

Date: 28 NOV 2021

Advisory Council (AC) meeting documents: <http://www.acbl.org/bog-meeting-docs>D11 AC Reports Library: http://www.district11bridge.com/ACBL_board_reports.htmlMeeting Playlist (past videos): https://www.youtube.com/playlist?list=PLcAft4FoUHdTbWH2eG7XjDUD6clO_TLLd

Zoom meeting URL pending. Audio file:

Executive Summary - Board of Governor's Meeting - Video Conference. Here are the highlights:

- **Membership** down **14,908 (-9.4%)** versus 1 year ago. Expect return with in-person bridge.
- **Tables**

	Jul-2021	Share	Aug-2021	Share	Sep-2021	Share	Oct-2021	Share
Virtual Clubs	76,968	23	74,234	22	76,474	23	66,370	20
F2F Clubs	54,433	16	47,478	14	47,020	14	51,378	15
BBO	210,634	62	220,527	64	208,991	63	215,853	65
TOTAL	342,035	100	342,239	100	332,485	100	333,601	100

- **Tournaments:**

	Spring 2020	Fall 2020	Spring 2021	Summer 2021
NAOBC	361	1,539	1,893	2,175
<i>Index</i>	100	426	524	602
	Apr-2021	Jun-2021	Aug-2021	Oct-2021
Online Regionals	6,354	5,120	4,601	3,541
<i>% Change</i>		-19.4%	-10.1%	-23.0%
<i>Index</i>	100	81	72	56

- **Financial penalties** mitigated for Austin NABC but might create losses for Phoenix and Providence.
- **YDT (end SEP 2021) Net Gain from Operations \$1,4MM**
- **Spending** Deferred due to high IT turnover will be spent in 2022. Projects delayed.
- **New ACBL website** up and running.
- Upgraded the current **masterpoint file upload process** using Amazon Web Services (AWS)
- **Guest Membership** 2500+ guest members, 573 currently active and 857 converted to membership.
- **YTD Recruitment bonuses** paid \$15,400, with expected incremental \$7,000 for the coming quarter.
- **ACBL Intro to Bridge** 880+ students. 86% would recommend the course, 80% plan or will consider to take more lessons. Over 72% prefer online lessons over in-person classes.

Submitted Respectfully,

Stephen Moese, D11 1st Alternate, K082411

Fall 2021 Meeting called to order at 10:00 AM CST

Doug Couchman, Chair

Welcomed everyone to the last meeting of the Board of Governors. Doug thanked BJ Sanders and Sally Sasson Tournament Committee Chairs for their and the committee's efforts, as well as the ACBL staff. Coffee is available. This is the first meeting of the **ACBL Advisory Council**. Thanked Steve Moese and the Committee for their recommendation – our name reflects our role – we advise the Board of Directors and Management.

Minutes from past meetings approved. (Steve Gaynor moved and seconded by?)

CBL President Report (Georgia Heth)

Thanked everyone for attending. Hard past 24 months. We've had to adapt. Consistent throughout the crisis that members are involved and working to make things better. ACBL doing well. Management Team and staff are getting us through this. Thanked everyone for making the ACBL a success.

Doug confirmed a quorum.

Doug mentioned that Georgia Heth was the first ever 2-term president. Georgia did the most difficult job under the most difficult circumstances. Georgia is one of the reasons that we are going to work well together – the Board and the Advisory Council. AC Chair was made a participant in the Board's work. Thanked Georgia for her courtesy and consideration through the changes.

Executive Director Report (Joe Jones) See Management Report.

- Membership down 9.5% vs year ago. Confident that members will return when in-person play resumes. Significant decrease in new members 365 per month compared to about 900/mo.
- New bridge classes successful. Create a funnel for the guest member program. 86% would recommend program and 52% will pursue more classes.
- VACB still outnumber in-person club play. VACB important to keep clubs liquid.
- Attendance in online regionals declined. April 6K, October 3500.
- Cheating is still a major online concern for online play. Marty Hirschman's Report on online play and cheating discussed by BoD. Management and BoD will work to implement several recommendations
- Target 85% of prepandemic tournament attendance in 2019 by end of 2022.
- Austin dropped from stage 5 to stage 3. Hotels dropped attrition clauses from contract. Likely will lose money (attendance, and cost of safety protocols). Will hold all 3 NABCs in 2022.
- Resources available for rebuilding in 2022.
- Positive bottom line. Since 2018 netted \$5MM
- 2022 Budget approved. Losing \$860K due to increased investments in IT. Most of the IT work is still ahead.
- 80% turnover in IT development (5 staff) Still have 2 open positions. We are not desperate but we are in crisis. Susie Cordell continuously recruiting resources. 3rd party resource to meet capacity needs are the major part of the costs for 2022.
- Live4Club and data clean up done.
- Not do: Migrate fully off AS400, Masterpoint engine, and others. Registration Application due for Reno.
- Current IT problems are not like the ones from the past – no lost money – just need resources to finish planned work.
- Board and Management united in our work. Thanked Doug Couchman for positive attitude in leadership discussions representing the Advisory Council.

Questions

D19 Jeffrey – Any funds budgeted to detect and enforce ethical violations?

Nothing specific, but we have a lot of volunteers. Will work with AJ Stephani to determine if resources are adequate.

Will investigators be compensated?

We have open positions for assistant National Recorder. We offer free plays

D25 Peter Marcus - Will 2022 NABCs benefit from negotiated risk reduction

Pandemic is in control. New variant creates uncertainty. Linda Dunn and Tournament Planning Team did well renegotiating contracts. Work will continue.

What are you doing to address health concerns for employees?

We communicate with our employees continuously, but cannot comment on specific employee situations.

D21- Bruce Blakely - Why didn't computer projects get done? What's replacement plan for ACBLScore?

Joe: All projects put on hold for emergency action in face of pandemic. This year we have no continuity of people. Old legacy equipment, and a different business makes it hard to find talent. That's why we hired the 3rd party. Already got good work out of 2 3rd party companies.

Dan Morse – Bridge clubs need help. What will the ACBL do?

Joe: Open to ideas. Giving clubs more masterpoints. Cost of ACBL is low already at \$0.25 per person. Send ideas to Joe.

D4 - Walter Mitchell – Difficult to justify high cost of online bridge. How can high cost be justified?

Thanked Joe for the extraordinary job that Management and staff had done. Anecdotal evidence – people don't want to play?

Joe: Not sure lower cost will attract many new players. Don't want to compete with in-person play in any form. Priced like a real in-person regional to maintain value of in-person bridge.

D11- Steve Moese How is the recruiting process coming along.

Also thanked Joe and Management and Staff for all their work.

Joe: Finding prospects is working. Funnel to the teacher is an IT problem we are working to solve.

Doug: Everyone is working so hard. Sometimes we disagree about how to do thing. But everyone is aligned to the same goal.

Litigation Report (Linda Dunn) See litigation report.

Only one major litigation Marcus et al. vs ACBL – improper pay for TDs under FLP Act. Since 2017.

Favorable opinion for ACBL in Mar 2021.

Court ruled floor directors are hourly employees and are due overtime. Since diligence, not a willful abuse. Back Pay owed for unpaid overtime. Since decision, worked with plaintiffs to determine back pay estimates. ACBL have to pay legal fees. Court took information under advisement. Ballpark \$300K (specific cost awaiting court ruling Jan 2022). Then both sides have 30 days to appeal. Plaintiffs intend to appeal. Expect a year for the appeal. ACBL will continue to fight. ACBL will shift TDs to hourly pay and will pay OT.

Questions

None

Finance Report (Peyton Dodson) See Slides and Financial Report for details. Through Sep 30 2021.

Revenues down \$356K, Online Tournament Revenue down. Tournament attendance.

Expenses \$1.2MM below budget. Field Ops down \$378K BBO Fees. Marketing under \$487K due to delay in implementation and unfilled positions. Delay in getting new website running.

Net Assets Gain \$1.4MM

Capital Budget \$87.5K

Balance Sheet Net Assets up \$1.5MM since end 2020.

Forecast Now approving budget before the year starts. New improved mgmt. process.

Revenues TD fees up \$1.6MM. NABCs up \$1.4MM, Club Sanctions down \$1.1MM. Online events not planned for 2022.

Tournament fees down \$200K Membership fees down \$204K.

Total Expenses up \$3.46MM; IT up \$765K. Investing in the future to support growth and blended play.

Capital – No plans. \$10K for Maintenance items.

Questions

None

Doug Couchman reviewed Board of Directors actions:

ID	Subject	Action
213-AC01	Report on Hearings (A&C Committee)	Received
213-BR01	2021-2022 GNT Special Conditions of Contest (Bridge) <i>DIC has authority to direct the conditions that are appropriate. Districts can do what's right.</i>	Carried 24-1-0
213-BR01	Flight C Session Award Cleanup (Bridge)	Carried 25-0-0
213-BY02	Amend Bylaws to address omissions – Second Reading (By Laws) <i>Clarified terms of the 1st and 2nd Alternates. Will be approved if approved by the AC. Vote pending.</i>	Carried 24-0-1
213-FN01	District and Unit Reimbursement (Finance) <i>Burden on Districts and Units when a tournament is cancelled. Board open to consider requests for financial help for incurred expenses. No estimate of total impact at this time.</i>	Carried 24-0-1
213FN02	2022 Operating and Capital Budget (Finance) <i>Board approved budget. Planned expenses will use much of the short-term gains from pandemic months.</i>	Carried 24-1-0
213-FN03	NABC I/N Welcome Gift Cost (Finance) <i>\$2 to \$5</i>	Carried 20-5-0
213-GV01	Executive Committee Zonal Composition (Governance) <i>Technical changes to enable regional governance.</i>	Carried 24-1-0
213-GV-02	Clarifying District Director Roles and Responsibilities (Governance) <i>Requirements and Responsibilities of Units discussed and will continue discussion.</i>	Carried
213-GV03	District Roles and Responsibilities (Governance) <i>Technical changes</i>	Carried 24-0-1
213-GV04	Clarify Unit formation, transfer, and dissolution regulations (Governance)	Deferred
213-GV05	Update and Clarify Election Regulations (Governance) <i>Publication of regional elections. Made available to interested membership.</i>	Carried 23-1-0-1

213-BD01	Election of ACBL President – Joanne Glasson (Board) <i>Congratulations!</i>	Carried
213-BD-03	Aileen Osofsky ACBL Goodwill Committee Chairman – Roger Smith	Carried
213-BD04	Executive Committee Member & Alternate (Eastern) Jeff Overby; Carlos Munoz Alternate	Carried
213- BD05	Online Ethical Oversight Committee Appointment - Julie Smith	
213-BD06	ACBL Honorary Member of the Year George Jacobs – Honorary Member of the Year	
213-BD07	Nadine Wood Volunteer Member of the Year Ann Romeo& Al Bender - Volunteers of the Year.	
213-01	Non-Agenda Item: Competition and Conventions Committee Discretion <i>Allow C&C committee to make technical changes to CoC's with BoD having right to review if desired. If this delegation works well, might be applied to other committees as well. Allows BoD to stay out of detailed decisions.</i>	25-0
213-FN02	Non-Agenda Item: Redistribute Spending for Hospitality <i>Providence NABC. Board should not be deciding expenses during pandemic uncertainty. Motion intended to ensure hospitality distributed equitably consistent with when people were playing</i>	6-19-0 Failed.
DI213-BR01	Robot Play on BBO (C&C)	
DI213-GV01	Unit responsibilities, benefits, requirements	
DI213-GV02	A conversation about how the Board operates and communicates	
DI213-GV03	Motion Process	
DI213-BD01	BOG Anti-Cheating Committee Report <i>No decisions reached on report, but generated much engagement and discussion. A&C committee will consider changes to CDR and other processes. Thanks to Board and Committee for the work and the work product.</i>	

Doug commented on the real work and the tangible work products that benefit the ACBL. The Advisory Council Anti-Cheating Committee produced an outsider view of possible solutions that are of value for the ACBL. Board of Directors appreciates the balance and tone of the report in addition to its content.

Questions

D25 Peter Marcus – Dozens of volunteers are working very, very hard to make the NABC a success. Asserts lack of BoD engagement means local work is not important. Serious discomfort that this motion was defeated.

Doug: Anybody taking this as disrespectful of volunteers doesn't understand what happened. Nay votes want to ensure Mgmt can work with local volunteers to give them what they need. This was respectful of volunteers.

D11-Steve Moese – Noted that the way we work is changing. We, the AC, have to help our members and volunteers understand these changes. If people understood that scope and roles are changing, they would better understand how to get the changes they want. Not in the future to go the BoD for tactical management details.

Doug: Plan for Regional Town Halls run by AC Regional Leadership. Plan to engage our area. Share plans with Doug.

Motions for Reconsideration

D25 Peter Marcus Reconsider 213-FN02 – Redistribute Hospitality (Seconded) – Motion Failed.

Doug: MFR's must be considered as originally written.

AC Motions - Old Business –

Approve 213-BY02 - Amend Bylaws to address omissions – Second Reading (By Laws) 34-0 Carried unanimously.

This completes the bylaws changes.

AC Motions - New Business –

Need for two identical system cards in order to play. SAYC must be used until they have 2 cards that a director approves. Charged 1/6 of a board per board played that way. If the rules say have to play Yellow Card, we need to have SAYC cards present. Management takes under advisement.

New Convention Card is close to being ready. Will work through old stock of existing convention cards. Not under Board Actions. Under purview of Management.

Ex-President - Bob Heller – If we have a rule, enforce it, if we do not enforce it, don't have the rule Perhaps the C&C committee can take this up. What's wrong with one card.

D25 Peter Marcus

Cannot hold a regional in Austin under current Covid Rules. Yet we have this NABC. Let local TCs make local decisions about Covid.

Doug: Management is moving in that direction. Must meet obligations to employees and overall risk.

D16 Betty Starzec – Future Time for Advisory Board meetings?

Doug is working with Greg and schedulers. Will put it at the best time to allow people to play bridge.

No particular timing in mind.

D11 Steve Moese – Request to Management

Let's get the Permanent Committees for the Advisory Council posted to the Website before the end of the year please.

Doug: Will get this done when Management has the capacity.

D6 – Barb Doran - Discontent with Austin and Reno Schedules.

Nobody is thrilled with the schedules. Nobody is thrilled with the Pandemic. Not working as we all want.

Move events to 11 AM and 4 PM.

Roger Smith tongue-in cheek: Recommended Midnight AC meetings !!

- Thanked Sandy DeMartino as chair for 9 years.
- Moved the AC to recognize new life masters.
- Moved sincere thanks and appreciation to D16 and all its units U207, Paul Cuneo and Tourney Chairs. JW Marriott for service and cooperation. Celebrate Goodwill Day every day. We can be competitive and still be friendly, caring, and ethical.

Adjourned at 11:47 PM CST by Doug Couchman, Chair.

Respectfully Submitted,

Steve Moese

BoG Vice Chair

D11 BoG 1st Alternate Representative