



## ASA **draft** Meeting Minutes

18 March 2019

7:00 PM

Lee Center

Attendance: Tommy Park (ED), John LaValle, Leila Peterson, Todd Carroll, John Timmons, Troy Drafton, Art Atkins, & Jeff Newhouse

1. Discussions were held regarding the budget.
  - a. Its relationship to our Pathway to Gold
  - b. Its relationship to our organizational structure
  - c. The Jr. Academy switch from Special Programs to Core Program
  - d. The 15-20% increase in revenues based on participation, not fee increases
  - e. Staff compensation – core vs. incentive
  - f. Future transition of programs from incentive to core as they become more standardized and predictable
  - g. Contracted services
  - h. The FY2020 budget was approved via motion and vote.
2. A discussion was held regarding our tournaments' roles as economic stimuli to the city. It should be quantified, documented, and made available to advocates for their dealings with elected officials, influencers, and potential sponsors.
3. A discussion was held regarding the Durant Center. The city may be vacating it and offering it for adaptive re-use. We should strongly consider this potential opportunity.
4. A discussion was held regarding our sustainability fund. Its value is now equivalent to eleven months of our operating expenses.
5. Discussions were held regarding human resources (HR).
  - a. Staff roles, responsibilities, conflict resolution, etc.
  - b. HR's role in supporting organizational goals
  - c. Contracted HR services
  - d. Grant opportunities for HR services
6. Discussions were held regarding Board development.
  - a. Interview of potential new member next week
  - b. Quantifying time commitment
  - c. Identifying areas of expertise and interest
  - d. Avoidance of those desiring programmatic influence
  - e. Advisory groups as compared to membership
7. A discussion was held regarding volunteerism and its transformation over the last eight years. New employee Mark Wysocki is actively recruiting new volunteers.
8. A discussion was held regarding risk management. Mark Wysocki will be working with Todd Carroll to refine and implement the policies.
9. A discussion was held regarding marketing. The Red & Blue Club has been established as a new fundraising arm with a Supporters and Cheers event planned for 4/6/19 at the ALX building in Old Town.
10. A discussion was held regarding our upcoming 50<sup>th</sup> anniversary. We will be researching and attempting to contact our original founders and coaches.
11. A discussion was held regarding existing and potential facility use.
  - a. The Yates building
  - b. George Washington Middle School
  - c. Patrick Henry Elementary School
  - d. Polk Elementary School
  - e. John Adams Elementary School
  - f. Jones Point Park

The meeting was adjourned at 8:32 PM.