr. Tierney welcomed the attendees and thanked everyone for joining. The minutes from the May 2024 meeting were then unanimously approved.

Management Update

Mr. Klipstein provided a review of FY24 programming performance including significant improvements in the high performance program from the junior to the professional level. He also noted that while revenues had doubled in the last decade, and programming revenue has largely recovered from the Covid-19 disruption, it also created a deep hole. This, combined with opening the Specter Center and amid a competitive fundraising scene nationally, required a re-organization to balance revenues and expenses for the organization.

He described the re-organization process, objectives, impact on departments and reviewed the revised organizational chart having just implemented the necessary layoffs and redeployments.

Finance & Investment Committee

Mr. Fink opened the discussion to indicate that he supported the re-organization and believed it would help set the organization on a sustainable path forward. Mr. Klipstein reviewed the key elements of the proposed budget, having previously hosted an optional all-Board call with CFO Melinda Berkman a few weeks prior to discuss the budget in detail. After a brief discussion, the Board moved and unanimously approved the FY25 budget as presented.

Advancement Committee

Mr. Osborne introduced the fundraising goals for FY25 that align to the budget. Mr. Kokiko provided some details by category of giving and noted that they were in line with reasonable historical performance for the organization. He also indicated that the number of individual annual donors had doubled in the last three years – a good sign for the future stability of the organization's finances.

Open Discussion

Mr. Klipstein noted for the Board that several minor By-law and policy revisions would be presented for review in the coming weeks leading up to the next Board meeting in order to remain compliant with USOPC requirements, and that the quadrennial membership audit was due to commence in August.

The meeting adjourned at approximately 3:15 PM.

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