



USA RACQUETBALL BOARD OF DIRECTORS  
Teleconference  
Monday, January 28, 2019  
5:30 pm Mountain

MINUTES

Blue = Board votes

Green = Action items

Call to Order: 5:32 pm MT

In attendance: Joel Barshaw, Thurman Brooks, Jonathan Clay (Treasurer), Michelle De La Rosa (Athlete Rep), Jose Diaz (Athlete Rep), Scott Fish (Vice President), Mike Kiedrowski, Cheryl Kirk (Secretary), Joanne Pomodoro, Terry Rogers, Aimee Ruiz (Athlete Rep -- ExCom), Cindy Tilbury, Mike Wedel (Executive Director), Dan Whitley (President)

A quorum was achieved. President Whitley provided prior notice of the meeting.

Roll Call, Intro, Approval of Minutes, and Action Item Review (Dan Whitley & Cheryl Kirk)

Dan stated he had a conflict and must leave the Board call early; Cheryl to moderate upon his departure.

Approval of Minutes – Meeting 1/7/2019 -- Cheryl Kirk

Terry Rogers moved to approve the 1/7/2019 meeting minutes

Thurman Brooks seconded the motion

Discussion: None

Vote: Passes unanimously

**ACTION ITEM REVIEW -- Board of Directors Meeting -- January 7, 2019**

Election Committee (Terry Rogers, Chair) to report back to the Board at the next Board meeting (1/28/19) regarding a communication plan/approach to provide an election update to the membership. *Reporting on status at this meeting.*

Scott Fish to email USAR Board members with information on Slack. **NOT COMPLETE**

Scott Fish to contact US Team Committee Chair Larry Haemmerle regarding committee votes made or pending. *Dan Whitley completed this item.*

Scott Fish to craft a message to the membership relative to Board/staff activities and decisions and send to the Executive Committee for review. **DONE, reviewed, Bios from Renee received. Need to put into document.**

By the February Board meeting (2/25/19), Scott Fish to collaborate with Mike Wedel to procure the most recent committee document; contact committee chairs for their rosters (with an associated deadline); revise the document and post it on the website. **Work in progress.**

As a top priority, USAR Board members to complete any outstanding SafeSport activities by the next Board meeting (1/28/19). *Mike Wedel to provide compliance report at this meeting.*

Mike Wedel to provide a SafeSport state association compliance update at the next USAR BOD meeting (1/28). *PENDING -- staff currently analyzing state compliance.*

#### US Team Committee (Cheryl Kirk)

Motion by Cheryl Kirk: Aimee Ruiz to create a fifth Social Media document entitled USA Racquetball Representatives: (including but not limited to) Coaches, Assistant Coaches, and Independent Contractors.

Second: Jonathan Clay

Discussion: No

Vote: Passes unanimously

Motion by Cheryl Kirk: Add Social Media Policy agreement completion to the terms of the USAR US Team Head Coach and US Junior Team Head Coach contracts effective January 1, 2019.

Second: Jonathan Clay

Discussion: No

Vote: Passes unanimously

#### US Team Committee Recommendations for Ratification to the USA Racquetball Board of Directors

January 28, 2019

#### DECISION #1

**EFFECT US TEAM HANDBOOK REVISIONS PER POLICY REVISIONS AS DESCRIBED IN POINTS 1-5 BELOW:**

1. Add the following introductory paragraph to the US Team Handbook:

#### *U.S. National Racquetball Team*

*The men and women players who become members of the U.S. National Racquetball Team each year are determined by the results of their performances at various events throughout the year as described at <https://www.teamusa.org/usa-racquetball/programs/team-usa>. Each year's Intercollegiate Champions (#1 male and female) also become members of the U.S. National Racquetball Team. National Team members are selected for participation in team competitions as described in paragraph II A 1 of this Handbook.*

2. Add the following paragraph to the Team Event Selection section:

*The Intercollegiate Champions are members of the U.S. National Adult Team and are entitled to the associated benefits, but they are not part of the "player pool" used to form a competition team.*

3. Revise paragraph II A 1 that reads "**#1 Gold National Intercollegiate Champion**", i.e. delete #5.

5. In all instances, update the Executive Director's name in the US Team Handbook and Contract document. This point is administrative in nature.

**Motion by Cheryl Kirk: Ratify points 1,2,3 and 5 per the US Team Committee's recommendations.**

**Second: Terry Rogers**

**Discussion: No**

**Vote: Passes unanimously**

#### **DECISION #1A**

This consideration of point 4 was separated from points 1, 2, 3, and 5 above to allow for discrete extended discussion as needed.

4. Revise paragraph II B 5 of the US Team Handbook by inserting the highlighted words below.

*It is also possible that one or more players may qualify as both a singles and doubles player. With the agreement of the Head Coach, that player may choose, on an event-to-event basis, to play either singles or doubles or both. If necessary, the Head Coach may ask other players whether they want to play both singles and doubles. **If a player qualifies for both singles and doubles, the Coach may choose to limit that player to playing in one event only of the player's choice. The player in question may appeal the coach's decision to the National Team Committee.** Playing in two events is usually not an ideal solution due to the rigors of competition. This decision may also affect the selection procedures described above.*

No vote was taken on this item. The Board requests that the committee develop detail on the delegation submission process and appeal process, including enhanced verbiage to clarify the player's recourse to appeal the coach's decision; approval path after an appeal is submitted; etc. The Committee is requested to re-submit this item upon completion.

#### **DECISION #2**

##### **US TEAM HEAD COACH CONTRACT EXTENSION**

The US Team Committee recommends that the Board of Directors ratify an extension to US Team Head Coach Dave Ellis's contract from January 1, 2019, to one month after the close of the Pan American Games, i.e. September 12, 2019.

**Motion by Cheryl Kirk: Ratify an extension to US Team Head Coach Dave Ellis's contract from January 1, 2019, to one month after the close of the Pan American Games, i.e. September 12, 2019, with the same terms as the recently expired contract but adding a Social Media Policy agreement completion requirement.**

**Second: Joanne Pomodoro**

**Discussion: None**

**Vote: 8 yes, 2 no, 1 abstention**

#### **DECISION #3**

##### **US TEAM JUNIOR HEAD COACH CONTRACT RENEWAL**

The US Team Committee recommends that the Board of Directors renew US Junior Team Head Coach Charlie Pratt's contract with the same terms as the initial contract and an amended expiration date of December 31, 2020.

**Motion by Cheryl Kirk: Ratify the renewal of US Junior Team Head Coach Charlie Pratt's contract with the same terms as the initial contract but adding a Social Media Policy agreement completion requirement, with an amended expiration date of December 31, 2020.**  
**Second: Terry Rogers**  
**Discussion: None**  
**Vote: Passes unanimously**

**Action Item -- Cheryl Kirk to report the results of Board discussion and votes to US Team Committee Chair Larry Haemmerle and to the US Team Committee members.**

Discussion took place relative to compensation of US Team and US Junior Team coaches -- Head Coaches and Assistant Coaches.

**Action item -- By next Board meeting on 2/25/19, Mike Wedel and Thurman Brooks to present a recommendation on providing enhanced compensation for US Team and US Junior Team coaching staffs.**

**Office and Staff Update (Mike Wedel)**

The office move to El Pomar/Columbine Cottage was fairly smooth except for a minor phone system challenge. The staff worked diligently and effectively to complete the move.

**USOC/Boardspan Board Assessment (Mike Wedel)**

The USOC has introduced a Board Assessment initiative to assist in helping to improve Board effectiveness. They have have partnered with Boardspan in utilizing an innovative approach. This is distributed and paid for by the USOC. The USOC is hoping for compliance by all NGB Board members; 11 of 13 USAR Board members have completed the assessment to date.

**SafeSport: Board and State Compliance (Mike Wedel)**

The USAR Board of Directors is 100% compliant with the exception of two background checks that have been submitted (results not in yet).

USAR staff members are currently analyzing state SafeSport compliance.

**Action Item: Mike Wedel to present an update on state SafeSport compliance at the 2/25/19 meeting.**

**HOF Vote on New Inductees (Cheryl)**

Hall of Fame Nomination Information was forwarded to the Board prior to this meeting.

**Motion by Cheryl Kirk: Accept the recommendation of the HOF Committee to induct Malia Bailey into the USAR Hall of Fame in 2019.**

**Second: Terry Rogers**  
**Discussion: None**  
**Vote: Passed unanimously**

**Motion by Cheryl Kirk: Accept the recommendation of the HOF Committee to induct Cheryl Gudinas into the USAR Hall of Fame in 2019.**

**Second: Joanne Pomodoro**  
**Discussion: None**  
**Vote: Passed unanimously**

**Mike Wedel to communicate Hall of Fame approval results back to the Hall of Fame Committee.**

**WOR (Cheryl Kirk per Dan Whitley)**

No current news for the Board.

**Scholarship Committee (Cheryl Kirk per Dan Whitley)**

The Scholarship Committee is submitting rankings for the 20+ applicants to Dan Whitley.

**Action Item: Dan Whitley to compile and submit the Scholarship Committee's proposed recipients to the Board in February for ratification via electronic vote.**

**High School Committee (Cheryl Kirk per Dan Whitley)**

The High School Committee just finished another round of evaluations on scoring method alternatives. No new results or improvements. Still exploring other options for potential improvements, but no recommendations are on the horizon in the future.

**Election Committee (Terry Rogers)**

Per the action item from the 1/7/19 meeting, Terry Rogers provided the communication plan/approach for an election update to the membership:

A new member announcement will be provided to USAR members in February via the USAR website, USAR's Facebook page, and via email blast. A draft will be presented to the Executive Committee (minus Dan Whitley and Cheryl Kirk).

**Marketing Committee (Aimee Ruiz)**

A conference call was held on 1/10. Several designated committee members did not or could not attend. Mike Wedel, Jonathan Clay, Scott Fish, and Aimee Ruiz attended. Marketing creative ideas were discussed relative to rebranding USAR, putting an RFP to gather rebranding ideas, whether on the website or via social media. The ideas will be explored in 2019 for possible inclusion in the 2020 budget.

**Membership Committee (Scott Fish)**

No update available.

**Google Assessment/Web Site (Mike)**

Information was forwarded with this meeting's agenda: ListenFirst Google analytics report, 2013-2018.

Questions under consideration: How do we use our other activities to get people onto our website? This is important since it affects the support funds we receive from the USOC. Need to find out how much of a financial hit we take for nonperformance. Several ideas were shared on this call. The Marketing Committee will likely have the best grasp on how to use this.

**Action Item: Mike Wedel to contact Marketing Committee Chair Aimee Ruiz and Scott Fish to explore the use of the Google Analytics report.**

**"States" Committee (Michelle De La Rosa)**

Working on a name for the committee. Michelle has reached out to Renée Gundolff to get state contact information and to hear ideas regarding structure based on other NGB benchmarking.

**National Events Committee (Mike Wedel)**

A committee meeting took place last week where National Doubles was a main topic. The next committee meeting is scheduled for 2/20/19. The committee will be seeking suggestions for next year's schedule -- ideas, clubs not yet considered. Currently looking at different locations for 2020 Intercollegiates, e.g., LSU; visited North Carolina and the Longhorn event in Texas.

**Fundraising Committee (Cindy Tilbury)**

Short update provided.

**Action Item: Cindy Tilbury to request that Fundraising Committee Chair Geoff Peters schedule a committee call before National Doubles.**

**Financials Update (Mike Wedel & Thurman Brooks)**

Going back to hard copy magazine is under consideration -- estimates are substantial.

Thurman Brooks:

- 2018 numbers -- relatively correct and nearly finalized
- Working with Jonathan Clay on finalizing the budget draft to get it approved and ready to present to the Board.
- Form 1099s were sent out in late January.
- US OPEN deposit received.
- No significant accounts receivable -- some funds are due from our sponsors.
- Memberships are flat to slightly down. Fundraising is helping to bridge gaps.

**Post-board meeting communication to membership, transparency (Scott Fish)**

Per action item review, Cheryl and Scott will collaborate on putting relevant information into the already-created document.

**Outstanding Items**

An update was given on outstanding issues relative to a former employee. The details of this report reside with the Secretary of the Board.

**Next Board Meeting**

Monday, February 25, 2019, 5:30 pm MT

**Joanne Pomodoro moved to adjourn, Terry Rogers seconded.**

**Adjourned at 7:31 pm MT**

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**Materials/information provided prior to the meeting:**

- Meeting Minutes for approval -- January 7, 2019
  - 2018 NGB ListenFirst Google Analytics Report
  - US Team Committee Recommendation for Ratification
  - Hall of Fame Nomination Information -- Malia Bailey and Cheryl Gudinas
  - 12-2018 Financial Package
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**Action Item Review -- Board of Directors Meeting -- January 28, 2019**

**By the February Board meeting (2/25/19), Scott Fish to collaborate with Mike Wedel to procure the most recent committee document; contact committee chairs for their rosters (with an associated deadline); revise the document and post it on the website. *Work in progress.***

**Aimee Ruiz to create a fifth Social Media document entitled USA Racquetball Representatives: (including but not limited to) Coaches, Assistant Coaches, and Independent Contractors.**

**Mike Wedel and Renée Gundolff to add Social Media Policy agreement completion to the terms of the USAR US Team Head Coach and US Junior Team Head Coach contracts effective January 1, 2019.**

**Cheryl Kirk to report the results of Board discussion and votes to US Team Committee Chair Larry Haemmerle and to the US Team Committee members.**

**By the next Board meeting on 2/25/19, Mike Wedel and Thurman Brooks to present a recommendation on providing enhanced compensation for US Team and US Junior Team coaching staffs.**

**Mike Wedel to present an update on state SafeSport compliance at the 2/25/19 meeting.**

**Mike Wedel to communicate Hall of Fame approval results back to the Hall of Fame Committee.**

**Dan Whitley to compile and submit the Scholarship Committee's proposed recipients to the Board in February for ratification via electronic vote.**

**Mike Wedel to contact Marketing Committee Chair Aimee Ruiz and Scott Fish to explore the use of the Google Analytics report.**

**Cindy Tilbury to request that Fundraising Committee Chair Geoff Peters schedule a committee call before National Doubles.**