



27 August 2019

7:00 PM

Lee Center

Attendance: Tommy Park (ED), John LaValle, Leila Peterson, Todd Carroll, John Timmons, Troy Drafton, Wendy Matney, and Jeff Newhouse

## ASA Meeting Minutes

1. The May 20, 2019 minutes were reviewed and approved.
2. A discussion was held regarding an August 22<sup>nd</sup> letter sent to Board Members by four patrons.
  - a. The letter stated that the Executive Director's (ED) compensation structure/level, Board Member oversight, and club transparency were being discussed by coaches, staff, and the parent community. The authors posited that if the Board did not address this properly, it could fracture the leadership and participant base of ASA, and threaten the long-term viability of the club.
  - b. A few of the authors have already been contacted by Board Members to better understand the concerns outlined. The Executive Director has also spoken to one of the authors, who expressed some regret over the tone of the letter.
  - c. The current compensation structure was discussed, as well as the importance of an independent audit of the compensation structure. This audit could also consider other human resource policies.
  - d. Action items:
    - i. A response letter will be drafted by the Marketing and Communications Committee and distributed for Board Member review.
    - ii. The Finance Committee will begin research into consulting firms that specialize in compensation structure review.
3. A financial management review report was distributed and discussed. It included an overview of our growth over the last nine years:
  - a. Programming
  - b. Professional staff
  - c. Compensation structure
  - d. Revenue and expenditures
  - e. Community advocacy and stature
  - f. Philanthropy (scholarships)
4. A discussion was held regarding our current fees and programming.
  - a. Our fees are generally lower than comparable and nearby clubs.
  - b. The programs offered are objectively better and more comprehensive than comparable and nearby clubs.

The meeting was adjourned at 9:05 PM.