



USA RACQUETBALL BOARD OF DIRECTORS
Monday, March 28, 2022
5:30 pm MT
Videoconference via Zoom

MINUTES

Called to order by President Dan Whitley at 5:33 pm MT

Roll Call – Cheryl Kirk

Attending: T. J. Baumbaugh, Todd Boss, Steve Czarnecki (Treasurer), Michelle De La Rosa (Athlete Representative - Executive Committee), Mike Grisz, Cheryl Kirk (Secretary), Danielle Maddux (Athlete Representative - USOPC AAC Alternate), Maurice Miller, Laura Pesek, Terry Rogers, Stewart Solomon (Vice President), Dan Whitley (President)

Not attending: Charlie Pratt (Athlete Representative -- USOPC AAC), Cindy Tilbury, Mike Wedel (Executive Director)

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

KIRK

Board members were reminded to consider conflicts of interest relative to Board decisions being considered. Recusals must be recorded in official meeting minutes.

Approval of Minutes (Cheryl Kirk)

Motion by Mike Grisz to approve the February 28, 2022, BOD meeting minutes forwarded prior to this call.

Seconded by Terry Rogers

Discussion: None

Vote: Passed unanimously (9 votes; others were late in arriving)

Motion by Cheryl to enter closed session for Strategic Planning agenda topic

Seconded by Mike Grisz

Discussion: None

Vote: Passed unanimously (9 votes; others were late in arriving)

Closed Session

Strategic Plan Progress Update & Next Steps (Laura Pesek/Mike Wedel)

Three concurrent workstreams are pipelines through Laura and Mike. Each Workstream presented a brief review. A full account of the accomplished work is in the Secretary's records.

Motion by Cheryl Kirk to exit closed session

Seconded by Terry Rogers

Discussion: None

Vote: Passed unanimously

Open Session

Executive Committee Update (Dan Whitley)

The Executive Committee met on March 11. Topics included PARC, NGB compliance exception, portable stadium court usage in Birmingham (World Games).

Board questions/discussion included US OPEN project planning; leveraging the National Events Committee and Board of Directors for assistance.

Executive Director Update (Mike Wedel)

Pre-read provided in advance of the meeting. Mike was not able to attend this meeting due to travel.

Larry Haemmerle, Legislative Committee member and U.S. Team Committee Chair, joined the meeting at 6:37 pm MT.

Budget/Finance Committee Update (Steve Czarnecki)

Financial documents were provided in advance of the meeting.

Profit and loss over the first two months of the year remain behind budget, in large part due to the postponement of National Doubles. Membership and sanction fee revenue are similar to early 2021 and have not yet seen the progress toward recovery budgeted for. However, there are many sanctioned events coming in the near future, along with the combined National Singles and Doubles event in May. The Finance Committee continues to monitor trends and will address possible 2022 forecast revisions upon the close of the first quarter.

Legislative Committee Approvals (Cheryl Kirk)

Athlete Rep revisions will be presented for the Board's approve at the April 25, 2022, Board of Directors meeting.

Notification document provided to the Board on March 13, 2022. Voting document provided to the Board in advance of the meeting.

Note: Steve Czarnecki participated but abstained on all votes for personal reasons.

Motion by Mike Grisz to approve the Legislative Committee's recommended revisions to the USAR Bylaws as outlined in notifications dated March 13, 2022.

Seconded by: Laura Pesek

Discussion: None

Vote: Passed with one abstention (Steve Czarnecki)

Motion by Mike Grisz to approve the Legislative Committee's recommended revisions to the USAR Code of Conduct as outlined in notifications dated March 13, 2022.

Seconded by: Stewart Solomon

Discussion: Question as to whether the committee felt any of the points caused closer scrutiny. Cheryl explained the deletion in bullet #9 of the Code of Conduct that references "related to USA Racquetball events or activities." The revision creates consistency and eliminates ambiguity relative to the Code of Conduct *Reporting and Review* section as well as Grievance Procedures Policy / Code of Conduct reference under *Types of Grievances*.

Vote: Passed with one abstention (Steve Czarnecki)

Motion by Mike Grisz to approve the Legislative Committee's recommended revisions to the USAR Grievance Policy as outlined in notifications dated March 13, 2022.

Seconded by: Terry Rogers

Discussion: Question on point #2 about revised number of hearing panel members possibly creating a tie situation. Cheryl clarified that the chair can choose whether or not to vote in case of a tie per Robert's Rules of Order.

Vote: Passed with one abstention (Steve Czarnecki)

Motion by Mike Grisz to approve the Legislative Committee's recommended revisions to the USAR Conflict of Interest Policy as outlined in notifications dated March 13, 2022.

Seconded by: Stewart Solomon

Discussion: None

Vote: Passed with one abstention (Steve Czarnecki)

Motion by Terry Rogers to approve the Legislative Committee's recommended revisions to the USAR Whistleblower and Anti-Retaliation Policy as outlined in notifications dated March 13, 2022.

Seconded by: Laura Pesek

Discussion: None

Vote: Passed with one abstention (Steve Czarnecki)

Motion by Stewart Solomon to approve follow-up general administrative work based on the Legislative Committee's recommended revisions to the USAR Bylaws and USAR policies (Code of Conduct, Grievance Procedures, Conflict of Interest, and Whistleblower and Anti-Retaliation) as outlined in notifications dated March 13, 2022, and approved by majority vote of the Board of Directors on March 28, 2022.

Seconded by: Laura Pesek

Discussion: None

Vote: Passed with one abstention (Steve Czarnecki)

SafeSport Compliance Update (Cheryl Kirk)

All Board and Staff members have either already attended the MAAPP session or will attend before the May 15 deadline (April 20 or May 12). April 25 is a mandatory Board meeting for all Board and Staff members.

U.S. Team Committee Update (Larry Haemmerle)

US Junior Team Head Coach Search -- Charlie Pratt has tendered his resignation. A position post will be imminent. Board members are asked to encourage interested candidates to apply.

Pan American Racquetball Championships (PARC) Bolivia Update (Larry Haemmerle)

Delegation/logistics: per the Board's ratification on 3/18/22, the U.S. Delegation will consist of Coach Jim Durham with athletes Jake Bredenbeck, Sam Bredenbeck, Alejandro Landa, Kelani Lawrence, Erika Manilla, and Rhonda Rajsich.

Congratulations to the U.S. Team for fundraising efforts to realize coverage of all expenses for the trip.

Larry Haemmerle departed the meeting at 8:19 pm.

New Business/Other

Cheryl Kirk provided a brief World Games update (portable court/equipment lease).

The Annual Meeting of the USA Racquetball Board of Directors will convene on Wednesday, May 25, 2022, at the USA Racquetball National Doubles & Singles Championships in College Station, Texas.

Next Board Meeting -- Monday, April 25. This is mandatory for all Board and Staff members to attend. The CEO of the Center for SafeSport will address the Board that evening.

Motion to Adjourn: Mike Grisz

Seconded by: T. J. Baumbaugh

Adjourned 7:24 pm MT

Materials provided to Board by Secretary Cheryl Kirk, Treasurer Steve Czarnecki, Executive Director Mike Wedel, Strategy Lead Laura Pesek

Administration

- USAR BOD Meeting Agenda 3/28/2022 (Kirk) - sent 3/25/22
- USAR BOD Meeting Minutes 2/28/22 for Board approval (Kirk) - sent 3/25/22

Financial Reports (Czarnecki)

- Finance 1 -- Finance Memo to Board March 2022 (2022-3-27)
- Finance 2 -- USAR PL Through Feb 2022
- Finance 3 -- USAR Balance Sheet - Feb 2022

Pre-Reads

- ED Update for 3 28 22 Board Meeting (Wedel)
- Legislative Committee Approvals -- Voting Document (Kirk)
- 2022 USAR Strategic Plan Update (Pesek)

Addendum
USAR BOD Electronic Decisions March 2022

The Board of Directors effected two electronic votes between regularly scheduled Board meetings, as described below.

Hall of Fame Committee Recommendations for Class of 2022 - 3/15-17/22

3/15/22 Motion by Mike Grisz to approve John Ellis for USAR HOF induction
Seconded by Steve Czarnecki
Discussion by 3/17/22: None
Vote 3/17/22: Passed

3/15/22 Motion by Mike Grisz to approve Dave Azuma for USAR HOF induction
Seconded by Steve Czarnecki
Discussion by 3/17/22: None
Vote 3/17/22: Passed

3/15/22 Motion by Steve Czarnecki to approve Linda Mojer as the recipient of the Lifetime Achievement Award
Seconded by Cheryl Kirk
Discussion by 3/17/22: None
Vote 3/17/22: Passed

The Board was notified of the outcomes, and Jim Hiser, HOF Committee Chair, was notified of the Board's approval of the Committee's recommendations.

U.S. Team Committee Recommendations for Team USA Delegation to the Pan American Racquetball Championships - 3/17-18/22

3/17/22 Motion by Cheryl Kirk to ratify the U.S. Team Committee's recommendation to approve the Team USA Delegation to the Pan American Racquetball Championships in Santa Cruz, Bolivia, in April 2022.

Team USA PARC Bolivia

Rhonda Rajsich

Kelani Bailey Lawrence

Erika Manilla

Alex Landa

Jake Bredenbeck

Sam Bredenbeck

Trainer - TBD

Coach - Jim Durham

Seconded by Terry Rogers

Discussion by 3/18/22: A Board member expressed curiosity regarding the absence of a U.S. Team member who might have wanted to participate.

Vote 3/18/22: Passed

The Board was notified of the outcome, and U.S. Team Committee Chair Larry Haemmerle, Director of National Teams Renee Isherwood, and U.S. Team Coach Jim Durham were notified of the Board's approval of the Committee's recommendations.

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