



BARS Board Meeting Agenda 16 March 2023

BOARD MEMBERS PRESENT (*quorum achieved*): Jeff Gottlieb Michael Wellbrock Joe Randazzo
Stephen Torres Curtis Harding Aaron Esman Chance Hamlin Hal Anil Matt McCrea
Michael Stephan Tony Heck Anthony Fowler keith.ruben@bigapplerecsports.com Joel Penvose
Daveyy Sak Skylar Gottlieb Chase Tucker

COMMITTEE MEMBERS: John Casella, Tim Borbet, Andrew Vurlumis, Brandon White, Henry Evans, Justin Miller, Ryan Maher, Vanessa Danek, Thien Nguyen, Katie Forman, Peter Smith

1. OPEN DISCUSSION FROM THE COMMITTEES

- a. Tim Brown: Marketing regarding auxiliary dodgeball leagues

2. EXEC BOARD UPDATES

- a. Update: Special Election
 - i. Outcome of Weekend Ops - Congrats Skylar!
- b. Update: Corporate Governance Counsel

1. PROPOSALS

a. Proposal 1: Bylaw Change Regarding Board Terms

- i. **Discussion:** Re onboarding, change board term cycles to Jan-Dec. Elections *must* be announced by Nov 1 at latest (can be earlier) for voting on Nov 15.
- ii. **Motion / Second:** Anthony / Jeff
- iii. **Yes: 16 / No: 0 / Abstain: 0**
- iv. **Outcome: Proposal Passes**

b. Proposal 2: Additional Funding for Accessibility Audit

- i. **Discussion:** Audit from experts in accessibility standards to ensure our website is fully compliant
- ii. **Motion / Second:** Stephen / Keith
- iii. **Yes: 16 / No: / Abstain: 1**
- iv. **Outcome: Proposal Passes**

c. Proposal 3: Kickball Rule Change re: Pitcher's Mound

- i. **Discussion:** Clearly define the pitching mound to make it clearer when a play is over.
- ii. **Motion / Second:** Joe / Stephen



- iii. **Yes: 15 / No: / Abstain: 1**
- iv. **Outcome: Proposal Passes**

2. SPORTS UPDATES / DISCUSSION

a. BOWLING

- i. General Update
- ii. Winter season going smoothly, in talks with Frames to get balls rolling with Spring/Summer. Double session for spring (starting 4/16), looking at double for summer.

b. KICKBALL

i. General Update

- 1. Kickball Committee Meetings - no meeting to focus on registration, but agreement they should continue during the season
- 2. Ref payments for spring season - do we need to increase? There are valid arguments for and against, we should discuss more. Keep at \$25 per game for now.

ii. Monday League

- 1. Registration is this week!

iii. Wednesday League

iv. Saturday League

v. Sunday League

- 1. Registration is this week! Update on numbers?
 - a. 59 registered of 180 poss

c. DODGEBALL

i. No-Sting Sunday

- 1. Update: WGM Open Play. Successful so far, most attendees are entirely new to BARS!

ii. 8.5 Dodgeball

- 1. Update: Recruitment/Marketing Efforts & Registration Numbers
 - a. 99 registered so far of 180 poss, we should push to register more (flyers, etc)



- b. Most WGM open play attendees found out when sponsor bars re-posted stories.

3. PHILANTHROPY

- a. Organizing a visit at The Center for mid-April - aiming to discuss potential partnerships
- b. Meeting with God's Love We Deliver tomorrow afternoon to plan volunteer event for mid-April
- c. Also out to City Harvest for potential group volunteer initiatives

4. DEI & RECRUITMENT

- a. Update: Kush's discussion around DEI

5. TREASURY

6. PRESS & MARKETING

7. SOCIAL & EVENT

- a. All post plays are booked for the spring season. Carlos will add them to League Lobster once the season/teams have been input.
- b. Karaoke and a workout class are being planned for April. More details soon!
- c. Thursday 2/23 at 7pm - Kickball launch party at Industry. Please come!

8. WEB

- a. Hal's Update: Website/App

9. MISC

- a. Shirts/Pronouns
 - i. We will move forward, still in discussion about the best way to incorporate (marker vs iron on, etc). Will decide by Monday 3/20
- b. Next Board Meetings = April 6 & May 4
 - i. Please include future board dates in regular league communication



PROPOSAL 1

BYLAW CHANGE REGARDING TIMELINE OF BOARD TERMS

As a breakdown, the original language states under Article III:

Section 2. Election and Term of Office.

Board elections are held in conjunction with the conclusion of the spring sports seasons with the resulting officer transitions being announced within two (2) weeks of election votes being tallied. The date of elections will be announced no later than two weeks prior to the date of elections. The nominees getting the greatest number of votes will be deemed to have been elected as the new Board of Directors and shall take power at the next meeting of the Board, which shall not be more than two (2) weeks after the election votes being tallied.

The newly proposed language will read:

Section 2. Election and Term of Office.

Board elections are held in conjunction with the conclusion of the fall sports seasons with the resulting officer transitions being announced within two (2) weeks of election votes being tallied. The date of elections will be announced no later than two weeks prior to the date of elections. Elections will not take place later than November 15th of a calendar year. The nominees getting the greatest number of votes will be deemed to have been elected as the new Board of Directors and shall take power at the January meeting of the Board that following year, which shall not be more than two (2) weeks into January of that new year.

For ease, below is the crossed out language that is being removed, and bolded language that is being added:

Section 2. Election and Term of Office.

Board elections are held in conjunction with the conclusion of the ~~spring~~ **fall** sports seasons with the resulting officer transitions being announced within two (2) weeks of election votes being tallied. The date of elections will be announced no later than two weeks prior to the date of elections. **Elections will not take place later than November 15th of a calendar year.** The nominees getting the greatest number of votes will be deemed to have been elected as the new Board of Directors and shall take power at the ~~next~~ **January** meeting of the Board ~~that following year~~, which shall not be more than two (2) weeks ~~into January of that new year.~~ ~~after the election votes being tallied.~~



PROPOSAL 2

ADDITIONAL FUNDING FOR ACCESSIBILITY AUDIT

Introduction

The Board previously passed a proposal which allowed for a \$1,000 investment in accessibility improvements to our website.

Unfortunately, this is insufficient to meet our obligations to comply with WCAG 2.1, which is the de facto legal standard for accessibility compliance. After meeting with AccessiBe, a specialist in accessibility services, it was determined that a budget of up to \$5,000 would likely be needed to ensure full compliance with WCAG 2.1.

Proposal

A funding request for an additional **\$4,000** be used for an accessibility audit, bringing the total budgeted sum for accessibility improvements to **\$5,000**. The audit process will be led by Michael Stephan and Hal.

Overview of Audit Process

1. An accessibility expert at AccessiBe will [conduct a comprehensive audit](#) of each page of our website's form and function, which includes UI + UX (design + usability) evaluation, code inspection, and user navigation.
2. AccessiBe identifies a detailed list of all accessibility failures with descriptions, screenshots, and HTML / CSS failures
3. AccessiBe provides specific recommendations on how to resolve the issues
4. We implement the recommended fixes.
5. AccessiBe reviews our changes to ensure compliance.

Timeline

The audit will take somewhere from 10 - 20 business days. Depending on the extent of the issues, it may take an additional month or longer to implement these recommended changes and receive a stamp of approval from AccessiBe

Pricing

AccessiBe charges **\$450 per "template."** A template is a standard set of elements that may exist on multiple pages of our website. For instance - although we have individual product pages for each of our sports, they would be treated as one single template since the structure and design are identical for each.

While we don't yet have a specific quote, the salesman mentioned that typical e-commerce sites cost **\$3,000 - \$5,000**. Based on his initial consultation, he expected that our quote would fall into this range. A discount is available for non-profits; however, it is not yet clear whether we would be eligible. Most digital services, typically only offer discounts 501(c)3 orgs. We are a (c)7.

Additional Notes

- To minimize costs, we should try to standardize as many pages as we can prior to audit. For instance, some of the pages in our Terms and Policies are pure pdf or docx files, while others are
- It's also important that we and ensure they are updated, stylized the way we want and ready for audit by AccessiBe
- The \$450 **does not include** any review of future changes to our Templates. This means that if substantial changes were made to any of our pages, there would be no guarantee that these changes would be fully compliant without paying for another audit.



PROPOSAL 3

KICKBALL RULE CHANGES RE: PITCHER'S MOUND

CURRENT RULEBOOK RULE(S):

Logistics Section

1. The Field

2. The pitcher's mound will be in the center of the infield, equidistant from the 3 bases and home plate.

Gameplay Section

5. Pitching

3. Once the pitcher has the ball in control and retains possession on the mound, the play ends. A runner who is off base at this time may advance to the next base if they are past the midpoint between the previous base and the next base. Runners who are off base at this time and not past the midpoint must return to the previous base.

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PROPOSED CHANGE(S):

Logistics Section

1. The Field

2. The pitcher's mound shall be defined as the center of the infield, equidistant from the three field bases and home plate. The area of the pitcher's mound shall be designated by two cones, separated 6 feet apart, with the midpoint of the two cones equidistant between first base and third base. A pitching strip shall be used as an official marker as the midpoint of the pitcher's mound.

Gameplay Section

5. Pitching

3. Once the pitcher has the ball in control and retains possession on the mound (as defined in Logistics Section 1.2), referees shall deem the play over. A runner who is off base at this time may advance to the next base if they are past the midpoint between the previous base and the next base. Runners who are off base at this time and not past the midpoint must return to the previous base.