



USA RACQUETBALL BOARD OF DIRECTORS
Monday, October 26, 2020
5:30 pm MT
Videoconference via Zoom

MINUTES

Called to order by President Dan Whitley at 5:34 pm MT

Roll Call – Cheryl Kirk

Attending: Steve Czarnecki (Treasurer), Michelle De La Rosa (Athlete Rep - Ex Com), Scott Fish, Mike Grisz, Cheryl Kirk (Secretary), Danielle Maddux (Athlete Rep), Charlie Pratt (Athlete Rep), Terry Rogers, Stewart Solomon (Vice President), Cindy Tilbury, Mike Wedel (Executive Director), Dan Whitley (President)

Not in attendance: Thurman Brooks

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

Approval of Minutes - Cheryl Kirk

Motion by Terry Rogers to approve the September 28, 2020, Board meeting minutes forwarded prior to this call.

Seconded by Mike Grisz

Discussion: None

Vote: Passed unanimously

Executive Committee Update (Dan Whitley)

The Executive Committee met Friday, October 9. The Executive Director update provided by Mike Wedel for this meeting contains the topics that were covered in the 10/9 ExCom meeting.

Executive Director and Staff Update (Mike Wedel)

Mike Wedel covered fundraising (past results and future plans); \$20,000 business relief grant obtained from El Paso County; Serving Up the News newsletter; R2 ranking system updates and WOR ranking system; staff project updates.

Mike shared recent frustrations with SafeSport. USAR will be receiving a report stating non-compliance for not following through with now-defunct upgrade requirements that would have cost thousands of dollars. A suggestion was made that documentation be created to chronicle the difficulties USAR has experienced with SafeSport.

5:43 pm Staff members Connor Shane and Renee Isherwood joined the meeting to update the Board on their activities.

RENEE ISHERWOOD

Fundraising

- Little Green Light software is being implemented with a planned bulk upload of all current members (projected completion early December 2020).

- Giving Tuesday is December 1st and a page has been created on the USAR website.
- USAR face coverings will be a thank-you gift for donations \$40 and up.
- A holiday greeting card has been designed and will be sent to this year's donors. This is a thank-you card only and does not solicit new donations.
- An end-of-year appeal will be sent in December. State Directors have already received one, and Board member donations before year-end will be gratefully received.

Communication

- Managing and updating website, communicating with members via iContact email, posting on social media
- In the process of transitioning the WOR website over to USAR's page -- projected year-end completion
- Administrating newsletter content with Cheryl Kirk and Aimee Ruiz
- Managing Board election posts for Election Committee
- Finished USOPC review (audit)
- Managing creation of USAR Transgender Inclusion Policy.

CONNOR SHANE

Event Analytics (presentation in 10/26 meeting folder)

- Shared a number of slides relative to sanctioned event decline over last six years and event density fluctuation (less events but more people attending per event).

National Championships Schedule

- This is not easy to pinpoint due to COVID but working on potential logistics if the pandemic takes a turn for the better.

Financials Update (Steve Czarnecki)

USAR financials remain on a general downward trend as the pandemic continues. Membership revenue in September came in 71% worse than budget, actually a little better than expected. Grants have been procured, and low-interest loans are in place to assist as a last resort. Cash forecast improved due to a \$20k grant from El Paso County.

Discussion: Strategic Survival Plan, Championships, Staff

There have been two meetings of the group (Executive Committee plus Mike Grisz and Terry Rogers) since the last Board meeting. Until we can commit to a specific direction, even with no clear indication of what the future might/could look like, the Board and Mike have to hold ourselves accountable for setting a pathway: re-prioritizing what people are doing to ensure our success. If we recommend staffing levels remain the same, our metrics and action plans must be in order, executing proactive initiatives such as fundraising, improving website, sanctioning and memberships, etc.

The group reported their agreement that USAR should move forward on the festival concept in Summer 2021. Staff is exploring various locations. There must be a set financial target for championships revenue.

An idea was discussed to compare the next six months to 2018 and 2019 and contact tournament directors whose events are not scheduled right now with an incentive to encourage membership renewal and event sanctioning, as possible.

Committee Updates (Stewart Solomon)

Election Committee Update -- Cheryl Kirk reported that the committee will meet on 10/29 to review the election process timeline and discuss the Zoom call approach. The committee will bring a slate for Board approval to the 11/30/20 meeting.

Future of Racquetball (Save Courts) Group -- Mike Grisz reported on the group's work on an executive PowerPoint deck, a Court Programming Coordinator manual, and a clearinghouse for materials being developed on USAR website.

Stewart Solomon (VP/Committee Coordinator) will be asking for active committees to relay reports prior to Board meetings.

Transgender Inclusion Policy Update (Mike Wedel) -- A draft document was submitted to the independent consulting group for revision suggestions. It may be able to be brought to the Board next month for review and ratification.

New Board Members (Dan Whitley)

Board Members Mike Kiedrowski and JD Shelton have resigned from the Board (Kiedrowski in September and Shelton in October).

Cheryl Kirk (Legislative Committee) gave a brief review of the pertinent sections of the bylaws governing replacement of vacated Board seats.

Per the USAR Bylaws, Dan Whitley as president has the responsibility to name replacements (seven months on Kiedrowski's term and 2-1/2 years on Shelton's term). Dan asked all Board members to suggest possible candidates who possess skills to strengthen the Board, including but not limited to marketing, fundraising, management, and leadership.

Donor List Phone Calls (Stewart Solomon)

Stewart suggested an approach leveraging Board members to make calls to donors thanking them for their support.

Outstanding Items

Michelle De La Rosa reported briefly on the successful Las Vegas 3WallBall event that took place in mid-October.

Next Meeting – November 30, 2020

**Motion by Michelle De La Rosa to adjourn the meeting
Seconded by Stewart Solomon**

Adjourned 7:27 pm MT

Materials provided to Board by President Dan Whitley, Vice President Stewart Solomon, Secretary Cheryl Kirk, Treasurer Steve Czarnecki, and Executive Director Mike Wedel

Administration

USAR BOD Meeting Agenda 10/26/2020

USAR BOD Minutes 9/28/2020 for Board approval

Updates

- Executive Director Update
- Financials Update **
- Final Event Analytics -- Connor Shane

****Financial Reports**

Finance 1 -- Finance Memo to Board October 2020 (2020-10-23)

Finance 2 -- USAR Profit Loss (Through 2020-9-30 v SPLY)

Finance 3 -- USAR PL v Budget (2020-9-30)

Finance 4 -- USAR Balance Sheet (2020-9-30 vs SPLY)

Finance 5 -- Cash Flow Analysis (2020-10-23)