



USA RACQUETBALL BOARD OF DIRECTORS

Video conference via Zoom

Monday, June 29, 2020

5:30 pm MT

MINUTES

Called to order by President Dan Whitley at 5:32 pm MT

Attending: Thurman Brooks, Michelle De La Rosa (Athlete Rep - ExCom), Scott Fish, Mike Grisz, Mike Kiedrowski, Cheryl Kirk (Secretary), Danielle Maddux (Athlete Rep), Charlie Pratt (Athlete Rep), Terry Rogers, JD Shelton, Stewart Solomon (Vice President), Cindy Tilbury, Mike Wedel (Executive Director), Dan Whitley (President)

Not attending: Steve Czarnecki (Treasurer)

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

Approval of Minutes - Cheryl Kirk

Motion by Mike Grisz to approve the [May 26-27, 2020, Annual Board meeting minutes](#) forwarded prior to this call.

Seconded by Thurman Brooks

Discussion: None

Vote: Passed unanimously

Conflict Disclosures - Cheryl Kirk

Cheryl pointed out the value of this document not only to identify potential conflicts of interest but also to highlight Board members' depth of experience and skills.

Pre-Read Discussion Overviews

Executive Committee Update - Dan Whitley

Discussion topics from pre-read included ExCom meetings; Board composition work; Board engagement; support to Executive Director Mike Wedel in the areas of memberships, budget considerations, and USOPC support; US OPEN.

Executive Director Update - Mike Wedel

Discussion topics from pre-read included a staff and contractor update; USOPC Digital Media Agreement; US OPEN decision on 7/13 with streaming session on 7/15; newsletter coming in place of magazine for now; enhanced communication with USAR members and the racquetball world via social media (on our platform), newsletter, website, email, etc.

Staff adjustments in sight of financial challenges due to COVID-19: furloughing a staff member tomorrow. Executive Director taking a 20% pay cut and two remaining staff members taking

10% cuts. These moves will result in savings of 23-24% on payroll. Other changes may come later. We need to find about \$100k. Board members may be asked to fill in on additional needs.

Giving Games -- 28 of 32 NGBs are involved in this national TV fundraising function for sports organizations. Scheduled for July/August. We pay \$2,500 to participate. Negotiating with Netflix, Facebook, and NBC.

Financials - Mike Wedel for Steve Czarnecki

Discussion surrounding submitted documents. US OPEN possibilities; cash flow; staffing; loss of USOPC \$50k website platform; USOPC relationship.

Board Composition/Election Proposal - Dan Whitley, Michelle De La Rosa, Cheryl Kirk

Dan covered off on the initiative. The Board must be comprised of needed skills going forward. Board composed of people with skills we need. Our Board is heavily skewed toward elected members vs. appointments. Other NGBs are predominantly appointments. This would be a gradual transition process.

Motion by Mike Grisz to direct the Legislative Committee to move forward on crafting bylaws, election committee verbiage in the bylaws, and election procedures for the Board's approval to reflect the Board Composition Plan as presented at the June 29, 2020, meeting.

Seconded by Cindy Tilbury

Discussion: Basically going to more of an appointed vs. a popular vote.

Still allowing for a popular vote. An idea was articulated to have revise the current general election approach (which is poorly supported by the members) and instead have state board members act as delegates and cast votes on behalf of their states for elected positions to the national board. The number of athlete reps may change from 20% to 30% in the future (per USOPC).

Vote: Passed unanimously

Michelle De La Rosa left the meeting.

Hall of Fame/Awards Committee -- Terry Rogers and Mike Wedel

Pre-reads sent did not clearly state what the revisions were. Information will be presented to the Board later since this is not a time-sensitive proposal.

US Team Committee: Junior Team Selection Process - Charlie Pratt and Cheryl Kirk

Per the pre-read, a timeline update was presented. Sixty-six athletes sent three-part applications. The process is entering Phase II whereby the juniors will be submitting weekly videos through July. Overall a meaningful experience for everyone involved.

Strategic Plan/Concrete Initiatives

The Board discussed next steps for the association at length, i.e., Staff, Board, and Committee involvement in the development and execution (to completion) of specific initiatives that can help sustain USAR over the summer. What can we, as both a Board and as individuals, literally do right now?

Discussion surrounded utilizing a completely engaged Board. With the absence of events and with government mandates controlling much of what can be done, we have little control

ourselves. As an event organization that depends on sanctioning and memberships, our activities must center on creation of a shorter-term emergency/survival plan vs. devising a longer-term strategic plan.

For concrete initiatives, the Board compiled a list of initiatives and ideas to explore in the areas of fundraising, value to states/members, communication, etc. A complete account of the discussion is available in the Secretary's notes from the meeting.

*Danielle Maddux left the meeting at 7:38 pm
Scott Fish left the meeting.*

Outstanding Items: None

Next Meeting: July 27, 2020

**Motion to Adjourn: Mike Grisz
Seconded by Terry Rogers**

Adjourned 8:05 pm MT

Pre-Read materials provided to Board by President Dan Whitley, Secretary Cheryl Kirk, and Treasurer Steve Czarnecki prior to the meeting:

Administration

USAR BOD Meeting Agenda 6/29/20
USAR BOD Minutes 5/26-27/20 - Annual and Reconvened
BOD Conflict Disclosures dated 5/27/20

Committee/Project Updates

Executive Committee Update 6_26_20
Executive Director Update 6_24_20
USAR BOD -- Board Composition/Election Proposal 06292020
US Team Committee -- US Junior Team Selection Process 06292020
Hall of Fame/Awards Committee -- Annual Award Proposed; HOF Criteria; Revised Minutes 6/23/20

Financials

Finance 1 -- Finance Memo to Board (2020-6-26)
Finance 2 -- Balance Sheet (May 2020)
Finance 3 -- USAR PL vs. SPLY (May 2020)
Finance 4 -- USAR PL vs. Budget (May 2020)
Finance 5 -- Cash Flow Analysis (June 2020 Board Meeting)
Finance 6 -- Memo to Board - USOPC Financial Relationship (2020-6-26)