



MINUTES – MEETING OF THE USA CRICKET BOARD OF DIRECTORS

Zoom Conference – December 2nd, 2023

Attendance

In-person: Venu Pisike, Chairman (VP), Kuljit Nijjar, Individual Director (KN), Arjun Gona, Individual Director (AG), Nadia Gruny, Player Director (NG), Atul Rai, Club Director (AR), Srinu Salver, Player Director (SS), Patricia Whittaker, Independent Director (PW), David Haubert, Independent Director (DH), Pintoo Shah, Independent Director (PS), Anj Balusu, League Director (AB)

Dr. Noor Murad (NM), CEO

Minutes Captured by: KS

Welcome Note and Agenda

- VP welcomed the Members and announced a quorum is met.
- VP requested the board to approve the agenda.
- VP had announced that NM has arrived in the US and welcomed him into the role of USA Cricket CEO

Approval of Previous Meeting Minutes

Approval is moved to next meeting.

Chairman's Report

VP has presented and provided updates on the items below.

1. CEO onboarding:
 - a. Temporarily operating from Atlanta
 - b. Transition of operations thru end of December
 - c. The CEO will prepare Operational Model for 2024, proposed staffing structure is shared with board.
 - d. Roles of committee's vs Management
2. Independent Director election may be delayed due to constitution change, ICC suggestions.
 - a. If the process cannot be started by Jan 10th, announce the delay and tentative timeline to members.
 - b. Appoint NGC as soon as the constitution is approved.
 - c. NGC start the process before Jan 10, 2024
3. ACE: Letter drafted by Lawyers raising the questions from the short-term contract is shared with ACE, waiting for response
 - Next steps:
 - What do ACE's Finances look like (2019 – 2023)?
 - Immigration details (how many players were brought in, etc)



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- Investor/partner agreements (which parties have been involved, who sanctioned the MLC, etc)
 - ACE is expected to pay USA Cricket \$1.2M in 2023.
4. Partnership updates: planning to visit Barbados along with Canada president.
- VP mentioned that CEO of Bermuda Cricket is interested in engaging with USA Cricket along with Cricket Canada to provide competitive opportunities for the national teams.
5. ICC Funding update
- a. Hybrid model for 2024 – grant is around \$2.5M (less than what we expected)
 - This \$2.5M includes the competition & scorecard grants.
 - b. Commercial/development grant of \$1M pending development committee review.
 - c. Model might change from 2025.
 - d. Strategic investment (ICC wants to see USA Cricket & ACE align on the contract before it invests any additional funds in American market)
 - AR reiterated that we cannot simply be reliant on ICC funding. We need to find other sources of funding.

Membership Portal

- The CEO presented the Working group recommendations after their review and analysis of various proposals. NG requested the key features; VP has requested the financial details including the cost. NM will share the details with the board. The decision has been postponed to the next meeting.
- NM & Working group utilized financial & technical criteria to evaluate RFPs from two vendors:
 - CricClubs
 - CricHeroes
- **CricClubs** scored higher on the criteria measures overall to provide USA Cricket with technology solutions, such as:
 - Build a membership database of significance.
 - Unify & engage the entire cricket community on a single technology platform and provide an enhanced domestic cricket experience for all.
 - Provide competition management & portal management solutions.

Constitution Amendments

- NG described various points that should be incorporated into the Constitution:
 - Jan 15 specific date when Directors' terms begin?
 - Cooling off period before Directors can run again after serving 6 consecutive years – 1 or 2 years? **2 years**
 - There was discussion around the staggered board – 'the terms of appointment of the



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Board of Directors shall be staggered so as to ensure continuity of institutional knowledge.’

- NG clarified the following:
 - USOPC did not tell us as a board that an MOU is an option.
 - If there are delayed elections, CO state law do not call for resignation
- Review Process: Sept 18 – CRWG Reviews Recommendations & Board Input; CRWG Provides Recommendations to Board; Board Reviews and Provides Feedback to CRWG; CRWG Considers & Incorporates Board’s Feedback; Legal Counsel Reviews, Provides Input & Drafts Constitution
 - Nov 22 – Membership Reviews & Provides Feedback; CRWG Considers & Incorporates Feedback; Legal Counsel Updates Draft Constitution; Dec 1 – Board Approves & Submits to Membership; Dec 31 – Membership Ratifies Constitution
- VP highlighted that because of the delays in the previous elections, the terms are ending in the middle of the year for many directors. For some, the terms end in April and for others, the terms end in August. Do we need to put anything in the Constitution to address how this situation will be handled? Extending their terms to the end of the year may not be received well by membership.
- SS asked if I run in 2025 and I get elected, should I get a two-year term or eight-month term?
- NG sought for feedback on lawyer’s suggestion that board could possibly be dissolved, and elections could then be run
- AB & AG: Entire board resigning does not seem to be the best solution for this.
- NG mentioned that 8 zones have been proposed for administration & governance purposes, so re-zoning should ideally be done. This requires approval from USAC membership.
 - Should California be split into North & South?
- VP emphasized that structure for national tournaments should be determined by the volume of players across the regions & hubs, not necessarily based on the zones.
- NG proposed the following:
 - Coaching under Development Committee?
 - Reduce Ethics Committee to **5 members**, 2 of which are players (have an odd number of members in each committee to avoid stalemate)
 - League Committee # of members? 8 zones – 1 rep/zone & 4 players
- AB stated that committees are formed for governance & policy making. HR is working toward operational issues, execution, planning, and recommendation development. For BCCI, the head coach hiring process is not run by the CEO. Instead, it is run by the technical committee, which directly reports to the board.
- PW highlighted that responsibilities of CEO and Board of Directors should be distinct. The CEO should be responsible for hiring all staff (with committees providing suggestions, etc).
 - The board is responsible for strategy, policy, etc whereas the CEO runs all of the day-to-day operations.
- NG clarified that we currently have no domestic pathways for softball cricket. Softball cricket should be included in our community, and there should be a membership structure for this. We could have a softball cricket league committee as a **sub committee**.
 - Should there be a separate committee for softball cricket or should this be integrated as part of the broader hardball cricket committee?

VP stated that anyone who is not being considered a voting member can be classified as an “associate member.” There is no need to have professional league membership.



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- The latest updates after Board and Membership feedback was presented and board members have spent several hours reviewing the key recommendations and providing further feedback.
- The final recommendations are yet to be signed off by the legal counsel, so a final decision on all CRWG recommendations will be moved to next week.
- VP had informed the board that a meeting will be held next Saturday to decide on key items including Membership Portal, CRWG updates and Strategic Areas.

Article 6: Members – Key Proposed Amendments

- VP mentioned that any league can become a member, but 8 clubs (consisting of men or women adult players) need to comprise the league at the minimum from a voting threshold & eligibility criteria perspective.
 - If you're not 18, you're not a voting member. There must be enough voting members in the club for it to be classified as a 'club.' There need to be 8 such clubs within the league for it to be classified as a 'league' that can vote.
 - Organizational Member definitions need to be clarified and eligibility criteria should be strengthened.
 - Discretion of USAC to accept/reject/withdraw membership without cause should also be removed.
- KS suggested that we should also factor in how many games are played at the different league levels to address the issue of ghost leagues.
 - KS emphasized that if a league had sufficient time to grow from 3 clubs to 8 clubs and yet failed to do so, we cannot allow them to vote.
- NG stated that if women's cricket is a priority, we should drive its adoption across the country. We should mandate women's programs across these leagues - whether it is a direct league initiative or it is a group of clubs within the league.
 - As NGB, we set the membership criteria with reasonable expectations & requirements.
 - We want leagues to openly embrace women's cricket, and there should not be a need to financially incentivize them for this.
 - It is far more important to change the attitudes of leagues and the broader cricket community to show receptivity to women's cricket.
- VP clarified that we cannot deprive a league from becoming a member just because they're unable to run a women's program.
- ICC has a new template for the budget, which can be prepared by NM & PS.

NG recorded Members feedback based on above discussions.

--- Meeting adjourned at the conclusion of CRWG updates discussion ----