



SPORTS AUTHORITY OF THE
METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

MINUTES
BOARD OF DIRECTORS

GEODIS PARK – GOAL POST CLUB | THURSDAY, JULY 17, 2025 | 10:30 AM

ATTENDEES

BOARD MEMBERS: Cathy Bender (Chair), Aaron McGee (Treasurer/Secretary), Victoria Crawford, Don Deering, Tiffany Degrafinreid, Dan Hogan, Monchiere' Holmes-Jones, Russ Pulley, Emmett Wynn

STAFF: Monica Fawknorton (ED), Valda Barksdale, Brandon Little, Melissa Wells, Joshua Thomas (Metro Legal), Sam Keen (Metro Legal)

Visitors: Adolpho Birch (Titans), Katie Cafiero (Predators) Kyle Clayton (Predators), Carol Crawley (Cumming Group/BRG), Haley Davidson (Titans), Kellen DeCoursey, Adam English (Sounds), John Gromos (TBA/Titans), Kate Guerra (Titans), Ryan Harbour (Nashville Soccer Club), Peter Heidenreich (Hall Strategies), Brandon Hill (NSC), Heidi Hoeffner (Metro Finance), Sean Henry (Preds), Heather Hill (Cumming Group), Leticia Johnson (Titans), Kate Manning (Predators), Karzan Mohamad-Ali (Cumming Group), Shannon Myers (Titans), Lindsey Paola (NSC), Asher Rice (Cumming Group), Robert Sampson (RSAMPSON Consulting), Sharon Sepik (Metro Finance), Joshua Vaughn (Titans)

Call to Order

Chair Bender called the meeting of the Sports Authority Board of Directors to order, welcomed all to GEODIS Park and thanked NSC for hosting.

Public Comment Period Pursuant to TN Open Meetings Act, Tenn. Code Ann. § 8-44-101

There were no sign-ups for Public Comment.

Consider Approval of May 15, 2025 Meeting Minutes

Chair Bender asked if there were questions or comments pertaining to the May 15, 2025 meeting minutes. There being none,

Upon a motion made by Director McGee and seconded by Director Deering, the Board of Directors unanimously approved the May 15, 2025 meeting minutes.

Executive Director's Report

Executive Director Fawknorton began her report by thanking Metro Nashville Network (MNN) for their dedication to streaming Metro meetings, including the Sports Authority. She also expressed condolences on the passing of MNN's Production Coordinator Michael Kilbane who passed away in June. Mr. Kilbane was instrumental in overseeing the video production of the Sports Authority meetings for the past several years and contributed to a joyful work environment.

Executive Director Fawknorton directed the board's attention to Director Crawford, Fisk University Women's Basketball Head Coach. Director Crawford encouraged all to come out and support the Fisk Women's Basketball Golf Scramble on August 2 at Ted Rhodes Golf Course. Registration includes breakfast and lunch and an opportunity to invest in the team; check-in at 7:30am with an 8:30am Shotgun start.

Continuing her report, Executive Director Fawknorton shared that the Coliseum Global Sports Venue Alliance held its US Summit here in Nashville. Other Summits are held in Europe, Asia and the Middle East hosting a myriad of speakers facilitating dialogue between stadiums, arenas, leagues and experts; enabling them to learn from each other and establish relationships. She and Heather Hill participated in a panel discussion where they shared information on the New Nissan Stadium deal from the owners' perspective. Tours of Bridgestone Arena and Nissan Stadium were given; the city of Nashville was well represented.

Executive Director Fawknorton continued that executives of the Chiba Lotte Marines, one of 12 Japanese major level professional baseball teams, is scheduled to visit Nashville along with the mayor of Kimitsu City next week to learn about the latest ideas and trends in mixed-use development ballpark. They have chosen to visit First Horizon Park because they believe it to be one of the minor league ballparks in the country.

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Congratulations were extended to Ian Ayre who recently married and to Director Deering who recently celebrated 60 years of marriage.

Personnel Committee Report: Consider Recommendations to Amend the Executive Director's Contract

Director Don Deering reported that the Personnel Committee met on Wednesday, July 16 to consider the Executive Director's employment contract. The committee believes that Director Fawknorton's leadership of the department, coupled with the increase in responsibilities over the last few years as new venues have been constructed, warrants updates to her current contract.

The Personnel Committee unanimously recommended the following changes:

- 1) That the Sports Authority supplement Fawknorton's compensation by Metro with Sports Authority funds to bring her total salary to \$235,000. This is in line with similar positions around the country and a reflection of increased responsibilities over the past few years.
- 2) That the Sports Authority provides a one-year contract extension to the Executive Director's contract.
- 3) That the Sports Authority adjust the title to President.

Continuing, Director Deering reported that the committee noted the Executive Director is considered an employee of the Sports Authority and, in accordance with its bylaws, sets the pay of its chief executive. The Personnel Committee's recommendation was also shared with the Finance Committee. Finance Committee Chair Dan Hogan reported that he and his committee were involved in a comparison analysis of similar positions (also looking at size, structure, and compensation) across the country and, based on the data compiled, the Executive Director's salary is significantly lower than similar cities analyzed. Finance Committee Chair Hogan reported that the Finance Committee unanimously supports the recommendations.

Upon a motion made by Director Deering and seconded by Director McGee, the Board of Directors unanimously approved the above Recommendations to Amend the Executive Director's Contract

Finance Committee Report

Finance Committee Chair Dan Hogan reported that the Finance Committee also met on Wednesday, July 16. In addition to the proposed amendments to the Executive Director's contract, Hogan reported that the Finance Committee also considered and recommends approval of the following:

- a. A Resolution Approving Expenses Related to Sports Authority Staff and Board Member Professional Development: Staff recommends that an amount equal to 3-4% of staff salaries be designated for staff development and for board development in an amount not to exceed \$20k. To be funded from Fund 30289.

Upon a motion made by Director Hogan and seconded by Director McGee, the Board of Directors unanimously approved the Resolution Approving Expenses Related to Sports Authority Staff and Board Member Professional Development in an amount equal to 3-4% of staff salaries and an amount not to exceed \$20k for board members.

- b. Resolution Authorizing Expenses Paid to Capital Project Solutions, Inc (CPS) for Services Related to Sports Authority Obligations at First Horizon Park and Authorizing Future Emergency Maintenance Expenses: CPS assisted in removing exposed irrigation lines on the west side of First Horizon Park on property owned by the Sports Authority. The resolution is requesting authorization for reimbursement of expenses to CPS in the amount of \$1,940 for their assistance. Additionally, for future emergency maintenance expenses related to Sports Authority facilities, the resolution also seeks to authorize funding obligations in an amount not to exceed \$5,000 per incident.

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Upon a motion made by Director Hogan and seconded by Director Deering, the Board of Directors unanimously approved the Resolution Authorizing Expenses Paid to Capital Project Solutions, Inc (CPS) for Services Related to Sports Authority Obligations at First Horizon Park in the amount of \$1,940 and Authorizing Future Emergency Maintenance Expenses not to exceed \$5,000 per incident.

- c. A Resolution Approving the Redetermination of the Pro Rata Funding Percentages as Provided in the Construction Funds Trust Agreement for the New Enclosed Football Stadium: Monthly stadium construction costs are funded through pro-rat draws from the Authority, State, PSL sales and StadCo (Titans). PSL proceeds have far exceeded expectations and StadCo has proposed a reordering of the way stadium project costs are funded. Legal Counsel Thomas reported that because the PSL funds have earned significant interest and are well in excess of the amount that originally determined the pro-rata funding percentage for the PSL account, StadCo is proposing the following remedy: First: Pausing all draws from the State, Sports Authority and StadCo until all PSL Funds have been spent. Second: Once all PSL funds have been spent, pro rata funding will revert back to the original percentages. Pausing withdrawals from the Sports Authority and the other sources may possibly benefit them by allowing those sources to gain interest. Metro's Bond Counsel Bass, Berry & Sims as well as Metro Legal recommend approval.

Upon a motion made by Director Hogan and seconded by Director Deering, the Board of Directors unanimously approved the Resolution Approving the Redetermination of the Pro Rata Funding Percentages as Provided in the Construction Funds Trust Agreement (CFTA) for the New Enclosed Football Stadium

- d. A Resolution Approving both the First Amendment to the Lease Agreement for Bridgestone Arena and the First Amendment to the Southeastern Conference Basketball Tournaments Agreement: The Sports Authority's not to exceed reimbursement amounts in both agreements were based on a 13 game & 14 team format. In 2025 the SEC Men's Basketball Tournament expanded to 16 teams, resulting in a longer tournament and additional expenses. The amendments revise the payment schedules in the agreements to reflect the increased cost associated with the additional teams and games at no net cost to the Sports Authority.

Upon a motion made by Director Hogan and seconded by Director Degrafinreid, the Board of Directors unanimously approved the Resolution Approving both the First Amendment to the Lease Agreement for Bridgestone Arena and the First Amendment to the Southeastern Conference Basketball Tournaments Agreement

- e. Consider a Resolution Authorizing Reimbursement of Funds to Powers Management, LLC for Costs Associated with Hosting the 2025 SEC Tournament: The 2025 Invoice Packet submitted by Powers Management requests reimbursement of \$1,417,611 for cost associated with hosting the 2025 SEC Tournament expenses.

Upon a motion made by Director Hogan and seconded by Director McGee, the Board of Directors unanimously approved the Resolution Authorizing Reimbursement of Funds to Powers Management, LLC in the amount of \$1,417,611 for Costs Associated with Hosting the 2025 SEC Tournament

GEODIS Park & NSC Host Facility Report

Lindsey Paola, Chief Business Officer reported that the NSC debuted its third kit, a nostalgic throwback to the 90's era of when the first World Cup was hosted in the U.S. in 1994. The kit proved to be a lucky charm giving NSC a win over Columbus which places the team in second place in the Eastern Conference and in third place overall in the league. The team is enjoying several first: it's the first time they are in the U.S. Open Cup semi-finals, three players are participating in the MLS All-Star game and *The First Match On Us* debuted on July 5 which invites two first time visitors to GEODIS Park and provides them with two free tickets to a match.

Continuing, Ms. Paola reported that several international teams played at GEODIS Park during the FIFA Club World Cup in June, on August 2 they hosted Aston Villa FC one of the top Premier League teams in England and on September 9 Mexico will take on South Korea. Fans visiting GEODIS Park came from Tunisia, New Zealand, Argentina and Saudi

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Arabia with an attendance of about 14-17k for each match. Additionally, FIFA President Gianni Infantino surprisingly announced that FIFA will gift \$1M to each city that hosted FIFA Club World Cup matches. He also emphasized how GEODIS Park has elevated professional soccer venues in the U.S

Ms. Paola noted that the annual report for the Community Benefits Agreement {CBA} (in conjunction with Standup Nashville) will soon be distributed to the board. A few highlights stemming from the agreement include: NSC will donate nearly \$19k in new and used soccer equipment and accessories to local Metro schools; Annually NSC provides up to ten need-based scholarships for Summer Soccer Camps to youth living in the Napier and Edgehill Promise Zones; and NSC hiring practices include efforts to employ qualified local Promise Zone residents and have increased wages from \$17/\$20 to \$20/\$23.

Brandon Hill, Head of Community Engagement, noted that the CBA is one of its kind in Nashville and hosts eleven programs in the community, serving 6k to 7k youth per year and are committed to youth, health and inclusion. One area of NSCs commitment to inclusion is NSC Special Olympic Unified Team where 23 players with and without intellectual disabilities from 16 schools across Middle TN are invited to compete against other Unified Teams. They played at Soldier Field Chicago, Mercedes-Benz Stadium Atlanta and Bank of America Stadium Charlotte. Mr. Hill shared a News 5 video clip spotlighting NSCs partnership with Special Olympics Tennessee.

Mr. Hill also reported on NSCs collaboration with Nashville's other professional sports teams (Predators, Sounds & Titans). The partnership includes venue sustainability efforts as well as community engagement.

Director Deering recognized Ryan Harbour, NSCs Chief of Staff for his service in the United States Army Special Forces.

Nissan Stadium: Authority Construction Representative Report

Heather Hill, Vice- President, Cumming Management Group reported that good progress is being made on the Open MOU items and communications from Metro and the Titans have been instrumental in ensuring that the Stadium will have the best fan experience and a long-standing venue. Karzan Mohamad-Ali, Senior Project Manager reported that the Cumming Group walks the construction site every day focusing on quality & safety related items and job completion timeliness. Any concerns are presented to the Titans and contractors during weekly quality meetings in an open forum/transparent manner and are typically resolved within the week. Pay applications and change orders are reviewed monthly, Cumming is intricately involved in pre-installation meetings and the procurement process is at about 95% complete. The relationship with CAA ICON (Titans' Owner's Representative) is going very well. Executive Director Fawknorton noted that Mr. Mohamad-Ali also participates in the weekly Cumming Group/Sports Authority meetings and has been very insightful.

Titans DBE Update & New Stadium Monthly Progress Update

Kellen DeCoursey, Titans Project Executive, reported that the construction project remains on schedule despite the heat and rain. As of the end of June, labor hours have eclipsed 2,000,000 with over 1,300 workers on site daily. Mr. DeCoursey shared an aerial image of the construction site highlighting the completed steel work, 40% of pre-cast stadia installed and the first of 50 ring beams being set that will form the circle of the clear roof, a major milestone for the project. Installation of the exterior façade will begin in August.

Adolpho Birch, Titans Chief External & League Affairs Officer, reported that the project is nearing \$100m in DBE (Disadvantaged Business Enterprise) spending: WBE (Women-Owned Business Enterprise) \$41.8M; MBE Minority-Owned Business Enterprise) \$36.3M and SBE (Small Business Enterprise) \$19.5M with payouts to 77 DBE firms. Total DBE payouts a year ago were \$3.9M to 16 DBE firms which reflects the Titans commitment to continued growth in managing and maintaining the DBE goals. Of the 277 firms involved in the project, 114 are Tennessee based firms.

John Gromos, Tennessee Business Alliance, Principal in Charge reported as of the end of June, 60% of the workers are minorities, comprising nearly 2/3 of the 2M work hours and 16% of the laborers are from Promise Zone area averaging about 20% of labor hours. The project averages 75k hours per week and yesterday the number of workers on site hit a peak of 1,418. Continuing, Mr. Gromos reported there was one recordable incident in June. While an electrician was

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raising the lift, not realizing his hand was in the wrong location, it was injured resulting in a hand contusion. There were 8 new First Aid cases (180 in total) resulting from minor bumps and bruises. The TRIR Rating (Total Recordable Incident Rate) as of today is .99; the goal is .5 and to avoid any additional recordables. The national average is 1.7 and Tennessee's average is 1.9.

Health and Wellness exams are ongoing and involve a heat stress management plan including cooling stations, blood pressure checks and distribution of electrolytes & popsicles. Director Pulley asked whether the TRIR rating is influenced by the severity of the injuries or is it simply reportable incidents? Mr. Gromos noted that there are 11 recordable incidents to date (stitches, a broken bone) and zero lost time recordables. Director Hogan questioned whether the employee with the broken bone was able to return to work to which Mr. Gromos reported a pipe rolled onto the worker's foot resulting in a hairline fracture. The worker returned to work the next day and was placed on light duty.

Adolpho Birch, Chief External & League Affairs Officer noted that TC2, the Titans' Workforce Development program has been expanded to a cohort of 18 participants for a six-week opportunity to earn various trade certifications. All will be invited to and are encouraged to attend their graduation in late August, early September. Additionally, the Titans' One Community's First & Goal Small Business Assistance Program which partners with Citizens Bank, Corner to Corner and NBIC offers loans and grants to small businesses. The application process is open to the public and an interest form can be found at tennesseetitans.com.

Facility Questions

Director McGee expressed kudos to GEODIS Park for hosting Nashville Entrepreneur Day on May 15. The event was well received by Mayor O'Connell and the community.

Adjourn

Chair Bender announced the next meeting is scheduled for Thursday, August 21 at Nissan Stadium.

Respectfully submitted, Valda Barksdale, Metro Nashville Sports Authority

YouTube Link:

<https://www.youtube.com/watch?v=w2q0ybrDE-I>