

Junior Council Report  
May 1, 2008

Junior Council current members:

Kelley Lavelly – President – Ohio, children ages 17, 13, 10  
Terry McGuffey – Ohio, children ages 18 and 14; had 2 other kids come up thru Jrs.  
Victor Manilla – Colorado, children ages 10 and 12  
Jodi Nance – CA, coach  
Sandi Viscuso – CA, child age 12  
Jeff Benson – WI, child age 10  
Bruce Reid – OR – child age 14 and 10  
Kim Roy – FL – coach  
Head Coach Kelley Beane (non-voting) – NH, coach

Retired/resigned in January 2008: Ed Mazur, Natalie Crockett (no longer have kids in Juniors)

Junior Council was very active in 2007. Under President Ed Mazur's leadership, we held a summit meeting in February 2007 in Alabama (attendees personally paid for their expenses to attend). At this planning meeting, we discussed the dilemma we faced with Worlds '07 potentially being held in Bolivia and the constraints this would place on us as volunteers both time-wise and financially. We made our recommendation to the USAR that worlds not be held in Bolivia after this summit meeting. Once we learned that Bolivia had been chosen, we embarked on the huge task of raising money for the US Junior Team to compete at Worlds. This was our 3<sup>rd</sup> year doing this type of fundraising for the team; for '07's team, we recruited the assistance of the parents of kids on the team. This collaboration was a huge success. It is our recommendation for 2008 and beyond that the parents take on the main leadership for fundraising and work directly with the USAR towards this end.

Ed Mazur resigned as President in June in order to focus on the needs of his business; at Ed's request and per a vote of the JC, I took over for Ed shortly before Junior Nationals.

Because of the loss of Alan Crockett from the USA team this year, this also left Kelley Beane without a team manager in July. I stepped in to help out thus taking on the role of President and Team Manager, which was a lot but unfortunately necessary to keep Junior Council and the Junior Team rolling along.

JC also decided to pro-actively submit a thoroughly researched report on what we felt the draw should look like (seeds 1-8) which we submitted to Jim Hiser for consideration. A group of people worked on the draw, and Jim reported to us that he used 85% of what we submitted. It should be noted that the only complaints about the draws were made on events that were changed by the USAR. There was considerable controversy concerning the Boys 18 singles draw in particular – it cast a very negative shadow on the tournament, to the point where I was asked by persons other than the parents of the offended player to conduct an investigation into how such a “deliberately biased” draw could have occurred. One member of the JC called it the most blatant example of favoritism he had ever witnessed in a sport. I made the decision not to conduct this

**MINUTES FROM THE  
HALL OF FAME/ANNUAL AWARDS COMMITTEE  
MEETING AT THE US OPEN  
(Seventh Meeting – Thursday October 23, 2008 – 3:00pm to 5:20pm)**

Members present: Jeff Elder, Geoff Peters, Shannon Wright, Ed Remen, Jim Easterling, Jack Hughes, Randy Stafford, Jim Hiser, & Jack Huczek.

Guest: Cheryl Kirk.

Members absent: Frank Taddonio, Malia Bailey, Kim Russell Waselenchuk, & Mike Guidry.

1. State President Award “Criteria”.
  - A. Nomination must be submitted in writing to the HOF/Annual Awards Committee.
  - B. Two letters, or more, of recommendation must specifically address:
    - a) Vision and leadership abilities.
    - b) Personal relations with people in their own state.
    - c) Accomplishments and challenges.
  - C. Recommendation from the USAR office to address:
    - a) Increase in memberships.
    - b) Increase in tournaments.
    - c) Increase in the number of juniors and/or women players.
    - d) Quality of State Newsletter.
    - e) Quality of State Web site.
2. Amateur Player HOF “Criteria”.
  - A. Objective
    - a) Must have dominated division for a period of time.
    - b) Must have won 5 or more National Titles in Men’s or Women’s Singles or Men’s or Women’s Doubles.
    - c) Mixed Doubles Titles are not considered in objective criteria.
  - B. Subjective
    - a) Left to discretion of HOF Annual Awards Committee.
    - b) Important predominately in cases where objective criteria are minimal.
3. “Amendment” to the Bailey/Lowe situation: Mixed Doubles Titles are not considered in objective criteria for HOF nominees.
4. Outdoor players, at this time, will not be considered for nomination to the USAR Hall of Fame.

*Junior Committee Purpose discussion, continued*

Kim R – would be interested in incorporating a junior event into my pro stop in March.

Kelley B: Like what Kim Roy does in Florida. Group becomes tight-knit and kids enjoy going together. Rumble camp in Alabama, Kim's events in FL -- replicate these across the country. Shannon Feaster has expressed interest in doing a Futures division at a WPRO event to get the junior girls involved.

Cheryl: Publicize junior racquetball players in local newspapers, school publications. Provide a template – local articles. Kelley B: on USRA team players' contract – add a place for them to provide information on their local newspaper: a contact name and email address. Press releases can be generated announcing Junior Nationals/Worlds participants in their hometowns.

*Action Item: Kelley B to have USA Junior Team members gather this information. Cheryl K to assist in writing a press release template. Junior Team members use the template to create the press release and USAR will forward it to the local media that has been identified.*

Don: Website information is great. Good page where people can stop in and check out the junior action. When I look at these things, I think about the person who's out there...are they able to use Google and find their way to open the door to the world of junior racquetball? Does it give them people to talk to and contact numbers?

Frequently Asked Questions (FAQs) – what would parents and kids ask about getting involved?

*Action Item: Create a list of FAQs from a parent and junior perspective for inclusion on the website and possibly in the magazine -- Kim R, Kelley L, Bruce, Don*

*Action Item: Propose the FAQ piece for inclusion in the November/December magazine -- Cheryl*

Jack: Racquetball University could include information on programs in different states. Jump start the content.

Don: Could include existing articles. E.g., I wrote an article entitled *Junior Syndrome* for Twayne Howard in MI.

Kelley L: Do we have a column for juniors in every issue? I've noticed that other groups have standard pages. Ed Mazur used to write something up. We deluged the USAR with a whole bunch of articles. It would be great to have a junior column every issue...we could identify some major topics.

Cheryl: If we were to have a page designated, it becomes a responsibility to produce something for every issue, otherwise it becomes "hit and miss."

*Action Item: Speak with Jim Hiser about including a junior page in each issue – Cheryl*

Brian: I'd like to see a standardized binder with how to create a junior program/high school program, etc. Like how AMPRO has a binder of how to teach racquetball. People are lost on how to get started.

Bruce: I would offer to take that on...taking miscellaneous materials and organizing them into a reference binder (Cheryl: electronic?). Would like to have people from St. Louis involved as well.

Kelley L: We asked people before: How can we help you grow racquetball? They had ideas: Here's what we want and need. Throwing some of those FAQs into the mix...this is a whole topic unto itself...creating a cookie cutter type program...an in-depth manual. Believe work is already being done...something may be coming out on Racquetball University.

They will be building a foundation which should after 5 years have enough to begin giving USAR funds. The funds will be controlled by the foundation at their sole discretion.

Responsibility to control assets  
Approve 501 (c) (3)  
Will not take place of current fundraising

Sal Perconti makes a motion to approve recommendations by the Fundraising Committee to create and appoint the Foundation Board

Tom Curran cannot serve on both Boards  
Vote:  
Tom Curran abstains from vote, all other vote in favor, opposed none

**Action:** Email with deadline from all on list for consideration  
**Responsibility:** Sal Perconti

**Action:** Congratulations sent to Foundation Board members upon acceptance  
**Responsibility:** Cheryl Kirk

**Action:** Cheryl Kirk to receive bullet points regarding Foundation  
**Responsibility:** Sal Perconti

Sal Perconti makes a motion to approve that recommendations of Fundraising Committee to extend the USAR Foundation Board 1 year terms to a second full term will be communicated to the Foundation Board.

Vote:  
Tom Curran abstains. All others in Favor, none opposed

Cheryl Kirk expressed her gratitude to the committee for their work on behalf of the future of racquetball.

Technology Committee Report  
Presented by Sal Perconti

Licensing and maintenance documents have not been received by all online program agencies utilized by USAR.

Club listing issue – not completed for utilization. Imperative to get this complete as it is much requested and has been promised

**Action:** Conference call and message to Jay Mathis regarding urgency of this situation.  
**Responsibility:** Sal Perconti, Cheryl Kirk, Jim Hiser

Website updates:  
-History of Racquetball  
-Racquetball University  
-Junior Racquetball

|                                                                                      |               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                      |               | <p>Kelley: Isn't there a percentage of rebates that are supposed to go toward junior programs?</p> <p>Jim: There used to be a regulatory set of guidelines, but they are no longer in effect.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p><b>9:00 a.m. Financial Report – Budget Summary 2007</b></p>                       | Lance Gilliam | <p>Geoff: Discussion of Doug's commission via US Open.</p> <p>Jim: Doug feels that the US Open will not make money this year. Surplus of cash in US Open checking account \$50k (seed money for next tournament).</p> <p>2008 budget numbers are Doug's projections. He projected based on procuring another sponsor. The numbers in the financial report are out of date.</p> <p>Jim: We need to supply \$25,000 in support of the US Team. Got a sculpture made that should net about \$19,000 profit. There will also be proceeds from silent auction.</p> <p>Lance: We should send out an appeal to the states to donate to the US Team.</p> <p>Randy: Let's bring that up at the state meeting tomorrow evening.</p> <p>Geoff: What is the status for the US Team to date?</p> <p>Jim: Not sure what the balance is... asking for the assistance of the Board in promoting the sculpture.</p> <p><b>Action Item: Send out an appeal to the states to donate to the US Team. Include information about the statues. Jim, on behalf (coming from?) Dave Ellis</b></p> <p>Kelley: Recommend we don't forget the Juniors as we are working on fundraising for the US Team.</p> <p>Summation (Lance) – Need to continue fundraising efforts.</p> <p>Jim: 2009 budget will be presented in November. FYI, we are currently being audited by the USOC.</p> |
| <p><b>Committee Reports – to be read/presented only if action items required</b></p> | 10:30 a.m.    | <p><b>IRF</b> – Keith Calkins (attending); member of RIS board. Distributed an info sheet reviewing goal achievement for 2007. President of IRF. Thanks the Board for supporting his candidacy for another term. Up for reelection in Ireland this summer.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

USOC Board of Directors Hyatt Regency, Baltimore, Maryland  
July 15, 2008

USOC Board of Directors Beyond the USOC Board of Directors

**Responsibility:** Jim Hiser

No second to Lance's motion – Budget discussion tabled

**Action:** Change spreadsheet for easier readability

**Responsibility:** Lance Gilliam

Cheryl Kirk proposes an audible to the Agenda – Goals vote to finalize goals as last phase of strategic planning will held until next Full Board call

Nominating Committee

Presented by Lance Gilliam

Two openings available. Interested individuals are Cheryl Kirk, Kim Roy, and Jeff Elder

Committee approves these nominees to run for the Board for 2009 elections  
Résumé and statements of intent received by all parties

Talked about Kim Roy and Jeff Elders

Military Rep – now have MWR support, need to get Army involved  
Military foundations – racquetball

Nominating committee election slate approval: Vote unanimous in favor

**Action:** Contact Jeff and Kim to clarify next steps – letter (200 words or less) for magazine (why I would like to serve on the USAR Board) and conflict of interest and confidentiality statements. Deadline December 1<sup>st</sup>.

**Responsibility:** Nominating Committee

Membership Committee Report

Presented by Geoff Peters and Terri Morse

Review of report

Discussion of 3-year adult membership.

Membership is ¼ of income

Discussion with states have gotten feedback that membership needs to increase

Number of issues for the proposal

Membership Committee recommends Proposal 2 which is \$15 increase in the 1 year adult membership, keep all funds at USAR level, states would apply for simple grant process

Change to state grant program from current rebate program

Discussion of Grants versus Rebates:

Jim Hiser: problems with similar grant programs in the past .

Ed Remen notes that the grant program proposal needs more detail

Merijean Kelley points out that from a state perspective, rebates need to exist to assist with their operating budgets

**Heather Fender**

**From:** James Hiser  
**Sent:** Thursday, July 31, 2008 8:18 AM  
**To:** Heather Fender  
**Subject:** FW: Election Committee

Can you try to find as much as this information as you can today

**From:** Lance Gilliam [mailto:Lance@gilliamcpapc.com]  
**Sent:** Thursday, July 31, 2008 7:47 AM  
**To:** James Hiser  
**Cc:** CherylKKirk@aol.com  
**Subject:** RE: Election Committee

Good Morning Jim,

For the Nominating Committee, could you help me with a few items?

The definitions of the committees are copied here:

**1.2 Nominating Committee** The Nominating Committee shall be comprised of six members, selected to represent a cross-section of former U.S. Team, geographical, age and gender constituents. Terms of service on the nominating committee shall be three years, with rotation schedules set to accommodate two (2) new members annually.

**1.3 Presentation & Acceptance of Slate**

- a. In support of its work, the Nominating Committee shall research and review qualified USAR members who seek Board seats (requesting resume qualifications and a statement of interest from all prospective candidates).
- b. The presented slate may then include candidates in the number of positions being vacated at the end of the USAR fiscal year – OR up to one additional nominee. Example: when three board positions are open, an approved slate may contain either three or four nominees.
- c. The Election Committee Chair presents the nominating committee report, and recommended slate, at the Fall board meeting. Upon review of this report, the full Board may accept or reject the entire slate of nominees, but the board may not vote to accept nominees individually. If the Board rejects the presented slate, the Nominating Committee must resume its task of finding nominees acceptable to the Board.
- d. Candidates who are not selected for an approved slate must be notified of such by the Nomination Committee, and informed of the

MY QUESTIONS:

*Nominating committee presents slate of candidates to board.  
 The committee puts candidates in order of ranking →*

- 1) What are the Deadlines for the above definitions or duties. I assume it would be to have a slate of nominees to present to the Board at the Fall meeting?
- 2) What are the exact number of positions available? Who are the current Board members that

7/31/2008

*↓  
 position available*

Concern prompted by MeriJean Kelley – she was not on all calls and cannot confirm validity of all minutes; wishes to abstain from the vote.

Sal Perconti presents confidentiality statement and conflict of interest contracts are needed.

Kim Russell-Waselenchuk proposal of minutes.

MeriJean Kelley notes that October 10<sup>th</sup> minutes are missing

Cheryl Kirk to Sal Perconti regarding the October 10<sup>th</sup> minutes. Decision made to amend vote of minutes to exclude October 10<sup>th</sup> minutes. Sal Perconti approves.

Motion:

Tom Curran moved to accept minutes with amendment of October 10<sup>th</sup> exclusion

Geoff Peters seconded motion

Vote: For – unanimous

Houston Action Item Recap

Action Items not completed (bold in book) – status update

**Item:** Secure a vendor and have nametags made for all staff and board members.

**Responsibility:** Jim Hiser/Geoff Peters

**Change:** Responsibility to only consist of Geoff Peters

**Status: Pending**

**Item:** Send out and appeal to the states to donate to the US Team. Include information about the statues.

**Responsibility:** Jim Hiser (on behalf of/coming from Dave Ellis)

**Status: Pending** discussion to continue later in meeting

*Note: This communication should include the U.S. Junior Team as well. (CK)*

**Item:** Sal asked if we have received any substantial revenue from online advertising. Jim to check on this and report back.

**Responsibility:** Jim Hiser.

**Status:** Google Ads go to Ryan Rodgers on National Page, state page revenue goes to USAR, breakdown comes from Ryan Rodgers along with traffic information.

**Pending** – Jim Hiser will try to get this information for meeting later today.

*Note: this information remains forthcoming (CK)*

**Item:** Bring the future sales contract for the old portable court to the Board for approval.

**Responsibility:** Randy Stafford.

**Status:** Randy Stafford stated that it should be advertised for \$60,000 (installed) in next issue of *RACQUETBALL* magazine. USAR to receive \$18,000 for building. Another option is bidding on eBay as is. Jim Hiser to propose

Vote:  
Favor 8, Opposed 2

Geoff Peters: Motion to establish a committee for grants with a recommended potential composition of MeriJean Kelley, Ed Remen, Connie Martin, Marcia Richards, Lynn Stephens, Dan Whitley, Andy Pawloski and Kim Roy.

Mike Guidry – seconded

Vote:  
Favor unanimous, Opposed none

**Action:** Establish a committee for the grant program  
**Responsibility:** Cheryl Kirk and Ed Remen

Geoff Peters: Motion that new membership rates take effect 1/1/2009 with the exception of the Lifetime membership which can be deferred by staff to after National Singles.

Tom Curran – seconded

No Discussion

Vote:  
Favor unanimous, Opposed none

Geoff Peters motion to create a new membership called recreational membership consisting of 4 magazines, email newsletter, car decal, cost of \$10, working with every manufacturer.

Sal Perconti – seconded

Increase email notice with R2, flyers in Penn balls

Vote:  
Favor unanimous, Opposed none

**Action:** Communication plan to be drafted to socialize rate increase, confidentiality draft message for staff and grant committee.  
**Responsibility:** Cheryl Kirk

[Fundraising Committee report and Technology Committee report moved to later in meeting]

US Junior Team Update  
Presented by Kelley Beane

Junior Team is winning for USA Racquetball.  
They have a camp scheduled for Tempe, November 14<sup>th</sup>.  
Kelley Beane asks the Board of Directors to email the Junior Team to encourage them

**Action:** to send an email list of the Junior Team (including coaches) with their names next to the email to Cheryl Kirk.

## USAR Board - Conference Call

Date/Time: Tuesday August 27, 2008, 6:00 p.m. Mountain

Call Number: 1-616-347-8100 - 299046#

### ==> Call to order and roll call 6:15pm mdt

#### Roll call:

|                                           |             |
|-------------------------------------------|-------------|
| Lance Gilliam - lance@gilliamcpapc.com    | v2<br>_Y_ n |
| Mike Guidry - guidry.mike@sbcglobal.net   | _Y_ abs     |
| Cheryl Kirk - CherylKKirk@aol.com         | _Y_         |
| Sal Perconti - sal@perconti.com           | _Y_ y       |
| Geoff Peters - Petersgeoff@hotmail.com    | _Y_ y       |
| Ray Cordero - ray.cordero@peterson.af.mil | _Y_ y       |
| Tom Curran - tom1947@aol.com              | _Y_ abs     |
| Ed Remen - ed_remen@ncsu.edu              | _Y_ y       |
| Jay Mathis - mathisjay@hotmail.com        | _Y_ n       |
| Jason Thoerner - thoerner13@hotmail.com   | —           |
| Malia Bailey - waipuna@juno.com           | —           |
| Dave Negrete - negretz@comcast.com        | _Y_ abs     |
| Merijeane Kelley - mkelley959@aol.com     | _Y_ n       |
| Frank Taddonio - franktaddonio@cox.net    | N (excused) |

Guests (terms begin 9/1/08)

Kim Russell-Waselenchuk - hattrick407@yahoo.com Y

Jack Huczek - jackhuczek@comcast.net Y

Jim Hiser - jhiser@usra.org \_Y\_

### Agenda Items

#### **==> Athlete Representatives**

Mike – introduced the two new reps -

Kim & Jack - welcome

Sept 1<sup>st</sup> is actual transition date.

Cheryl - Thanks to Jason & Malia for all their work

*Cheryl will send a letter to them*

#### **==> Approve Exec Committee minutes**

Tom motion to accept prior minutes – Dave seconds

Discussion – none -

**vote (v1) – all yeas except Merijeane abstains (didn't receive)**

*Cheryl will send copy to Merijeane*

*Jim Hiser stated that Jim Easterling will be putting all old minutes on disk – a significant service to USAR*

#### **==> Financial update**

Jim – we may suffer a financial crisis around October

Primarily due to US Open shortfall.

Looking for ideas from the Board to raise money

Sculptures – need to sell some of them.

5. The "Old-Timers Committee" is now a sub-committee of the HOF Committee.
  - A. This committee shall be comprised of 5 members and chaired by Jim Hiser.
  - B. This committee shall select, by unanimous vote, a maximum of 1 person per year.
  - C. The USAR Board of Directors must approve the annual nominee.
6. The 2008 HOF nominees:
  - A. If approved by the USAR Board of Directors, the following nominees shall go on the ballot for approval by 75% of the Voting Committee.
  - B. Jackie Paraiso, Debbie Tisinger Moore, Mike Ray and Ed Andrews\*
  - C. \*Ed Andrews nomination is put forward with "reservations". The public record of his "drug situation" will be reviewed. If charges include selling of drugs, there may be a problem with his name being on the ballot.
7. Meeting adjourned.

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|  |  | <p><b>draft the new structure.</b></p> <p><b>Action Item: Meet with Victor Manilla and go through each of the points and provide an answer. Financials transition to take place before Junior Nationals.</b></p> <p><b>Membership Committee – Geoff Peters</b><br/> Discussion surrounding the current membership fee: is a \$40 membership out of the question?<br/> Discussion surrounding rebates to the states and what they should feasibly be provided. Sal: with the explanation of support for the US Team and juniors focus as an overall program, \$50 is sell-able.<br/> Mike: We need to go to a place where we are always recouping more than the states are.<br/> Kelley: The costs of events have risen. However, people will resist to the point of not renewing.<br/> Sal: Leave juniors the way it is. Have we discussed a family membership?<br/> Geoff: Family memberships are tough to track. We never had very many. How much would a family membership cost? Lance: \$80<br/> Geoff: How many kids? Do you offer a couples membership?<br/> Jason: I am starting a survey/website that will begin to collect information to form demographic profiles for our use. Not intending to make any money, want to contribute to the sport.</p> <p><b>US Open – Doug Ganim (attending)</b><br/> Date is October 22-26, 2008. Sponsorship situation is tough. Sold two \$10k sponsorships for 3 years. This year's event – cost cutting toward breakeven. Looking for making money again in 2009. Committed to tournament not losing money. Budget in the board book is not current.</p> <p>Portable court – intend to use it at US Open. Talked to Racquet Club about moving the court to the stadium. \$25k Mac Winker club rental</p> |
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Minutes of the USA Racquetball Board of Directors, Hyatt Regency Downtown, Houston, TX

May 20, 2008

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*Kelley Beane update, continued*

Lacking depth at present in some of the older groups. Younger divisions ( 8/10/12's) -- some great talent; the future is bright. Coach Jen Meyer is doing a great job with the younger kids. Looking very good in the 14's.

Jack: How many team members will be at the US Open?

Kelley B: Perhaps 7 or 8. They are appealing to their teachers to approve time off.

Jack: Are they doing specific fundraising in Memphis?

Kelley B: Doug Ganim has been great with saying yes to fundraising initiatives. Early in the tourney, jail and bail... Jack is a popular pick for going into jail.

Brian: Anything in the works for training for Esprit?

Kelley L: Jen Meyer and Vinnie Shoemaker were working over the summer for OH, but by the time they got organized, they thought CA kids wouldn't be able to come.

Kelley B: FYI, the USOC Training Center has lowered their age for training, but not for accommodations, though. Important to get the little guys out there onto the courts.

*Idea: Hold camp for just Esprit, or for any juniors who can attend.*

Brian: *Fundraising idea for Worlds* – asking Elite and Open players, play pro level match best of 5 to 11; sponsor Sawyer Lloyd for each point he scores, plus winning game and match. This takes place every Sunday, gains him experience playing at different clubs.

**\*\* How can we be of assistance to Kelley/USAR as Worlds draws nearer?**

Kelley B: Fundraising ideas. If any of you are in the neighborhood, camp, Worlds, we'll take all the help we can get.

**\*\* Cheryl: Racquetball** -- November/December issue will be devoted to the subject of junior racquetball

Jack: Talked with Jim; plan is to interview 3 male and 3 female pros – perhaps 5-15 questions, some standard, some of their own. Jack, Shane, Mitch.

*Action Item: Kelley B to contact Jim for his direction on who/when due*

**Junior Committee Purpose\***

Support of USAR mission/vision/strategies/goals\*

What is the profile of our "customer?"

Discussion: how can we make the biggest difference in the shortest amount of time, i.e. low-hanging fruit

Don: When you talk about junior racquetball, it has to do with the level of people in the program. At Junior Nationals tournaments, the real customer there isn't the Elite level player. We have to look at, how do we give the best experience to those who don't have much of a chance of winning? We need to make things happen for the kids who aren't at the top of those age divisions. There are dropdowns for plenty of play, but we should also think about the peripheral stuff.

Don: Kelley B talked about depth of the team. In a lot of situations, it's difficult for kids to get over the hump and make it onto the team. Has to be a way we can get those kids together more, maybe some other types of camp scenarios.

Kelley L: Dave Negrete and I have talked about creating another major junior event, perhaps combining it with a pro stop.

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p>representatives to coincide with the end of the Annual meeting just prior to the Summer Olympic Games. (This is a technical point based on a misunderstood action item from the November meeting.)</p> <p><b>Motion: Enact a change to the USAR Constitution to reflect that the terms of athlete representatives will coincide with the end of the Annual meeting, every four years just prior to the Summer Olympic Games. An email vote of the board will be administrated on or before June 19<sup>th</sup>, 2008. Upon passing of the Constitutional amendment, current athlete representatives remain on the Board through the election of new reps to take place no later than September 1<sup>st</sup>.</b></p> <p><b>Motion: Geoff Peters – as stated above</b><br/> <b>Second: Lance Gilliam</b><br/> <b>No vote; will take place in 30 days.</b></p> <p><i>This meeting constituted the Board's 30-day notice of a proposed constitutional amendment.</i></p> |
|  |  | <p><b>WOR</b> - support by USAR Board – wants to continue to receive sanctioning at \$25 (we don't do their rankings) and subsequent insurance benefits. WOR maintains that if they have to pay a membership fee, their members won't participate.<br/> Jim: they've received three years of free memberships.<br/> 1-year WOR membership may be purchased at the tournament for \$15. 250 people at present?</p> <p><b>Motion: World Outdoor Racquetball tournament sanctioning and USAR membership requirements revert to the standard USAR structure on the following schedule:</b><br/> <b>All players must be USAR members effective 9/1/08. The prior sanctioning arrangement remains in effect for all tournaments sanctioned in the USAR office as of May 21<sup>st</sup>, 2008.</b></p>                                                                                                                                                                            |

Minutes of the USAR Racquetball Board of Directors, Hyatt Regency, Downtown, Houston, TX  
May 20, 2008

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
|                                                                                                                                                                |                                                                   | c) Via collegiate programs and contacts, get graduates into local clubs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <i>Jim Hiser/Staff/Collegiate Committee</i>   |
| <b>Strategy</b>                                                                                                                                                | <b>Goals*</b>                                                     | <b>Actions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Measurable, Time Bound, Responsibility</b> |
| <b>PROMOTION OF THE SPORT – We will take a leadership position in marketing the benefits of our sport to all current and potential (future) constituencies</b> | Create a program for fostering ongoing visibility for racquetball | <p>Create Communications Committee: identify media folks and journalists within the member ranks.</p> <p>Potential activities:</p> <p>a) Send press releases, profiles sports and other types of celebrities who play, nationally recognized business, fitness, or health gurus (interviews); profile success and human interest stories (e.g. Rhonda).</p> <p>b) Utilize data on the benefits of the sport and as a cross-training activity, e.g. football and baseball players</p> <p>c) Request states/individuals to submit materials – PDF resource clearinghouse</p> | <i>Jim Hiser/Staff/Cheryl Kirk</i>            |

State conf call – Tuesday, September 9th, 6:00 pm Mountain

- **IRF Worlds**

Recap of Worlds

USA swept all gold medals – individual and team titles

At the World Congress, the ERF seceded from the IRF citing frustration

□ **Memphis Board meeting 10/22**

*Need to respond*

□□□□□ **Goals document**

*Please review and comment*

**Books (Jim)**

Board book

Handbook template (governance manual)

*All members - please review and comment by Oct 1<sup>st</sup>.*

For approval at the US Open mtg.

Cheryl – adjourned – 7:55 MDT

**Action item summary – (in order of appearing in the minutes)**

*Cheryl will send a letter of appreciation to the exiting athlete reps (Malia & Jason)*

*Cheryl will send copy of the minutes to MeriJean (done)*

*All members - should encourage their state orgs (and everyone) to purchase sculptures*

*Executive committee - work with Jim to approve the approach to membership communication and website application (USANA)*

*Geoff – committee updates almost finalized – should go out this week with new athlete reps (done)*

*Tom will send constitution/bylaws to Kim, Jack and MeriJean (done)*

*Cheryl will respond to Hank re WOR*

*Cheryl – Pres Council /VIP message - Board will be copied & a calendar will be developed.*

*All members – respond by 9/5 to Cheryl with your plans to attend the US Open Mtg.*

*All members - please review and comment on the Goals document*

*All members - please review and comment on the Board book that was sent, by Oct 1<sup>st</sup>*

*Cheryl will send Sal email addresses for Kim & Jack (done)*

Respectfully,

Sal Perconti

MeriJean – are we planning a dues increase? Jim - Up to the Board.  
Jack – how does this affect the tour sponsors and their advertising?  
Dave – didn't think the impact would be significant.

**Motion - Geoff – board authorize Jim to increase communications with members to monthly communications – not less than 8 electronic and 4 print – beginning in 2009.**

**Second - Mike**

**Discussion – Geoff – needs to be a minimum of monthly communications.**

**Vote (v3) - unanimous**

### **==>Licensing**

Jim described licensing broker arrangement.

Executive Committee has reviewed agreement and talked to the broker.

Cheryl – exec comm has had the conference call – needs to meet again to discuss.

Board members can ask exec comm members if they have questions.

### **==>Committee Updates**

Geoff - almost finalized – should go out this week with new athlete reps.

Cheryl – Tom will send constitution/bylaws to Kim & Jack. MeriJean as well.

### **==>WOR Response – proposal**

Reviewed letter from Hank about the WOR

Jim – reviewed the original WOR concessions. - 2 years ago

(free USAR membership for WOR members)

We renewed relationship (and concessions) the following year

In May 2008 at the annual Board meeting, we terminated the concessions via Board vote.

Dave – stay with our original vote

Mike – stay with the May vote

Geoff – is there a rate? Can we provide the insurance without sanctioning? No.

Jim - others looking for 'special' rates.

We did some 1-year deals in the past.

Jay – 1) seemed like a veiled threat (others saw it that way as well)

2) What was the reason for may vote – special concessions over.

3) Are we being short sighted? Does this discourage participation?

Sal – I think it is disrespecting the people who have supported us.

Why should this one group get special concessions – there are many

There are many unique and special groups – IRT, WPRO, NMRA, WS/MRA, juniors, women

No motion.

*Cheryl will respond to Hank.*

### **Updates (Cheryl)**

□ President's Council/VIP message

Cheryl 3 months in position – planning communication to PC & VIP groups

*Board will be copied & a calendar will be developed.*

#### **• Calendar**

Sept 24 – Exec Comm

Oct 22 – US Open mtg

Nov 19 – Exec Comm

Dec 3<sup>rd</sup> – Full Board



**Responsibility:** Kelley Beane

**Action:** Write email to Junior Team, cc with the list to the Board of Directors

**Responsibility:** Cheryl Kirk

Ten of the fifteen juniors on the Junior Team are at the US OPEN. Kelley is scouting the international competition. Fundraising at US OPEN party last year raised \$2,000. Will be doing it again on Saturday night.

Upcoming events and information:

New York Satellite Pro Stop

Arizona Training Camp November 14<sup>th</sup>

Junior World Championships on home courts in Arizona, December 14<sup>th</sup>.

Coaches are Kelley Beane, Shane Wood, Cheryl Gudinas, Jen Meyer and Andy Pitock

Tempe Camp – will start early for one player (Thursday night) because he cannot attend the weekend Sat/Sun camp

General Fundraising:

Each player must raise \$800. Although funds are available, it is good for the team to try to earn together, will have updates at training camp of where each player is at in meeting his/her goal.

Increased communication between coaches and players, touching base, gauging where they are mentally, emotionally, not necessarily about racquetball.

Uniforms – Splatshotz almost done

Lance Gilliam: How were the players chosen for the team? Winners of the 14, 16, and 18 singles and doubles (not mixed doubles) at Junior Nationals. Alternates are also going to attend camp. Junior qualifier can double qualify.

R2 Junior donations are helping

Combined message to states to ask for donations to US Adult Team and Junior Team.

Depth of team – building competitive success, more camps, pairing up camp directors to try to assist new camps

Eight years ago Kelley predicted a decline in Junior Team success and it has come to fruition. This is the strongest group of juniors we have had in five years

Tom Curran – receipt of \$1,000 check from the NMRA was to be given by Darold Key.

IRF Update

Presented by Dr. Keith Calkins

[Information sheets provided for this presentation not in book]

## **Junior Committee Conference Call**

**Date: Tuesday, September 16th**

**Time: 8:00 Central time (6:00 Pacific, 7:00 Mountain, 9:00 Eastern)**

*Note: See Action Item Recap on page 4 of this document*

### **Welcome, Roll Call**

Who will be attending US Open next month?

Who will be attending Junior Worlds in December?

x: yes    ?: maybe/not sure    blank: no or unknown

|                      | <b>On 9/16<br/>Call</b> | <b>US Open</b> | <b>Junior Worlds</b> |
|----------------------|-------------------------|----------------|----------------------|
| <b>Cheryl</b>        | x                       | x              | x                    |
| <b>Malia</b>         |                         |                |                      |
| <b>Kelley B</b>      | x                       | x              | x                    |
| <b>Brian</b>         | x                       |                | x                    |
| <b>Lance</b>         |                         |                |                      |
| <b>Jim</b>           |                         | x              |                      |
| <b>Kelley L</b>      | x                       | x              | x                    |
| <b>Victor/Nancy*</b> | x                       |                | x                    |
| <b>Jody</b>          | x                       | ?              | x                    |
| <b>Bruce</b>         | x                       |                |                      |
| <b>Kim R</b>         | x                       | x              | x                    |
| <b>Don</b>           | x                       | ?              | ?                    |
| <b>Frank</b>         |                         |                | ?                    |
| <b>Shane</b>         |                         |                |                      |
| <b>Mike</b>          |                         |                |                      |
| <b>Jack</b>          | x                       | x              | ?                    |
| <b>Kim R-W</b>       | x                       | x              |                      |

### **Operating Guidelines**

- Conference call protocol – please state your name when you speak; if there is background noise, please put your phone on mute.
- Thanks again to Shane Wood for the use of this number...saves each and every person a one-hour long distance call on your phone bill!
- Roles – I'll act as facilitator, timekeeper and notetaker; will be looking for volunteer(s) to take notes in the future.
- Will try my best to keep it to an hour, but as I tell the Board on our calls, if discussion seems spirited, I'll ask the group's permission to go longer
- Meeting minutes; semiannual report to USAR BOD due October 1st

### **Updates**

**\*\* Kelley Beane -- update on US Junior Team: Camps and Junior Worlds**

Junior team camp took place first week August. Kristen Walsh stepped in for Cheryl Gudinas Holmes who was competing at Worlds in Ireland. Fifteen athletes on this team; almost all qualified again. Worked on z serves and returns daily. Fitness and commitment levels very good. Every athlete went home with training schedules and videos. Shane has provide the technical ability to do remote coaching. Fell short in Bolivia with girls' team and working hard to turn this around in Tempe.

Worlds – December 14-20, 2008. Opening Ceremonies 12/14.

Camp #2 – November 14-16 – objective is to fine-tune skills one month before Worlds, get kids used to ASU as home courts. Budget finalized. \$800 is the goal for funds to be raised by each team member.

|                                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                  |                              | <p><b>Motion: Mike Guidry – as stated above</b><br/> <b>Second: Jason Thoerner</b><br/> <b>Vote: 11 for, 1 abstain</b></p> <p>Randy: Can we do separate rankings for WOR?<br/> Jim: No.<br/> Jason: Why should that organization be any different from the WPRO, IRT, NMRA, etc.<br/> Jim: This has been a 3-year process. They keep asking for more.</p> <p><b>Action Item: Communication/board decision to be delivered by the USA Racquetball president</b></p>                                       |
| <b>Reports other than committees</b>             |                              | <p><b>USOC Task Force update</b> – Cheryl Kirk (see update on page 3)<br/> <b>Confidentiality and Conflict of Interest forms</b> – Cheryl Kirk (complete for everyone attending; still need to collect these from Jay, Ray, Frank)<br/> <b>Action Item: Send Confidentiality and Conflict of Interest forms to Jay, Ray and Frank with due date of 6/30/08. Cheryl</b><br/> <b>Event board assignments and banquet</b> – Jim Hiser<br/> <b>Hyatt welcome desk</b> – sent a sheet around for sign-ups</p> |
|                                                  |                              | <p>Extensive discussion on WPRO/IRT/US Open issues relative to prize money, sponsorship, profit/loss. Randy agreed as immediate past president to be involved in a discussion relative to resolving the current issue(s) at hand.</p>                                                                                                                                                                                                                                                                    |
| <b>Strategic Planning/Goals &amp; Objectives</b> | Geoff Peters and Cheryl Kirk | <p>Mission statement – two iterations for consideration; the second is basically a paraphrasing of the first.</p> <p><b>Motion: Adopt the following as our USAR revised mission statement:</b> USA Racquetball is the National Governing Body for the sport of racquetball, recognized by the United States Olympic</p>                                                                                                                                                                                  |

- Military Championships in competition
- Give excess money to states to encourage use of balls
- 
- Geoff Peters noted that Penn has higher expectations of us and the sponsorship – this issue will be discussed later in the meeting
- Discussion: if looking for every sanctioned event versus only certain events, may have to make exceptions: Focus on trying to get under one umbrella. Would we really lose our contract? Challenges with ball contracts that are already in place, which will probably need to be grandfathered in. need to maximize the value and to get the information out now before states/organizations begin renewing their contract
- Loss of national venues.
  - Maintain income flow from national events
  - Questionable, venues being sold, main revenue streams
  - Looking at new venues
- With USAR's limited income, maintaining services to members
  - Continue pressure for reduced staff to maintain services
  - Did not cut services during financial crisis
- Working with state organizations who feel limited allegiance to national organization
  - Rebate refinements & ball contract
    - Limited allegiance from states to USAR
    - Refinement with ball contracts and rebates
      - \$125K to states with no accountability, no oversight
      - Embezzlement issue has occurred within a state this year
      - Tighten allegiance
- Maintaining major sponsors and recruiting new sponsors
  - Dave Negrete and IRT
    - Important example: Denver – giving racquetball exposure to the non-playing general public
    - If IRT is successful then USAR would be as successful
    - Needs to work
  - How do we assist and work together to improve benefits and expand sponsorships
- Working with major club chains
  - Convincing them that racquetball is a viable program in clubs
  - Instructional poster (Strandemo); every manufacturer on poster
  - Lifetime Fitness & LA Fitness
  - Support their racquetball program
    - Discussion – utilize the US Team in posters to better promote the sport
    - Lifetime Fitness bought Lynmar \$2.1 million – tearing it down but not planning to build courts in their new facility
  - Discussion: Strandemo posters need to be run through an edit mode. Sponsorship changes with US Team on Posters. Needs to include USAR logo. USAR needs to become more involved in promoting at the clubs

US Team in Ireland did an amazing job.  
Hall of Fame was impressive, compliments to USA Racquetball Magazine is appreciated

Keith will be the IRF President for the next 4 years

An international brainstorming meeting in support of the upcoming IRF strategic planning session will take place on Friday of this week, 8:30am at The Racquet Club.

Trying to get IOC to notice racquetball, especially with the portable court

**New IRF Executive Board (voted at Ireland)**

|               |                   |           |
|---------------|-------------------|-----------|
| President     | Dr. Keith Calkins | USA       |
| Executive VP  | Usher Barnoff     | Canada    |
| Secretary     | Roberto Aracena   | Bolivia   |
| Treasurer     | Rafael Fernandez  | Dominican |
| VP N America  | Miguel Perea      | Mexico    |
| VP S America  | Jorge Luis Cueva  | Ecuador   |
| VP CA/C       | Dr. Estuardo Wer  | Guatemala |
| VP Asia       | Young Sun Kim     | Korea     |
| VP Europe     | Open              |           |
| VP Women's    | Lucy Zachrisson   | Guatemala |
| VP Women's    | Yuni Cobb         | Korea     |
| Athlete Rep   | Fabian Balmori    | Venezuela |
| Athlete Rep   | Rosy Torres       | Mexico    |
| Exec Director | Luke St. Onge     | USA       |

Policy and procedure manual

40 countries going for next worlds in Korea 2010 – 8 portable courts for worlds (2 years in advance)

Olympic program 2016 – 7 sports up for addition: Squash, Artistic Roller-skating, Golf, Rugby, Karate, Baseball, Softball

Need professional players at Worlds from all 21-26 racquetball playing countries; IOC will be there

Highlight sport in China – get four players to World Games July 21-23

Best players for better exposure of racquetball

Communication – open lines with Board

**Fundraising Committee Report**

Presented by Sal Perconti

[Information sheet distributed]

Item 1: USAR appoints the Board members

Committee has two recommendations

3 people in 3 year terms , 1/3 up for renewal every year Initially setup of 3 for 1 year term, 3 for 2 year term, 3 for 3 year term

Item 2: USAR BOD recommends that the 1-year terms be immediately reelected for 3 years to help keep stability on the new Board.

### **Future meeting subjects**

- Discuss input on Junior Nationals to provide to Jim and staff
- Assist in populating website with junior information (FAQs, how-to's of starting juniors/high school programs)
- Information from Jim Hiser on what's being done at present and how we can support him and the staff
- Review of successful state programs (e.g., MI, TX, MO, OR, FL are known for their programs); make recommendations on where this information can be housed and how the states and other interested parties can be made aware it exists
- Explore idea of another major junior event
- Explore idea of Esprit camp, to possibly include all interested juniors who can attend
- Junior event at Pro Stops (IRT/WPRO)

### **Action Item Recap**

#### ***These items have been taken from the above notes for easy identification***

- Action Item: *Racquetball* magazine interviews with former junior stars. Kelley B to contact Jim for his direction on who/when due.  
Deadline: ASAP.
- Action Item: Kelley B to have USA Junior Team members gather information on local publications, contact name and email address. Cheryl K will assist in writing a press release template. Junior Team members/parents use the template to create the press release and USAR will forward it to the local media that has been identified.  
Deadline: November 1<sup>st</sup>.
- Action Item: Create a list of FAQs from a parent and junior perspective for inclusion on the website and possibly in the magazine -- Kim R, Kelley L, Bruce, Don.  
Deadline: October 1<sup>st</sup>.
- Action Item: Propose the FAQ piece for inclusion in the November/December magazine – Cheryl.  
Deadline: September 22<sup>nd</sup>.
- Action Item: Explore with Jim Hiser the idea of including a junior page in each issue – Cheryl.  
Deadline: September 22<sup>nd</sup>.

**USAR Board - Exec Committee Conference Call**  
**Date/Time: Tuesday August 12, 2008, 6:00 p.m. Mountain**  
**Call Number: 1-866-365-4406 - 3252937#**

**==> Call to order and roll call 6:15pm mdt**

call ended – 7:20pm mdt

Roll call:

|                                         |              |
|-----------------------------------------|--------------|
| Lance Gilliam - lance@gilliamcpapc.com  | <u>  Y  </u> |
| Mike Guidry - guidry.mike@sbcglobal.net | <u>  N  </u> |
| Cheryl Kirk - CherylKKirk@aol.com       | <u>  Y  </u> |
| Sal Perconti - sal@perconti.com         | <u>  Y  </u> |
| Geoff Peters - Petersgeoff@hotmail.com  | <u>  Y  </u> |
| Jim Hiser - jhiser@usra.org             | <u>  Y  </u> |

### **Agenda**

#### **=> Minutes approval/action items from last call -- Cheryl**

reviewed and approved unanimously. No corrections.  
Reviewed action items.

#### **=> Financial update -- Jim**

serious financial problems this fall.  
Hoping to get \$\$ from statues.  
Ideas / proposals for manufacturers for next year.  
Still have \$25K avail on the line of credit.  
October is lean – in the past we have had natl dbls.

Rebates discussion with states – this discussion  
was very different from last months discussion.  
They felt that the money would not be well utilized.  
The states feel that it is 'their' money and they are giving  
us part of it – instead of it being USAR funds that we give some  
back

They (the states) don't agree that we should be telling them how to spend 'their' money.

A lot of mis-information going around about the rebate program.

A number of options were discussed.

Reference was made to the membership growth goal and creation of a task force.

#### **=> Magazine/rebates/membership dues "puzzle" -- All**

issues -

reducing magazine issues – needs to be addressed immediately  
membership increase – should be addressed in the fall  
revised rebate program – should be addressed in the fall

manufacturers have said that they will be cutting their advertising.  
We will be losing even MORE money per issue if this happens.  
Some people commented that fewer issues with increased

Full Board            December 3  
State Call            November 11

Rotate Board members on call or hop on whenever they can?  
Decision: to hop on whenever

#### New Business

GetInsured Proposal tabled until next call

Update: Athletic Rep election held

Mike Guidry

-candidates must have been members of the US Team in last 10 years at start of term

-Based on 5 responses, 4 fit criteria

-Went into effect September 1<sup>st</sup>

-USOC Athletes Advisory Council rep from USAR is Jack Huczek

-Selection of USAR Board athlete reps will occur every 4 years, official date end is in Houston (singles), same as regular board members

-First time adjustment: May 2009 to May 2012

#### US Team

Jim Hiser

Junior Team investment Babcock Power – Shane Wood sponsorship

USOC looks at the adult team

-secondary team in the Tournament of Americas

Adult versus Junior funding a concern

Junior account can cover junior team

Suggest raising money on behalf of both US Teams, adult and junior

Junior council (former) still feels ownership of the money

#### Scholastic Council

Terri Morse

Council selected Sharon Jackson, Hannah Hindmann, John Craig Chisolm, Felipe Alonso

Dave Negrete motions top four receive \$500 each and last three receive \$250 each

Ed Remen seconds motion

Geoff Peters suggest top four receive \$1000

More discussion – concern that the issue wasn't completely decided by scholastic council

Vote to table motion

Dave Negrete retracts motion, Ed Remen retracts second

**Action:** Return proposal to committee then give results to board for next call.

**Responsibility:** Terri Morse

Cheryl Kirk – discussion: Grant committee have a confidential agreement

**Action:** Get confidentiality agreements to committee chairs; to be completed by all committee members

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p><b>Hall of Fame</b> – Jim Easterling (no action)<br/> <b>Referee Certification</b> – Debbie Bryant (no action)<br/> <b>Women's Committee</b> – Lorraine Galloway (no action)<br/> <b>System Technology</b> – Sal Perconti (no action) –<br/> <b>Action Item: Sal: have we received any substantial revenue from online advertising. Jim to check on this and report back.</b><br/> Leo is doing a great job on the website.</p> <p><b>USAR Foundation</b> – Sal Perconti<br/> In process of developing constitution and by-laws for the Foundation. The Foundation Board needs to be appointed by the USAR Board. IRS wants to know how many members (Sal stated a minimum of 5, maximum of 15). The Fundraising Committee is working on the process – an attorney has been engaged to assist. Recommendations will need to be communicated and voted upon electronically by the Board.<br/> The Foundation's sole purpose is to fund racquetball initiatives on behalf of USAR. It is an appointment process, not an election process once the initial Board has been established. One of the criteria is not necessarily being a part of the sport, but finding high-level people who know how to raise funds.<br/> Sal: Perhaps start with five...then build to 7, or 11, or whatever it takes. Founding members identify their future replacements.<br/> Lance: you'll need to identify "figurehead" members and "working" members.<br/> Geoff: When can we plan to unveil this, perhaps at the US Open?<br/> Sal: Depends on the IRS. Possibly by US Open. How do you want to identify/approve the Board?<br/> Criteria discussed were that the two Boards will not overlap. Perhaps ED, President and CFO of USAR would be <i>ex officio</i> (non-voting) members.<br/> Recommendations to consider – Ed Mazur, Randy Stafford, Pat Taylor, Leo Klimaitis, Keith Minor, Annie Muniz, Dennis Rosenberg,</p> |
|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

are eligible for re-election?

- 3) Can you give me a list of the current Board members and their physical residence?
- 4) Who is the Election Committee chair?
- 5) In Item 1.3 (b) the language speaks to the USAR fiscal year however I believe we have changed to a calendar year except for the Board terms & elections.
- 6) Are there any other notes, minutes of other discussions that I may learn from the prior nominating committees?

Thanks,

Lance

Lance A. Gilliam, CPA  
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 San Antonio, TX 78216-3935  
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 Fax: 210.979.0190  
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**From:** CherylKKirk@aol.com [mailto:CherylKKirk@aol.com]  
**Sent:** Wednesday, July 30, 2008 4:22 PM  
**To:** Tom1947@aol.com  
**Cc:** Lance Gilliam; jhiser@usra.org; petersgeoff@hotmail.com; gpeters@archstoneconsulting.com  
**Subject:** Re: Election Committee

Hi, Tom,

Since you and I are both up for reelection next year, we really can't be on the committee. Lance was assigned to the lead role since his two consecutive terms are up next May.

I don't know that Jan has been active over the year after leaving the Board.

The Nominating Committee is separate from the Election Committee, per the below. Jim, correct me if I'm wrong, but in my memory I don't know that a proper Nominating Committee has been assembled.

7/31/2008

**Date:** Tuesday, October 14th  
**Time:** 8:00 Central time (6:00 Pacific, 7:00 Mountain, 9:00 Eastern)  
**Call-in Number:** 1-800-755-4399  
**Passcode:** 0364921#

## **AGENDA**

### **Welcome, Roll Call**

- Review attendance at US Open and Junior Worlds

|                      | <b>Present</b> | <b>US Open</b> | <b>Junior Worlds</b> |
|----------------------|----------------|----------------|----------------------|
| <b>Cheryl</b>        | x              | x              | x                    |
| <b>Malia</b>         | x              |                |                      |
| <b>Kelley B</b>      | x              | x              | x                    |
| <b>Brian</b>         | x              |                | x                    |
| <b>Lance</b>         |                |                |                      |
| <b>Jim</b>           | x              | x              | ?                    |
| <b>Kelley L</b>      | x              | x              | x                    |
| <b>Victor/Nancy*</b> | x              |                | x                    |
| <b>Jody</b>          |                | ?              | x                    |
| <b>Bruce</b>         | x              |                |                      |
| <b>Kim R</b>         | x              | x              | x                    |
| <b>Don</b>           | x              |                | ?                    |
| <b>Frank</b>         |                |                | x                    |
| <b>Shane</b>         | x              | ?              | x                    |
| <b>Mike</b>          | x              | x              |                      |
| <b>Jack</b>          | x              | x              | ?                    |
| <b>Kim R-W</b>       |                | x              |                      |

### **Updates**

Cheryl Kirk

- Cover Junior Committee Board report (*no comments*)
- Action Item review from last meeting (*see below*)
- Racquetball -- November/December Issue (*Jim Hiser covered the Junior format for the magazine – most article are junior-focused*)

Kelley Beane

- US Junior Team: Camps and Junior Worlds
  - *US Open, Memphis: 9 US Team members going, Open and Pros; players to scout from other countries. Pass the bowl as in the past at the Players Party.*
  - *NY November 7<sup>th</sup>*
  - *Camp at ASU November 14<sup>th</sup>*
    - *Courts, hotel set, airfares booked and ready to go*
    - *Emails going out from coaches to athletes*
    - *Who's outworking whom?*
    - *Reviewing racquetballonline.tv*
  - *Worlds in Tempe,*
    - *Making arrangements, practices scheduled before Opening Ceremonies*
    - *Uniforms -- working on logo design and ordering as we speak*

Jim said that Cheryl should create a task force for reviewing this.  
==>Cheryl will schedule a Board conf call in aug – topic – rebates.  
==>Geoff & Jim & Lance will prepare a report for distribution before this meeting.

Jim says we need to look at increasing membership fees.

Membership numbers are staying level – approx 13,500.  
looking at an annual membership increase from \$35 to \$49 -

==>Cheryl has asked Jim to see what other sports charge.  
Some other NGBs have done \$2 per year for 5 years.  
==>membership committee will submit proposals to the board.

magazine discussion -

Jim suggests that we go from 6 per yr to 4 per yr-  
save staff time and but mostly mailing costs.  
Discussion followed on magazine frequency.  
Some like the current 6/year others thought the 4/year  
could provide a better magazine and save costs

**=> Goals (Cheryl)**

==>cheryl has consolidated info – will send draft to excomm

**=> Committees (Geoff/Cheryl)**

geoff has sent committee list -  
==>cheryl will send a memo to chair on proposed comm / for review/response  
==>cheryl will then finalize & publish committee list  
athlete reps will be changing soon – this will effect the committee list

**=> Foundation (Sal)**

discussions about selection of foundation board members  
==>exec comm requested that the fundraising comm will present 9 individuals to the board with  
modest profiles on each person. The fundraising committee will also select 2 alternates to present to  
the board should they reject some of the 9.  
we also discussed some aspects of the foundation bylaws.

**=> Licensing Representation (All)**

==>Jim will schedule a conf call next week for this one topic.  
==> Jim will try to find some kind of personal reference on this guy from Marathon – some info on this  
company from other ngb's

**=> Racquetball University (Jim)**

<http://usaracquetball.com/RacquetballUniversity.aspx>

we reviewed the website to see the racquetball U and history of rb portions of the site -  
by the way – check out the pics on the history page - nice quads rubes.

**=> Magazine Frequency (Jim)**

see above – financial discussions

**Action:** Determine who gets the budget, the executive board or just the finance committee

**Responsibility:** Lance Gilliam

Budget is just an estimate looking forward, better to look at actual numbers

It is really in the negative not in the positive

Jim Hiser – made serious cuts, really not much left to work with

Discussion of line items:

- Fundraising Portable Court – expenses for court of \$9,000 (a promissory donation exists to pay expenses)
- Budget surcharge to rent court
  - Base fee is \$3,500 which is wear and tear and insurance
  - Rental fee is \$45,000
  - Deals will vary for WPRO
  - Rental is still in process
- Jim's IRT Line Item
  - Should the income be \$12,000 instead of \$420?
    - No – IRT had a loss at September and not expecting to get any additional funds for April event – supporting IRT as they are exposing racquetball outside utilizing the portable court
    - Possibility of having Racquetball court at manufacturer's convention?
- Magazine loss – amount of time and effort, change in magazine from 6 issues to 4 issues, no membership revenues included
  - Manufacturers having trouble
  - Not getting the advertisers needed
  - Projecting a loss
  - Change in format means a decrease in advertising revenue
  - Things to help
    - Offer packages
- Marketing – ball contracts
  - Approved ball would change
  - Licensing company
  - Everything is tied in – look at the bottom line figure
- US OPEN contract 2 years remaining – December 31, 2010
- Learn from US OPEN for marketing other events
- Proposed budget and past budgets
  - Increasing entry fees but less people
- US National Team
  - Not coming from General Funds but from donations
  - No funding for tournament of Americas (Pan Am)
  - Funding in World games
  - Programs listed in order of priority, allocating programs (pieces spread out)
  - Coach should not be the head fundraiser

Motion: Lance Gilliam moves for approval of budget accepting budget based on expenses and income

**Action:** Budget report should reflect increase income with expenses staying the same

**Action:** On next state call, determine whether states' tournaments are making/losing money on their events.

**Responsibility:** Jim Hiser

The Grant Program would be connected to Racquetball University.

Lance Gilliam and MeriJean Kelley against the \$15 increase

Geoff Peters motions for approval

Dave Negrete still concerned

Cheryl Kirk states that explaining our reasons in detail and equipping our volunteers would mitigate the issues with the increase

Geoff Peters motion for approval of proposal to that USA Racquetball raise its annual competitor's license to \$50 annually and the state rebate should remain the constant with an additional \$3 to be put aside for the state grant program; to increase its 3-year adult competitor's license to \$125 and the state rebate should remain constant with an additional \$5 to be put aside for the state grant program; to increase its junior competitor's license to \$30 and the state rebate should remain constant with an additional \$3 to be put aside for the state grant program; to increase its limited event license to \$20 and the state rebate should remain constant with no fees to be put aside for the state grant program; and to increase its lifetime competitor's license to \$1,250 and the state rebate should remain constant with an additional \$100 to be put aside for the state grant program.

Lance Gilliam concern with establishing a grant program

The grant program details would be set aside for the purpose of the approval. It is a secondary issue.

Ed Remen seconds the motion.

Continued discussion over concern of increase and the membership system. Also discussion of state accountability.

Rebates: 2<sup>nd</sup> line item for rebates

| Membership Type | Proposal A<br>Membership Price/Rebate/Grant | Proposal B<br>Membership Price/Rebate/Grant |
|-----------------|---------------------------------------------|---------------------------------------------|
| Adult 1 year    | 50/10/3                                     | 45/10/02                                    |
| Adult 3 year    | 125/30/5                                    | 120/30/5                                    |
| Junior          | 30/7/3                                      | 25/4/1                                      |
| Limited Event   | 20/5/0                                      | 20/5/0                                      |
| Lifetime        | 1,250/250/100                               | 1,250/250/100                               |

Creative ideas for increase

Discussion of amending for Juniors. We establishing vote for Proposal A, maintain state rebates and grants. Next summer for grants.

**USA Racquetball Strategies/Goals/Actions – DRAFT**  
**August 12, 2008**

**Next steps:**

- **Executive Committee Review**
- **Board of Directors Review**
- **Executive Director Review with USAR Staff**
- **Assign responsibilities and measures**
- **Communicate to President's Council/VIPs**
- **Communicate to USAR Membership**

|                    |                                                                                                                                                                                                                                                                                                                                          |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Greens Fees</b> | <b>Staff Initiatives</b><br>Fiscal responsibility<br>Effective communication practices and processes<br>Staff development<br><br><b>Board initiatives</b><br>Committee formation and report-back structure<br>Create and maintain master calendar (Board and ExComm calls, tournaments, state calls, etc.)<br>Governance manual creation |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                        |                                                                                           |                                                                                                            |                                               |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
|                                                                                                                                        |                                                                                           | promotional DVD on great moments in racquetball                                                            |                                               |
| <b>Strategy</b>                                                                                                                        | <b>Goals*</b>                                                                             | <b>Actions</b>                                                                                             | <b>Measurable, Time Bound, Responsibility</b> |
| <b>COMPETITIVE SUCCESS – We will maintain the position of the United States as the #1 racquetball nation by developing top players</b> | Develop a plan for US National Team funding to be generated 100% by USA Racquetball       | Market the sculptures (\$150 limited edition)                                                              | <i>Jim Hiser/Staff/US Team Committee</i>      |
|                                                                                                                                        | Identify resource availability for elite level athletes                                   | Devise materials and communicate with elite level athletes; World class (e.g. USOC Training Center)        | <i>Jim Hiser</i>                              |
|                                                                                                                                        | Create visibility and usage for Junior development programs and initiatives – “Best Bets” | Communicate USAR’s role as conduit for Junior programs via website; collect materials and populate website | <i>Jim/Staff/Junior Committee</i>             |

additional suggestions to Randy Stafford. Sal Perconti is concerned for the specialty of this court and revenues that can be received.

#### Executive Director Report and Updates – Jim Hiser

Coming into a new era for racquetball – Presenting 10 action items that, if deferred, have heavy consequences

Financial difficulty has reappeared

US OPEN \$70K loss from one event

Singles \$30K loss – major sponsors withdrew (e.g. Hyatt)

Houston's new YMCA has fewer courts planned but we are trying to get them to add more since we have been there 25 years. Hyatt supports us on this.

Profit Margins only \$20K.

- Cut banquet in Houston cost \$35K to make a \$10-15K surplus
- Need major sponsorship
- Need renewal of sponsors
- \$50K from manufacturers could be in jeopardy

#### Challenges:

- Improve Logo and Name recognition
  - Credibility has increased but still problems
  - Licensing company said that we are not using it
  - States need to include our logo on every entry form
  - Logo needs to be high resolution
  - Need to change USA Racquetball's emails from the old USRA, try to eliminate anything with the old information that is currently still being used. Geoff Peters stated that every piece of paper coming out of the national office should have USAR logo on it
  - State credibility
- Current Financial problems may lead to further apprehension.
  - Rebate payment – state rebates have not been paid in 2008 and currently cannot be paid
- Division of organizations
  - Too many factions doing their own thing
    - WOR, CPRT, NMRA, former Junior Council
    - Need better relationships so we know what is happening
  - National Amateur events should be under USAR umbrella
  - Tom Curran expressed concern that there will be skepticism, the financial issue will raise flags. Jim Hiser feels that those issues can be resolved.
- Manufacturers going in different direction than USA Racquetball
  - Ball contract in jeopardy
    - Penn Ball should be utilized for national and regional events
    - Largest contract
    - Squash example – mandatory for states to use their ball
    - Current contract is 3 years with an option to renew an additional year – Current expiration 2010
    - Ball contract could be worth \$100K if all the states are involved
  - Manufacturers are in direct competition by going to states and sponsoring organizations and events

Further research on Ed Andrews relative to a non-racquetball-related issue. Geoff Peters: nothing found in CA public records, no record of his issue. Not incarcerated at present. Issues took place after his racquetball career was over. FYI, won four nationals in a row, never lost a game.

**Motion to approve the slate of candidates for the Hall of Fame: Mike Guidry:**

**Second: Jack Huczek**

**Vote: Unanimous**

\* Seniors Committee: group established this year, because if someone "fell through the cracks," more tenured individuals would have knowledge. Jim Hiser is Chair of Seniors Committee. Members are Dr. Bud Muehleisen, Charlie Brumfield, Lynn Adams-Clay, Shannon Wright, Andy Roberts. All five have to agree on the nominee, no more than one per year. Hall of Fame Committee submitted three names to this committee: Art Shea, Myron Roderick, Carl Loveday, Sr.

Myron Roderick (contributor) is nominated. Myron Roderick – recommendations from Dr. Bud and Charlie. Back during IRA, Bob Kendler exited. Myron stepped up and took over until they got their feet back on the ground. People from those days avow that Myron got racquetball going back in the right direction.

Hiser: Dr. Bud said if Myron wouldn't have taken over when Kendler departed, racquetball wouldn't have survived. Supported the association for over 10 years.

Peters: Was Executive Director, a then-unpaid position. Seniors Committee formed and intended not to go back to H of F Committee. Seniors Committee is not bringing the information, it goes to the Hall of Fame Committee as a conduit. It's the Board of Directors' Hall of Fame.

**Motion: Geoff Peters moves Board accept Seniors Committee nomination of Myron Roderick to be in Hall of Fame.**

**Second: Ed Remen**

**Vote: Unanimous**

Gratitude expressed to USAR by Seniors Committee to have the opportunity to serve in this capacity. Jim Easterling left the call.

#### **US Team Update -- Mike Guidry**

On track for team to Cali, Colombia. Dave has commitments from Rhonda Rajsich and Cheryl Gudinas. Rocky, Jack, Mitch and Jason have declined. QF Houston, Andy Hawthorne committed to go, possibly Chris Crowther. No expenses paid except for coach out of USAR.

**Action Item: Mike Guidry to schedule a call to address an emerging US Team issue.**

Jim: USOC cut two more insurance slots for our team. Now only have six, begins at doubles in February. Only the winners (2 singles, 4 doubles) will receive insurance unless there are double qualifiers.

#### **Scholastic Committee -- Lance Gilliam (Vote)**

\$500 to top four applicants?

Considered history of last three years

**Motion by Lance Gilliam for top four applicants to receive \$500 each**

**Second: Jack Huczek**

**Vote: Unanimous**

**Jim: Terri Morse to administrate; Mary Meredith to include in eNewsletter**

Minutes of USA Racquetball Board of Directors Meeting, via Conference Call  
December 3, 2008

CONFIDENTIAL – not to be circulated beyond the USA Racquetball Board of Directors

|                                            |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                            |           | <p>Sal requested the Board provide specific recognition for the staff for their work on the Houston event. Lance collected donations around the table. Recognition will come in the form of a letter commending them for their hard work along with a gift card of some type.</p> <p><b>Action Item: Cheryl will write the letter and convert the donations to gift cards.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>8:30 a.m. Executive Director Report</b> | Jim Hiser | <p><i>PowerPoint presentation</i> – National Singles overview; Muehleisen and Brumfield will receive Hall of Fame plaques – never got them before. Most prestigious banquet in the history of the sport – \$20,000 extra spent to make it so. Sold 23 VIP tables. Listed amenities for HOF members. Jim displayed the commemorative poster for the Board. Special can of racquetballs from Head/Penn.</p> <p>Dave Negrete and IRT donated carpet for the Players' Village at the Y. Banquet will appropriate attire – no jeans, no T-shirts, no athletic attire.</p> <p>Geoff requested that all staff and board members have permanent nametags to facilitate communication.</p> <p><b>Action Item: Secure a vendor and have nametags made for all staff and board members. Jim</b></p> <p>Cheryl: Board members should take the opportunity to thank the staff for their hard work in bringing this to fruition.</p> <p>Jim: Annie Muniz has been invaluable in procuring resources for the tournament.</p> <p>Board members were asked what they donated for the silent auction. Tom: entry for WI NMRA tourney; Geoff: 3-day weekend in Breckenridge; Dave: IRT items; Kelley - USA Team clothing; Sal - Olympic jacket and Conine baseball; Mike - golf foursome; Randy - frame with early racquets; Cheryl - Torino Olympics items.</p> <p>Goals/objectives discussion – Jim identified financial stability; importance of USOC connection and US Teams; role of state organizations – changed tremendously since original inception.</p> |



## USA Racquetball Board of Directors Meeting via Conference Call

**Date: Wednesday, December 3, 2008**

**Time: 8:00 p.m. Central time (6:00 Pacific, 7:00 Mountain, 9:00 Eastern)**

**Call-in Number: 1-616-347-8100**

**Meeting Code: 299046\***

**Motions and Actions Items are bolded, in blue.**

Called to order: 8:05 p.m.

**Roll Call -- Cheryl Kirk (will be taking minutes also)**

|                           | <u>Attend</u>       |
|---------------------------|---------------------|
| Ray Cordero -             | Y                   |
| Tom Curran -              | N                   |
| Lance Gilliam -           | Y                   |
| Mike Guidry -             | Y                   |
| Jack Huczek -             | Y                   |
| Merijean Kelly -          | Y                   |
| Cheryl Kirk -             | Y                   |
| Jay Mathis -              | N                   |
| Dave Negrete              | N (Mike has proxy)  |
| Sal Perconti -            | N (Geoff has proxy) |
| Geoff Peters -            | Y                   |
| Ed Remen -                | Y                   |
| Kim Russell-Waselenchuk - | N                   |
| Frank Taddonio -          | N                   |
| Jim Hiser -               | Y                   |
| Jim Easterling -          | Y                   |

### **Approve Minutes of Memphis meeting -- Cheryl Kirk (Vote)**

Motion: Merijean Kelley

Second: Ed Remen

Vote: Unanimous

### **Hall of Fame -- Jim Easterling (Vote)**

Hall of Fame Ballot – 14 resumes submitted at US Open; HOF Committee passed on 3 to newly-created Seniors Committee (see below\*).

Process: Of the 11, four names to go on the ballot. If approved, ballot goes to 23 different voters. Conference call and discussion, then each member votes via communication to the USAR office; 75% of votes constitutes approval.

Slate: Debbie Tisinger-Moore (amateur), Mike Ray (pro), Ed Andrews (amateur), Jackie Paraiso (pro).

Minutes of USA Racquetball Board of Directors Meeting, via Conference Call  
December 3, 2008

CONFIDENTIAL – not to be circulated beyond the USA Racquetball Board of Directors

## USAR 2008 Strategic Planning – SWOT Analysis

USA Racquetball provides opportunities in the sport of racquetball for all levels of participation.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Marketing the image of our organization</p> <p>Opportunity to communicate the benefits of membership; members don't understand who we are and what we do</p> <p>Membership numbers have declined</p> <p>Number of players playing in clubs and universities at the grassroots level</p> <p>Lack of competition?</p> <p>Determine how many non-sanctioned tournaments out there that are not sanctioned</p> <p>Opportunity to communicate benefits of membership – players don't understand who we are and what we do</p> <p>Hundreds of locations with courts are not identified and communicated with by the organization</p> <p>The Olympic Dream</p> <p>Solicitation of an outside sponsor</p> <p>Creation and marketing of an Endowment Fund to support the sport in future generations</p> <p>Organization can position itself as the "umbrella organization" for our sport – can coordinate a leadership summit for the <u>organizations</u> that make up our sport – AMPRO, NMRA, WSMRA, RMC, IRT, WPRO, IRF, other National Federations (note this is different than a State Leadership Summit which should focus on how to manage a State Association at the grass roots)</p> | <p>sanctioned</p> <p><i>IRT and WPRO are competitors – especially as it relates to sponsorships outside of our sport</i></p> <p><i>Websites that offer much of the same information as the USAR have been developed and are looking for a niche and business model</i></p> <p><i>USOC can impact International Competition by decisions around support of Operation Gold Events and the Pan American Games</i></p> <p><i>US Open has become identified as Doug Ganim's event rather than an USAR event. Needs to be The US Open hosted by Doug Ganim</i></p> <p><i>Junior Council believes that it is an autonomous organization</i></p> <p><i>AMPRO has lost momentum – impacting the sport's ability to drive value for club owners and facilities</i></p> <p><i>Our competitive player base is aging and not being replaced at the same numbers</i></p> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- Action Item: Propose the FAQ piece for inclusion in the November/December magazine – Cheryl  
Deadline: September 22<sup>nd</sup> *Done, answer was affirmative*
- Action Item: Explore with Jim Hiser the idea of including a junior page in each issue – Cheryl  
Deadline: September 22<sup>nd</sup> *Done, answer was affirmative*

**Future meeting subjects (blue signifies new items added since last minutes)**

- Assist in populating website with junior information (FAQs, how-to's of starting juniors/high school programs)
- Review of successful state programs (e.g., MI, TX, MO, OR, FL are known for their programs); make recommendations on where this information can be housed and how the states and other interested parties can be made aware it exists
- Explore idea of another major junior event
- Explore idea of Esprit camp, to possibly include all interested juniors who can attend
- Junior event at Pro Stops (IRT/WPRO)
- Update on site selection process for 2010 from Jim Hiser
- **Development of junior camps around the country in Summer 2009**
- Creating "how to grow junior racquetball programs" materials

- Conduct 1 or 2 panel discussions at Junior Nationals on this topic as well as others.
- Host a welcome reception at Junior Nationals
- Better utilization of the website [www.usajuniorracquetball.com](http://www.usajuniorracquetball.com)
- Provide assistance to the team parents where needed in their fundraising efforts
- Hold an Esprit Camp in August 2008 in Findlay, Ohio – Jen Meyer and Vinnie Shoemaker working on this.
- Provide financial support for the 2008 Junior National Team from previous years' fundraising efforts

#### Recommendations:

- Allow the USAR Board to provide leadership from its Board members to the Junior Council. A name change has also been proposed as JC becomes a formally recognized committee of the USAR for the first time. This effectively will mean that I am no longer the head of Junior Council, but instead a member of the Board heads up the “Junior Task Force” like all other committees of the USAR.
- Allow Junior Council to work on growth and development of Junior Racquetball at the grass roots, local and state levels, thus also effectively transferring the responsibility for fundraising to a collaborative effort between the USAR and the parents of team members. This idea was well received at a meeting held recently in Chicago between Randy, Cheryl, Jim and me.
- Instead of refunding a portion of USAR membership fees back to the states earmarked for Junior Development (which MANY states end up just giving back to the JC for the Junior Team - \$11,000+ in 2007!), why not appropriate this money to the new Junior Task Force (formerly known as Junior Council) so these extremely busy but devoted volunteers can spend their time developing junior racquetball and not have to fundraise. This is the desired direction of this group of volunteers, but we cannot do both fundraising and development – we do not have the time in our own personal lives to take on two such huge roles. This was not discussed in Chicago, but it should be the way to go forward.
- Let the USAR work directly with a parent rep/volunteer from the Junior National team to work on all administrative aspects of the junior national team. Let Kelley Beane continue to focus on the kids and their training/performance – do not put this fundraising back on the coach. The adult coach's role is completely different than that of the junior coach's

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p>Boys won the Boys' competition, U.S. Girls fell short; overall, the US Junior Team took 2<sup>nd</sup> place. Adversity of conditions (everyone got sick), but hotel and hosts were phenomenal. Very proud of the team and their sportsmanship and overall behavior. Cost was c. \$62,000. Fundraising was not the coach's responsibility, as was appropriate. We should be a strong threat this year on home turf. Our girls are looking very good.</p> <p>Last year, Ed Mazur resigned as president of the Council to concentrate on his business.</p> <p>Relative to draws for Junior Nationals:</p> <p>Jim: Jim does initial draw. Head Coach and assistant coaches give their feedback. Recommend this year, Kelley Beane, Shane Wood and a representative of the Junior Council (not a parent) participate on the appeal committee. Does not feel parents should have input on the draws, at least on the divisions in which their own children are entered.</p> <p>Kelley: The combination of history, rankings and knowledge of the players is optimum.</p> <p>Jim: Junior Council requests a response on the recommendation. We need to describe the appeal process and create a deadline by which input will be submitted.</p> <p>Lance: Include recommendation relative to Accounting that allows immediate access to Quickbooks program, including password.</p> <p>Jim: Our accountant has insisted that all monies come back under the control of USAR.</p> <p>Randy: New role as Junior Committee to grow junior racquetball. Have a board member or two on their committee. New group with chair convenes and start fresh.</p> <p><b>Action Item: Jim Hiser will draft a response to the Junior Committee on the recommendations and requests they put forth in the Junior Council Report. What is it, who's in charge, monies turned over. Board committee. Create the committee and</b></p> |
|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Minutes of the 2008 Board Meeting, Board of Directors, Held at Regency D, Arlington, TX

May 11, 2008

U.S. Racquetball Association, 10000 North Loop West, Suite 1000, Houston, TX 77057

Cheryl – suggestions? Very attractive piece – take it to meetings -  
Models for the sculpture were Jackie Paraiso & Jack Huczek  
*Everyone should encourage their state orgs to purchase sculptures*

### **==>USANA**

Tom C said that – at Nationals – Ryan Rodgers had USANA  
present a proposal on supplements.  
USAR (Jim) & NMRA (Tom) & IRF (Mazaroff) agreed to be involved  
Potential for \$1,000 per month - possibly up to \$1,000 per week.  
Looking for people to use product as customers and/or business people  
under the USAR branch of the network  
Two participants (fencing and pole vaulter) in this Olympics are consumers  
USAR would get % of sales - we would add a link to USANA on USAR site –  
like an online GNC store.  
USANA Health Sciences – if interested in being part of the network, don't go online  
and sign up – go through R2Sports (Ryan).

Looking for endorsement from the board for this approach.  
As a benefit to our members – not the official supplement of the USAR  
MeriJean is concerned about supporting a particular product.

Geoff indicated that the Board will be asked to authorize Jim to be paid back.

A number of people – MeriJean, Jay, Mike indicated that  
they are uncomfortable with 'endorsing' these supplements.  
Cheryl reminded the group that no one HAS to start a business (join the network) –  
they can just be customers, if they choose, or not. Analogous to goodbuy.com.

***Sal - Motion that the USAR become part of the USANA network, selling supplements as part of the network. USANA would not be the official supplement nor an endorsed product.***

***Ed – second -***

***Discussion – MeriJean concerned that it is not a 'sponsorship' or 'endorsement'***  
***vote (v2) - passes - 4-3***

*Executive committee will work with Jim to approve the approach to membership communication and website application.*

### **==>Magazine Frequency**

Jim explained the changes -  
from 6x per year to 4x per year  
email increase to 9x per year  
advertisers are reducing their budgets.  
We are primarily doing this to save \$\$ - it costs us \$5k per issue to mail.  
We need to resolve contracts with advertisers soon.  
If we stay at 6 – we will lose \$\$ - probably \$10-15k next year.

Mike – will mags be bigger? Jim - Could be – not guaranteed.

Cheryl – are advertisers looking to advertise in e-newsletters?  
Jim – we believe that we can get them to – and also attract other advertisers.

Geoff – doesn't like the presentation. We need to present it as increasing communications via more e-newsletters.



## USA Racquetball Board of Directors – Meeting Minutes – May 20, 2008 Downtown Hyatt Regency, Houston, TX

Note: Items in bolded red are action items (see recap on page 16); items in bolded black are motions/board decisions

| Agenda Item                             | Who            | Comments                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8:00 a.m. Roll Call                     | Randy Stafford | Present: Tom Curran, Geoff Peters, Jason Thoerner, Ed Remen, Lance Gilliam, Dave Negrete, Mike Guidry, Jim Hiser, Randy Stafford, Malia Bailey, Kelley Beane, Sal Perconti<br>Absent: Jay Mathis, Ray Cordero (unexcused absences)<br>Guest: Meri Jean Kelley<br>Proxies: Frank Taddonio to Mike Guidry<br><br>Discussion to clarify terms of each board member (see attachment)                                                                                                                                                                                                                        |
| 8:15 a.m. Approve minutes from November | Randy Stafford | <b>Motion to accept – Tom</b><br><b>Second – Jason</b><br><b>Vote – unanimously approved</b><br><b>Action Items – Four outstanding action items (out of 12) carried forward for follow-through</b><br>1. Sal: asked for historical record of who's been on the state calls. Jim/Cheryl<br>2. Letter from the Board to Choice Hotels thanking them for their support over the years. Jim/Cheryl<br>3. Legislative Committee to present constitutional change on or before April 20, 2008. Tom<br>4. Evaluation and Request from Ray Cordero for a list of AMPRO/IPRO-certified military individuals. Jim |

Minutes of the USA Racquetball Board of Directors, Hyatt Regency, Houston, TX, May 20, 2008

Minutes of the USA Racquetball Board of Directors, Hyatt Regency, Houston, TX, May 20, 2008

| Strategy                                                                                                                                                         | Goals*                                                                                     | Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Measurable/Time Bound, Responsibility                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SPONSORS AND SUPPORTERS – We will develop a network of sponsors and supporters that will ensure our organization’s financial stability and future success</b> | Create and introduce USAR Foundation                                                       | a) Finalize legalities and structure<br>b) Announcement at US Open                                                                                                                                                                                                                                                                                                                                                                                                               | October 2008; <i>Fundraising Committee</i>                                                                                                                                                                                                 |
|                                                                                                                                                                  | Create a culture of appreciation; devise and execute VIP Appreciation / Communication Plan | a) Utilize comprehensive and user-friendly master list of Hall of Fame members, President’s Council, VIPs, manufacturers, to include phone numbers and email addresses<br>b) Study and revise recognition processes as indicated<br>c) Communicate with and use the input from these groups<br>d) Create VIP attendance list for each national tournament – provide to Board members and staff<br>e) Special VIP treatment at each national tournament (badges, reception, etc.) | September 15; <i>Jim Hiser &amp; Cheryl Kirk</i><br><br>Quarterly communication to President’s Council and meet at each national tournament; <i>Cheryl Kirk</i><br><br>One week before the start date of each tournament; <i>Jim/Staff</i> |
|                                                                                                                                                                  | Secure an independent company to represent USA Racquetball in procuring sponsors.          | Develop sponsorship level PPT presentation (Matrix – types of sponsorship; who and what do they get for how much or what VIK; exclusivity)<br><br>As a selling tool, create a                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                            |

| <b>Action</b>                                                                                                                                                                                                                                                | <b>Responsibility</b>                                            | <b>Action</b>                                                                                                             | <b>Responsibility</b>                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| Determine rules and associated meeting definitions relative to unexcused absences.                                                                                                                                                                           | Cheryl Kirk                                                      |                                                                                                                           |                                      |
| Secure a vendor and have nametags made for all staff and board members.                                                                                                                                                                                      | Geoff Peters                                                     | Write email to Junior Team, cc with the list to the Board of Directors                                                    | Cheryl Kirk                          |
| Send out and appeal to the states to donate to the US Adult and Junior Teams. Include information about the statues.                                                                                                                                         | Jim Hiser (on behalf of/coming from Dave Ellis and Kelley Beane) | Foundation Board acceptance: send email with deadline from all on list for consideration <i>(completed)</i>               | Sal Perconti                         |
| Provide information to the BOD relative to revenues realized from online advertising.                                                                                                                                                                        | Jim Hiser                                                        | Congratulations sent to Foundation board members upon acceptance                                                          | Cheryl Kirk                          |
| Present the future sales contract for the old portable court to the Board for approval.                                                                                                                                                                      | Randy Stafford.                                                  | Send Cheryl Kirk to bullet points regarding Foundation.                                                                   | Sal Perconti                         |
| Change the title on the spreadsheet from cash to something more appropriate.                                                                                                                                                                                 | Lance Gilliam/Melody Weiss                                       | Club listing database – determine status with Jay Mathis <i>(completed)</i>                                               | Sal Perconti, Cheryl Kirk, Jim Hiser |
| Determine who gets the budget, the executive board or just the finance committee.                                                                                                                                                                            | Lance Gilliam                                                    | Website committees are outdated, need to contact Leo Vasquez to update site. <i>(completed)</i>                           | Geoff Peters                         |
| Budget report should reflect increase income with expenses staying the same.                                                                                                                                                                                 | Jim Hiser                                                        | More effectively market the Affinity Card to our members.                                                                 | Geoff Peters                         |
| Revise budget spreadsheets for easier readability.                                                                                                                                                                                                           | Lance Gilliam                                                    | Each member asked to contribute input on important dates and appropriate dates to include on the calendar; send to Cheryl | Board of Directors                   |
| On next state call, determine whether states' tournaments are making/losing money on their events.                                                                                                                                                           | Jim Hiser                                                        | Set a full years' worth of due dates and publication dates for the magazine and newsletter for 2009                       | Jim Hiser                            |
| Establish a committee for the grant program.                                                                                                                                                                                                                 | Cheryl Kirk and Ed Remen                                         | Add tournament entry deadlines to master calendar                                                                         | Jim Hiser/ Cheryl Kirk               |
| Communication plan to be drafted to socialize rate increase                                                                                                                                                                                                  | Cheryl Kirk                                                      | Return scholarship proposal to committee then give results to board for next call.                                        | Terri Morse                          |
| Contact Jeff Elder and Kim Roy to clarify next steps – letter (200 words or less) for magazine (why I would like to serve on the USAR Board) and conflict of interest and confidentiality statements. Deadline December 1 <sup>st</sup> . <i>(completed)</i> | Nominating Committee                                             | Send confidentiality agreements to committee chairs; to be completed by all committee members                             | Cheryl Kirk                          |
| Send an email list of the Junior Team (including coaches) with their names next to the email to Cheryl Kirk.                                                                                                                                                 | Kelley Beane                                                     | Incorporate committee confidentiality into governance manual.                                                             | Cheryl Kirk/Jim Hiser                |

## USAR 2008 Strategic Planning – SWOT Analysis

USA Racquetball provides opportunities in the sport of racquetball for all levels of participation.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <p><b><u>Strengths</u></b><br/> Dedicated staff and Executive Director<br/> Volunteer base on board and within committees<br/> Experience in providing tournaments and competitive opportunities for membership<br/> Organization itself – 25 years of history<br/> Technological innovations—R2 system saves time and cost<br/> Association is integrated across all aspects of the sport<br/> Staff, computer systems, rankings – would be impossible to duplicate<br/> Value – cost of membership and quality/value we give to amateur competitive player<br/> World class adult racquetball team -- #1 in the world<br/> World class junior racquetball team - #2 in the world<br/> Leadership skills at the top level<br/> Infrastructure for the sport – processes: rules, procedures, equipment, specifications, court guidelines etc.<br/> Magazine as a communication tool<br/> Communication with tournament directors – programming and sanctioning system<br/> Lack of competition – viewed as a parent organization<br/> 550 sanctioned tournaments per year<br/> Communication with states via monthly calls, bi-monthly electronic newsletters<br/> <i>Historical archives</i></p> | <p><b><u>Weaknesses</u></b><br/> Insufficient operating funds for needed initiatives, staff, etc.<br/> Insufficient cash reserves<br/> Lack of strong research and corresponding collateral materials relative to the marketing of our sport<br/> Membership confidence in the ranking system<br/> Confusion surrounding value to amateurs or pros<br/> Outdated email addresses for communicating with members<br/> Lack of communication to our Board, and within our Board<br/> Lack of sufficient women and junior programs; isolated instances of success, have not been duplicated across the country<br/> Insufficient marketing<br/> Insufficient number of donors for racquetball; have asked too few people too many times<br/> USOC involvement and financial support<br/> Volunteer base – a weakness to depend on them; morale and commitment erodes<br/> Inadequate funds to hire sufficient number of staff members (marketing, Junior Council, communications)<br/> Board meetings are operational and redundant<br/> Ill-defined priorities<br/> We don't have a major sponsor that is not connected to the sport<br/> Our reputation – perception because of what happened in the past relative to financial difficulties<br/> Perception that association was not and still is not responsive to the membership<br/> No strategic plan as a basis for Jim to set annual goals and objectives against; where do we want to be in five years?<br/> <i>R2 system only works online – no offline capability for smaller events and clubs</i><br/> <i>Organization recognizes 15K members and has not developed initiatives and access to the 5M regular players</i><br/> <i>Electronic newsletter and Recreational membership has stalled despite being identified as an important initiative</i><br/> <i>Board oversight and review of contracts and finances is limited</i><br/> <i>National Events have not been "refreshed" in a number of years – need to be new and exciting to attract both new and repeat competitors at all levels</i><br/> <i>VIP's are not consistently tracked and recognized by the Staff</i><br/> <i>A significant portion of renewals are collected by volunteers at the State level leading to inaccuracies and timing issues</i><br/> <i>We have not defined our role relative to the Grand Slam events</i></p> |
| <p><b><u>Opportunities</u></b><br/> Number of people playing in clubs and universities at the grassroots level; lack of competition?<br/> Determine how many tournaments out there that aren't sanctioned that provide opportunities for growth<br/> Staff training on better interaction with members; how to handle their jobs better<br/> Staff development</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b><u>Threats</u></b><br/> <i>Many other sports and activities vie for player's time and money</i><br/> <i>Many other racquetball organizations that vie for player \$</i><br/> <i>Competitive players have many choices; non-sanctioned tournaments (how many per state?); military tournaments are generally not sanctioned; LA Fitness holds in-house tournaments that are not</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

role due to the age/stage of racquetball development of the players, the differences in sizes of the team, the fact that these are minors for the most part, and the fundraising needs are much greater.

- Allow the Junior Council to proactively submit the draw to the USAR again. USAR board members have suggested that Jim Hiser not be involved with the draw. A procedure should be developed/published prior to Jr Nationals on how to formally dispute a draw. (See attachment).

Respectfully Submitted by

Kelley Lavelly  
President, Junior Council



## **MISSION STATEMENT**

*(Definition: A mission statement defines where the organization is going now, basically describing the purpose: why this organization exists.)*

**USA Racquetball is the National Governing Body for the sport of racquetball, recognized by the United States Olympic Committee, and is committed to excellence and service to our members. We provide the infrastructure and organization for racquetball. We also provide competitive opportunities for members and enthusiasts through our coordination of racquetball organizations, development and administration of rules and programs, sanctioning of events and development of teams for international competition.**

## **VISION STATEMENT**

*(Definition: A vision statement outlines what a company or organization wants to be. It focuses on tomorrow; it is memorable and inspirational; it provides clear decision-making criteria; and it is timeless.)*

**Play it, Love it -- Racquetball, A Sport for Life!**

investigation mainly because we had too much work to do fundraising, and I felt that it would be better to solve this problem for the future by creating a draw procedure for Junior Nationals (see recommendations).

At Junior Nationals, we held our regular open meeting for all interested people to attend. At this meeting, we heard loud and clear from people from all across the country that what people want to see the USAR/Junior Council do is help develop and grow Junior Racquetball at large, and not spend so much time on just fundraising for the elite older athletes of the sport. It was suggested that we use the website more for info sharing, and that a manual/resources be developed to help local RB players start up junior programs at their clubs. There was also strong sentiment that the pros not be involved in this type of growth/development program because of the costs involved with this. The feeling was that there are many people at the local/state level that want to help juniors but don't know how to get programs started/sustain them over time.

We also held a Q & A session, of which the original intent was to have Jim Hiser present background info on junior racquetball, the USAR's role in it, etc. Instead, because of such deep concern about problems with the draws, most parents attending wanted explanations for how the draws were arrived at. The intended info-sharing thus did not happen.

At our closed meeting at Junior Nationals, it was decided that the criteria for the Male/Female Athlete of the year needed to be revised. This is being worked on. We usually review the bids for next year's Jr Nationals at this closed meeting and vote on it for announcement at the Saturday night banquet. However, no bids were submitted, thus Junior Council was not involved in the site selection for 2008. We hope that the USAR will include us back in this process for 2009 and beyond.

Our very active year produced the strong felt need for us to organize ourselves better with actual terms of office, officers, etc. This is a group that is more interested in seeing Junior Racquetball grow than it is in fundraising for the junior team. When we learned of the USAR's plan to restructure the Junior Council, though, we felt it wise not to spend time on re-organizing ourselves until we knew what the USAR was going to do with JC. We are still in that planning stage and have begun discussions with Jim Hiser and the Board to chart our future course.

We appreciated the increased coverage given to juniors in the racquetball magazine this year and at the website! This meant a lot to the kids and families!

Goals for 2008:

- Write a manual for how to grow/develop a junior racquetball program --state and local levels.



**BOARD OF DIRECTORS AS OF MAY 21, 2008**

| Last                 | First     | Title          | Address                            | City             | State | Zip   | email                     | Phone        | C&C* | Term Info                                           |
|----------------------|-----------|----------------|------------------------------------|------------------|-------|-------|---------------------------|--------------|------|-----------------------------------------------------|
| Ruseell-Waselenchuck | Kim       | Athlete Rep    | 2602 Deer Tr                       | Brownsville      | TX    | 78521 | hattrick407@yahoo.com     |              |      | May-08                                              |
| Cordero              | Ray       | Military Rep   | 8340 Ilex Dr.                      | Colorado Springs | CO    | 80920 | dcordero1@netzero.net     | 719-554-1243 | x    | Appointed by military in 2007                       |
| Cuman                | Thomas    |                | 1015 Cardinal Dr NW                | Wilson           | NC    | 27896 | tom1947@aol.com           | 513-490-7472 | x    | 1st elected term exp 2009; prior 2-year appointment |
| Gilliam              | Lance     | Treasurer      | 24706 Bogey Ridge                  | San Antonio      | TX    | 78258 | lance@gilliamcpapc.com    | 210-979-7055 | x    | 2nd term exp 2009                                   |
| Guidry               | Mike      | Athlete Rep    | 2535 Melissa Ln.                   | Carrollton       | TX    | 75006 | guidry.mike@sbcglobal.net | 972-418-5278 | x    | 9/1/08 pending const chg vote                       |
| Kelley               | Merjean   |                | 959 Matadero Ave.                  | Palo Alto        | CA    | 94306 | MKelley959@aol.com        | 650-856-2292 | x    | 1st term exp 2011                                   |
| Kirk                 | Cheryl    | President      | 1064 Sylvan Circle                 | Naperville       | IL    | 60540 | cherylkirk@aol.com        | 630-305-8291 | x    | 1st term exp 2009                                   |
| Mathis               | Jay       |                | 731 Antone St.                     | Atlanta          | GA    | 30318 | mathisjay@hotmail.com     | 404-550-4050 |      | 2nd term exp 2011                                   |
| Negrete              | Dave      |                | 1411 Squire Lane                   | Bartlett         | IL    | 60103 | negretz@comcast.net       | 630-430-1478 | x    | Appointed position; 1 year remaining 2009           |
| Perconti             | Saivatore | Secretary      | 8950 Dr ML King Jr St N, Suite 200 | Saint Petersburg | FL    | 33702 | sal@perconti.com          | 727-576-7727 | x    | Appointed position; 2nd term begins 2008            |
| Peters               | Geoffrey  | Vice President | 3259 N. Clifton Ave.               | Chicago          | IL    | 60657 | petersgeoff@hotmail.com   | 773-251-4413 | x    | 2nd term exp 2010                                   |
| Remen                | Ed        |                | 1004 Bray Ct.                      | Apex             | NC    | 27502 | edremen@mindspring.com    | 919-363-6008 | x    | 1st term exp 2010                                   |
| Taddonio             | Frank     |                | 1342 N. Sailors Way                | Gilbert          | AZ    | 85234 | franktaddonio@cox.net     | 480-539-9221 | x    | 1st term exp 2011                                   |
| Huczek               | Jack      | Athlete Rep    | 4040 Holly Lane                    | Rochester        | MI    | 48306 | jackhuczek@comcast.net    | 248-342-6267 |      | May-08                                              |

\* Confidentiality and Conflict of Interest Statements on file

exp 2009  
exp 2010  
Term exp 2011

membership fees would be viewed negatively.

Needs to be presented as a change in service NOT a reduction of benefits.  
Coupled with an increase in electronic media – web site / e-newsletters.

Cheryl will communicate with president's council & VIPs to begin to pave the way for some of these issues; PC meeting in October will allow for their feedback on issues at hand  
Each of us should send any ideas/talking points to Cheryl for this memo.

Board call next week should mention all these issues to keep the board informed.

**=> Athlete representation on Board -- Mike**

Jack Huczek & Kim Russell-Waselenchuk  
Saying goodbye to Jason and Malia

**=> Goals (draft attached\*) -- Cheryl**

goals have been sent – please review and provide comments.  
Want to present this to the board in 2 weeks.  
Cheryl wants to then review the goals with Jim and also with the staff.

**=> Next Board call -- date and agenda -- Cheryl/All**

Aug 27<sup>th</sup> 8pm – full board conference call

**=> IRF Worlds recap -- Cheryl**

USA swept all individual titles.  
And won the men's – women's and team gold.

**=> Additional topics**

trying to find a time for the US Open Board Meeting -  
so far – WED – all day is best.

Lance had some questions concerning nominating committee.  
Slate development – procedures.

Lance – some kind of statewide campaign to promote racquetball.  
Try to do some kind of unified promotion  
(USAR – Big Brother/Big Sister, for example)  
- some type of 1 day (saturday) promotion.  
This would provide more exposure and possibly fundraising.

Geoff mentioned that we need to revisit the mandatory status  
of the US Open Board Meeting. Also to revisit the attendance  
requirements in general.

Geoff – discussed some topics about the president's council and VIPs – invitation and US Open.  
Magazine issue should arrive in mailboxes 1-2 weeks before the us open.

**Action item summary – (in order of appearing in the minutes)**

Reducing magazine issues – needs to be addressed immediately (full Board call on 8/27)  
Cheryl will communicate with president's council & VIPs to begin to pave the way for some of these issues; PC meeting in October will allow for their feedback on issues at hand. ExComm members send any ideas/talking points to Cheryl for this memo.

- This could be a reflection of the change of the National Doubles date
- Sponsorship –
  - Loss of Choice Hotels as title sponsor
  - Still in process of gaining a new sponsor
  - Did try to make up some of the difference with smaller sponsorship deals
  - Objective to finish above breakeven
- Memphis
  - The Racquet Club of Memphis has been sold
    - New owners do not want to rent to outside groups
    - Turning into an elite country club
    - Owners viewing this event for future consideration
  - Alternative locations in consideration
    - Move it to another city
    - Use Wellworks in Memphis as primary club
      - Other clubs are available to make up for the loss of The Racquet Club's four courts
      - Also plausible to extend event by one day
      - Prefer to stay in Memphis as contacts are already established

#### Financial Report

Presented by Lance Gilliam

Budget explanation – try to simplify

Jim's Cash Only is misleading

Proceeds on left are actual figures while on right on are proposed for 2009 being voted on in the income and expenses area

Budget Column Proration combined of salary, overhead, main office expenses allocated by percent of individual's amount of time as spent by employees/staff in general not individual salaries

For 990 filing – spending sufficient amount of resources specific such as junior development, as we do for USAR

Discussion: budget does not include forecasting for increase in membership dues, includes a 10% decrease in tournaments; sanction fees are included

Cash flow problem with 3-year memberships, budget funds are spread throughout the three years but utilized that year. Income from three-year membership is a non-cash income. Can't put expenses against 3-year income because it is a non-cash income

**Action:** change the title on the spreadsheet from cash to something more appropriate

**Responsibility:** Lance Gilliam

|                                     |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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|                                     |  | <p>Don Chicos (sp?), Margo Daniels.</p> <p><b>Action Item: Board members to supply additional names for consideration.</b></p> <p><b>Legislative</b> – Tom Curran (no action)</p> <p><b>Election</b> – Tom Curran; an election was not held. Randy notified the new Board members. MeriJean is present, Frank is not (this was not a mandatory meeting). Frank is presently in Iraq but will be here next May, perhaps at the US Open.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Committee Reports, continued</b> |  | <p><b>US Team Committee</b> – Mike Guidry<br/>Two events World Games (2 male/2 female singles only). PARC in Colombia. The issue comes back to funding.</p> <p><b>Motion: For an event in which a qualified member of the team decides not to participate, the pool of alternate players will be selected from the players who participated in the qualifying events. Thus for Singles, the pool would be the quarterfinalists and for Doubles the semifinalists. Selection would begin with the players having the highest finishes in both events and then, if necessary, the players with the highest USAR ranking.</b></p> <p><b>Motion: Mike Guidry -- as stated above.</b><br/><b>Seconded: Jason Thoerner</b><br/><b>Vote: 11 yes, 1 abstention (Lance)</b></p> <p>Discussion relative to definition of an Operation Gold event. Our policy is that our top players have to go. USOC awards prize money to the winners of the event.<br/>Geoff: At the last meeting, we as a Board stated that we would move in the direction of endeavoring to financially support these events.</p> <p><b>US Junior Council</b> – Kelley Beane<br/>At Junior Worlds in Cochabamba, Bolivia in December 2007, U.S.</p> |

Minutes of the 2007 USAR Board Meeting, Board of Directors, May 24, 2007, Houston, TX

May 24, 2007

COMPILED BY: [Name] and [Name] for the USA Rowing Board of Directors

|                              |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                              |                      | <p><b>Motion: Direct Randy Stafford to sell the old portable court.</b></p> <p><b>Motion: Jason Thoerner – as stated above.</b></p> <p><b>Second: Dave Negrete</b></p> <p><b>Vote: Unanimous</b></p> <p><b>Action Item: Randy will bring the future sales contract to the Board for approval.</b></p> <p>Dave: Plan to set up the new portable court at the 16<sup>th</sup> St. Mall in Denver during the Motorola Worlds there this fall. Dave requests the support of the Board to be ambassadors at this event.</p>                                                                                                                                                                                 |
| <b>4:00 p.m. Adjournment</b> |                      | <p>Randy adjourned the meeting after words of departure. The Board members presented him with a card and a parting gift and he exited the meeting. Geoff Peters as VP now presided over the meeting.</p> <p>Lt. Commander Steven Harper spoke to the Board expressing his appreciation to play at this event and asking for Board assistance in encouraging the military in their future racquetball endeavors.</p> <p>Thanks to Kelley Beane who stepped up for a one-year term on the Board. Geoff thanked Kelley for her service to the Board.</p> <p>Geoff welcomed Meri Jean Kelley as our newest Board member. Frank Taddonio also joins the Board and Jay Mathis rejoins for a second term.</p> |
| <b>4:10 p.m. Reconvene</b>   | Election of officers | <p>Geoff called the reconvened meeting to order. Kelley Beane and LCDR Harper exited the meeting.</p> <p>Geoff called for nominations for President.</p> <p>Sal nominated Cheryl; Mike seconds.</p> <p>Malia nominates Geoff Peters for President; Meri Jean seconds.</p> <p>Jason Thoerner nominates Sal, Tom seconds.</p> <p>Geoff and Cheryl accepted their nominations; Sal declined.</p>                                                                                                                                                                                                                                                                                                          |

**\*Reference Information (included with original agenda):**

<http://usaracquetball.com/RacquetballUniversity/JuniorRacquetball.aspx> (please take time to review the content of this page before the call)

**Revised USAR Mission Statement -- May 2008**

USA Racquetball is the National Governing Body for the sport of racquetball, recognized by the United States Olympic Committee, and is committed to excellence and service to our members. We provide the infrastructure and organization for racquetball. We also provide competitive opportunities for members and enthusiasts through our coordination of racquetball organizations, development and administration of rules and programs, sanctioning of events and development of teams for international competition.

**Junior Committee Purpose**

The Junior Committee... "will determine policy and procedures to promote junior racquetball within state associations for all youths of high school age and below. The committee will also assist in the policy development and operation of junior national events. The committee is responsible for furthering the growth of and participation in racquetball programs for players 18 years of age and under at the local, state, regional, and national levels." -- *USAR Constitution*

Junior Committee work will contribute to three of the five strategic areas of USA Racquetball: Competitive Success, Promotion of the Sport and Membership Growth. The committee itself will analyze the goals of the organization and make recommendations on initiatives that will best serve.

Contributions of the committee can be defined and categorized under these three umbrellas: **advisory, program development and fundraising** (the latter principally to fund committee initiatives).

|                                                                                                                                               |                                                                                                                                                                                                                                                                   |
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| <p><b>COMPETITIVE SUCCESS – We will maintain the position of the United States as the #1 racquetball nation by developing top players</b></p> | <p>Develop a plan for US National Team funding to be generated 100% by USA Racquetball</p> <p>Identify resource availability for elite level athletes</p> <p><i>Create visibility and usage for Junior development programs and initiatives – “Best Bets”</i></p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- most recommended brand that gets the most shelf space
- Tennis ATP example:
  - Took certain categories off the table for tournaments to get sponsorship, for example, cars
  - Tournament directors cannot go out and get a different ball
  - Ball contract with USTA is devalued versus squash
- What can USAR protect?
  - Not a ball but a brand – models can be determined by tournament director or state
  - USAR take back control of ball
    - Official ball would dominate
      - Complexity because of addition deals
    - Create a sanctioning contract states must sign and abide by
    - USAR has made sanctioning critical
    - Keep ball contract from getting devalued as is currently happening with more tournament directors going out and getting their own contracts with other manufacturers
    - Break down what the ball contract actually covers – national events, regionals, state championships, but allow smaller events – manufacturers would be happy with level
    - Other sanctioned events different
    - Competitive level has more opportunity for balls being requested by retailers
  - Discussion: will it be okay for USAR to have another contract? Such as an approved ball for the state levels to have access to sanctioned events. Lots of options but a decision needs to be made soon as contracts are up for renewal with states.

Geoff Peters: Board of Directors should have a tour of the Penn Factory while at National Doubles

#### US OPEN Update<sup>1</sup>

Presented by Doug Ganim

#### Economy Concerns:

- Lost gold boxes
- Larger than last year's event

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<sup>1</sup> Cheryl Kirk notes that this information is confidential and asks Larry Steiner to step out.

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p><b>USOC Task Force update</b> – members are Geoff Peters, Sal Perconti, Cheryl Kirk, Christopher Cole, Kim Roy. USOC has these names; <b>Action Item: Jim will reach out to contact the USOC for forward action.</b></p> <p>Sal: Our mission states we are the NGB for our sport. The USOC has the latitude to decide whether we continue.</p> <p>State associations are charged with the responsibility of creating programs to grow racquetball and receive rebates to that purpose. Many associations run tournaments but their activities do not extend to grassroots development programs. One state has \$30k, but people who want to run grassroots programs are denied the funds. States sit on their funds, “just in case.”</p> <p>Geoff: There is a need to push information out to the states on how to create and administrate the programs.</p> <p>Jim: Follow-up with clubs on state level to grow grassroots racquetball is essential.</p> <p>Lance: States are not held accountable; rebates are not being used to develop the sport.</p> <p>Geoff: State associations collect memberships; need to be careful to maintain a balance or the states may not be incentivized to send in memberships if they don't receive rebates.</p> <p>Malia: VA pays for junior and collegiate memberships. Do other states do this? (This is not a program, but it does eliminate pushback on paying for memberships to be involved.)</p> <p>Lance: Memberships are the lifeblood of the organization, so we are careful with giving free memberships.</p> <p>Lance: There must be a way to evaluate how our states are performing.</p> <p>Jim: We should have a better monitoring process for this.</p> <p>Randy: We need to address this as a strategic area.</p> <p>Sal: Kids playing racquetball tug at people's hearts. That's how we raise money – through kids' programs.</p> |
|--|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Minutes of the USA Racquetball Board of Directors Hyatt Regency Downtown Houston, TX

May 20, 2008

CONFIDENTIAL – Not to be circulated beyond the USA Racquetball Board of Directors

| Strategy                                                                                                | Goals*                                                                 | Actions                                                                                                                                                                                                       | Measurable, Time Bound, Responsibility                                                                                                          |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>MEMBERSHIP SERVICES – We will provide a broad and relevant range of member benefits and services</b> | Continue and improve upon communication of our services to our members | Develop ongoing comprehensive communication plan/schedule/calendar: eNewsletter and magazine, deadlines and publish dates; tournaments (incl. entry deadlines); state calls. Publish in magazine, on website. | <i>Jim Hiser/Staff/Cheryl Kirk</i>                                                                                                              |
|                                                                                                         |                                                                        | Create a professional four-color flyer to communicate our services to our members (and potential members) – here's what you're receiving/will receive; publish in every magazine and eNewsletter              | Note: also serves Membership Development strategy                                                                                               |
|                                                                                                         | Develop method(s) to gather feedback from states/members               | a) Continue meetings at all national tournaments<br><br>b) Utilize web site survey tool                                                                                                                       | Per schedule; <i>Jim Hiser/Staff/Board</i><br><br>Change monthly on 15 <sup>th</sup> ; <i>Jim Hiser/Staff/Leo Vazquez; periodic Board input</i> |

| USAR Board                     |                                      |                                    |                                    |                                        |                                      |
|--------------------------------|--------------------------------------|------------------------------------|------------------------------------|----------------------------------------|--------------------------------------|
| Terms & Skills Grid            |                                      | Prepared by L Mojer                |                                    |                                        |                                      |
| <del>Kim Russell - chair</del> |                                      | <del>2008-2011</del>               |                                    |                                        |                                      |
| Board Member                   | Type/Appointment                     | First Term                         | Second Term                        | Committee Chair                        | Office                               |
| <del>Bailey, Malia</del>       | athlete                              | quad > 04                          | quad > 08                          |                                        |                                      |
| Curran, Tom                    | 05 appt. > Katz term                 | 2004-2007                          | <del>2007 &gt; 2010</del>          | Legislative                            |                                      |
| <del>Elder, Jeff</del> CORDERA | military                             |                                    |                                    |                                        |                                      |
| Galloway, Lorraine             | elected                              | 2003-2006                          | <del>declined/seat open</del>      | Women                                  |                                      |
| Gilliam, Lance                 | elected                              | 2003-2006                          | <del>will seek re-election</del>   | Finance                                | Treasurer, 05-07                     |
| Guidry, Mike                   | athlete                              | quad > 04                          | quad > 08                          | Due Process                            |                                      |
| Mathis, Jay                    | elected                              | 2005-2008                          | <del>2008-2011</del>               | Systems/Tech                           |                                      |
| <del>Mojer, Linda</del>        | elected                              | <del>2005-2008</del>               | <del>Election</del>                |                                        |                                      |
| Negrete, Dave                  | 1yr appointment                      | 2005-2006                          | <del>seat open</del>               | Marketing                              |                                      |
| Peters, Geoff                  | elected                              | 2004-2007                          | <del>2007-2010</del>               | Membership                             | Secretary, 05-07                     |
| <del>Stafford, Randy</del>     | <del>elected</del>                   | <del>2002-2005</del>               | <del>2005-2008</del>               | Personnel, Ethics, Fund Development    | President, 05-07                     |
| <del>Stelma, Jan</del>         | <del>elected</del>                   | <del>2001-2004</del>               | <del>2004-2007</del>               |                                        | Vice-President, 05-07                |
| Taddonio, Frank                | elected                              | 2003-2006                          | <del>will seek re-election</del>   | US Teams                               |                                      |
| <del>Thoerner, Jason</del>     | athlete                              | quad > 08                          | <del>2008-2011</del>               |                                        |                                      |
| <del>Huczek, Jack</del>        |                                      |                                    | <del>2008-2011</del>               |                                        |                                      |
| Board Member                   | Job Title                            | Employer                           | Other Skills                       | RB Experience                          | Misc.                                |
| Bailey, Malia                  |                                      |                                    |                                    |                                        |                                      |
| Curran, Tom                    | Senior Employee Resources Consultant | International Paper                |                                    |                                        |                                      |
| Elder, Jeff                    |                                      |                                    |                                    |                                        |                                      |
| Galloway, Lorraine             |                                      |                                    |                                    |                                        |                                      |
| Gilliam, Lance                 | CPA                                  |                                    |                                    |                                        |                                      |
| Guidry, Mike                   |                                      |                                    |                                    |                                        |                                      |
| Mathis, Jay                    |                                      |                                    |                                    |                                        |                                      |
| Mojer, Linda                   | Dir./Communication                   | Billiard Congress of America [BCA] | Media, public relations, marketing | Fmr editor/RB mag, historian, mbr/1980 | Web designer, content editor, writer |
| Negrete, Dave                  |                                      |                                    |                                    |                                        |                                      |
| Peters, Geoff                  | Dir./Procurement                     | Sears                              |                                    |                                        |                                      |
| Stafford, Randy                | Owner                                | The Court Company                  |                                    |                                        |                                      |
| Stelma, Jan                    | Court Club Owner                     |                                    |                                    |                                        |                                      |
| Taddonio, Frank                |                                      |                                    |                                    |                                        |                                      |
| Thoerner, Jason                |                                      |                                    |                                    |                                        |                                      |

expires

up for reelection in 09  
Lance Gilliam

Appointment  
Negrete (09)

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p>Offered his perspectives on US racquetball role in the international community. There are only three sports that have Presidents from the US: softball, baseball, racquetball. Baseball and softball are exiting in next quadrennium.</p> <p>IRF has been recognized again by IOC as authorized sport. There are 29 sports that wish to achieve IOC support. In 2012, 26 sports; in 2016, there will be only 25 sports. Too many athletes, keep adding disciplines to their sport. E.g. Greece has added open water swimming.</p> <p>The US is not well-represented in the international community. Chicago has a great chance to be selected for 2016; the host city will be announced in Copenhagen in 2009.</p> <p>Ireland opening ceremonies August 1. Will be located in Chinese Taipei in 2009.</p> <p>We need to be involved in the PARC – for first time, there is no one on the Executive Board. Hope that people will step forward – 17 sports in PanAm championships. Need country presidents at the Games. Keith recommended that formal invitations needed to be sent and will follow up on that for Ireland.</p> <p>USAR was represented through Keith (conferred with Jim beforehand).</p> <p>We need to maintain the integrity for our sport and provide representation internationally.</p> <p>Lance: Do other sports have similar youth participation as we do? (Can we learn from how other sports involve juniors?)</p> <p>Keith: The South American organizations emphasize racquetball, esp. Bolivia and Mexico. Bolivia has 500 kids in their national tourney.</p> <p>(Keith exited the meeting.)</p> |
|  |  | <p>Jim: We need to look at potential candidates to represent the US on the IRF when Keith's term is up.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

Minutes of the USA Racquetball Board of Directors, Hyatt Regency, Downtown, Washington, DC  
May 29, 2008

CONFIDENTIAL - Information is to be shared only with the USA Racquetball Board of Directors

| Strategy                                                                                                                                                                                                                                                                                                    | Goals*                                                                                                                                                                                                                                                                                    | Actions                                                                                                                                                                                                                                                                                         | Measurable, Time Bound, Responsibility                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>MEMBERSHIP GROWTH – We will expand our member base to include a broad representation of recreational and competitive players across the United States</b><br><br><i>In partnership with state organizations / presidents, create the framework under which racquetball can grow in the United States</i> | <p>Socialize eNewsletter – make it more prominent; sign up on other sites.</p> <p>Create a structured plan for “Supporting and developing racquetball at the state and local levels.”</p> <p>Create a structured approach for marketing and support to clubs – what USAR has to offer</p> | <p>Communicate our services – here’s what you <i>will</i> get</p> <p>Automatic response generated when people sign up requesting assistance with more email addresses.</p>                                                                                                                      | <p>Note: see details under Membership Services</p> <p><i>Jim Hiser/Webmaster</i></p> |
|                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                           | <p>Assign task force to devise program to create accountability for use of rebate funds</p> <p>Via USAR website, become the clearinghouse for state plans and grassroots programs; women and junior development; success stories. Guidelines and information for download: PDF flyers, etc.</p> | <p><i>Jim Hiser/Executive Committee</i></p>                                          |
|                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                           | <p>a) Create USAR, Connie Martin, et al, package on racquetball programming</p>                                                                                                                                                                                                                 | <p><i>Jim Hiser/Staff/Marketing Committee</i></p>                                    |
|                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                           | <p>b) Procure updated and accurate club listing -- 2,800 facilities; includes capability for change requests to update information</p>                                                                                                                                                          | <p><i>Jim Hiser/Staff/Jay Mathis</i></p>                                             |

there has been no discussion about eliminating the banquet -- there will be one.)

- Don: who will be the contact? (Jim Hiser: Eddie is the liaison.)

➤ Update from Jim on current junior initiatives and how we can support him and the staff  
*Junior Website – Racquetball University – there are sections for juniors and collegiate. Magazine is huge as a tool to foster Junior publicity and recognition. Cheryl: We need to populate the website with the articles from the magazine once it's published. Kelley Lavelly: There exists a Usajuniorracquetball.com domain. Should it be allowed to expire? Jim Hiser: yes, we'd like to centralize all efforts on the USAR website. Chuck Meredith is the contact person to put information on the website. USAR has a limited staff -- your assistance is greatly appreciated.*

#### **Open Discussion/New Business**

- Future meeting topics (review and prioritize for next call)

*Kelley Beane – Missing link is depth of the Junior Team – would like to propose speaking on the next conference call about how we might leverage the money in the developmental account to help develop junior camps around the country. Would like to see the Alabama Rumble Camp replicated the same or different weekends in the North, East and West as well as the South. Perhaps the committee could prepare a “cookie cutter” type of camp for all kids. Kelley Lavelly: I have had great discussions on this subject in Maryland and Georgia. Elite Camp in Colorado gets a lot of good press.*

#### **Updated Action Item List for November conference call**

- New Action Item: Devote next conference call in November to the subject of Junior Camps around the country. Deadline: November call TBD
- Action Item: Kelley B to have USA Junior Team members gather information on local publications, contact name and email address. Cheryl K will assist in writing a press release template. Junior Team members/parents use the template to create the press release and USAR will forward it to the local media that has been identified. Deadline: November 1<sup>st</sup>
- Action Item: Create a list of FAQs from a parent and junior perspective for inclusion on the website and possibly in the magazine -- Kim R, Kelley L, Bruce, Don  
New Deadline: December 1

#### **Action Item Recap from September conference call (comments in italics)**

- Action Item: *Racquetball* magazine interviews with former junior stars. Kelley B to contact Jim for his direction on who/when due  
Deadline: ASAP  
*Bruce Reid asked if this will be an ongoing initiative. Would like to see us focus on others beyond the pros. Perhaps have some of the pro's interview some of the juniors.*
- Action Item: Kelley B to have USA Junior Team members gather information on local publications, contact name and email address. Cheryl K will assist in writing a press release template. Junior Team members/parents use the template to create the press release and USAR will forward it to the local media that has been identified. Deadline: November 1<sup>st</sup>
- Action Item: Create a list of FAQs from a parent and junior perspective for inclusion on the website and possibly in the magazine -- Kim R, Kelley L, Bruce, Don  
Deadline: October 1 *Deadline missed, will be included in next issue, early '09*

|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                     | <p>Committee, and is committed to excellence and service to our members. We provide the infrastructure and organization for racquetball. We also provide competitive opportunities for members and enthusiasts through our coordination of racquetball organizations, development and administration of rules and programs, sanctioning of events and development of teams for international competition.</p> <p><b>Motion: Sal Perconti – as stated above</b><br/> <b>Second: Ed Remen</b><br/> <b>Vote: unanimous 12-0</b></p> <p><b>Motion: Adopt the following as our USAR revised mission statement: Play it, Love it: Racquetball -- A Sport for Life!</b></p> <p><b>Motion: Ed Remen – as stated above</b><br/> <b>Second: Malia Bailey</b><br/> <b>Vote 11 for, 1 against</b></p> <p>Next steps – Board makes recommendations for goals to support the strategies.</p> <p><b>Action Item: Conference call in the month of June to discuss goals and provide recommendations to Executive Director.</b></p> |
| <b>New Business</b> | <p>Scholastic Council vs. Junior Council structure<br/> High School (Dan Whitley and staff)<br/> Intercollegiate (Shane Wood, Ed Remen)</p> <p><b>Junior Committee:</b> Need someone to work on the structure; act as a liaison to the committee. Kirk (chair), Bailey and Lavelly, et al; Frank Taddonio is on the committee as well.</p> <p><b>Portable court</b> – Korea does not want the old portable court.<br/> <i>Objective: Randy feels he can sell the court and will move toward that end result.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

**Action Item Recap**

| <b>Item</b>                                                                                                                                                                                                                                                                           | <b>Responsibility</b>                       | <b>Item</b>                                                                                                                                                                      | <b>Responsibility</b>                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Write a letter commending staff for Houston work. Convert donations to gift cards for each staff member who worked on the Houston event.                                                                                                                                              | Cheryl Kirk (done 5/28)                     | Send email to Tom and to the rest of the Board members not in attendance informing them of the constitutional change pending on athlete representative terms of service (timing) | Cheryl Kirk (done 6/3)                                                                                                   |
| Secure a vendor and have nametags made for all staff and board members.                                                                                                                                                                                                               | Jim Hiser/Geoff Peters                      | Schedule a Board conference call to vote on the constitutional change (above)                                                                                                    | Cheryl Kirk (message sent 6/3; call scheduled for 6/18)                                                                  |
| Contact USOC relative to Task Force work; request forward action                                                                                                                                                                                                                      | Jim Hiser (message sent 6/2)                | Conference call in the month of June to discuss goals and provide recommendations to Executive Director.                                                                         | Cheryl Kirk (message sent 6/3; calls scheduled for 6/18, in conjunction with above action item re constitutional change) |
| Send out an appeal to the states to donate to the US Team. Include information about the statutes.                                                                                                                                                                                    | Jim, on behalf of (coming from?) Dave Ellis | Communicate Board vote on WOR sanctioning and membership to Hank Marcus (WOR Commissioner)                                                                                       | Cheryl Kirk (done 5/25)                                                                                                  |
| Sal asked if we have received any substantial revenue from online advertising. Jim to check on this and report back.                                                                                                                                                                  | Jim Hiser                                   | Send communication thanking board members, military personnel and volunteers who worked at the YMCA registration desk and the hospitality desk at the Hyatt.                     | Cheryl Kirk (done week of 6/2)                                                                                           |
| Supply additional names for consideration for USAR Foundation Board.                                                                                                                                                                                                                  | All Board members                           | Send Confidentiality and Conflict of Interest forms to Jay Mathis, Ray Cordero and Frank Taddonio. Jay, Ray and Frank to return signed documents to Cheryl                       | Cheryl Kirk (done 6/3, due 6/30)<br><br>By 6/30                                                                          |
| Draft a response to the Junior Committee addressing the recommendations and requests they put included in the Junior Council Report. What is it, who's in charge, monies turned over. Restructured as a Board committee. Financials transition to take place before Junior Nationals. | Jim Hiser (done 6/2)                        | Update Board roster with current contact information and terms of service; send to Board                                                                                         | Cheryl Kirk (done 6/3)                                                                                                   |
| Create the Junior Committee and draft the new structure.                                                                                                                                                                                                                              | Cheryl Kirk                                 | Bring the future sales contract for the old portable court to the Board for approval.                                                                                            | Randy Stafford                                                                                                           |
| Meet with Victor Manilla in Houston, review each of the points and provide a response.                                                                                                                                                                                                | Jim Hiser and Cheryl Kirk (done 5/25)       |                                                                                                                                                                                  |                                                                                                                          |

Minutes of the USAR Foundation Board Meeting to a Hyatt Regency in Cleveland, Ohio, TX  
May 2008  
CONFIDENTIAL - not to be distributed outside the Board without permission

**Responsibility:** Cheryl Kirk

**Action:** Incorporate committee confidentiality into governance manual.

**Responsibility:** Cheryl Kirk/Jim Hiser

Mike Guidry moves to adjourn

Ed Remen seconds

All in favor

6:23 pm

Meeting adjourned

*Minutes taken by Terri Morse*

*Submitted by Sal Perconti, Secretary, USAR Board of Directors, November 21, 2008*

*Note: Action Item list on next page*

### Discussion (20-30 minutes)

- Discuss input on Junior Nationals to provide to Jim Hiser and staff

(Note: major subjects are bolded)

- Don: thought it was a little bit tough from the club on the do's and don'ts prior to the event. Layout was good. Food for the parents was good, staff really accommodating. **Parking** challenging but not a major problem. Secondary club was challenging with parking – either valet or go to the ramp but difficult to navigate. Matches at alternate site – was not clear as to what was going on. When running two sites, have some type of a shuttle service to make it easier to alternate site. Banquet fine, food great all weekend, kids enjoyed it. Getting between two clubs was stressful the first time.
- \$10 valet to park was steep. Street parking was available – people should have been told. Not even sure how to get in the building the first time. Mentioned it to Eddie; he knew the situation, but it didn't get communicated well.
- Kelley L: why not shuttles? Even people running the site didn't know there wasn't a shuttle. (Jim Hiser: Parents generally have cars, and we've found in the past that shuttles turn out to be a waste of money.)
- Parking in CA is a different animal than in a Midwestern environment.
- Victor Manilla: the two-club situation affected those with kids of different ages the most.
- **Key is to make sure the information is communicated ahead of time.**
- **Think like a parent – coming there my first time – I don't know anything.**
- Good stuff about the club. Eddie and Mary Meredith were terrific – helpful, friendly, did a nice job helping people.
- Kelley L: Draw done well, disputes done well. Always **issues about reffing** at Junior Nationals. Eight-year-olds... maybe establish guidelines/policies of age.
- Refing clinic for the kids in Michigan worked well. Don: take a proactive approach. State directors – make your kids coming to Junior Nationals aware that they will need to ref. Help them get ready ahead of time. Mentoring from older players. (Note: Don will be on a State President's call in the future to communicate this and other relevant information to the state associations.)
- Otto has always offered to give a **referee clinic** the night before the event. Not always well-attended. Kelley L: recommend communicating the fact of the clinic ahead of time in R2.
- Kelley L: need to be constantly **posting results** at Junior Nationals and not wait until the end of the day. People need to know what to do. Make announcements for people to come help out.
- Venue was great... adult venue handled junior environment well.
- **Banquet**... older kids didn't like it that well. Older kids think it's more oriented to the younger kids. What can we do to make it more relevant for the older ones? Kelley L: choice of band/DJ/type of music. If you gear it to the older kids, the younger kids will think it's cool to be like the older ones. \$25 is steep... missing a lot of parents, not worth the price. Only one time per year, give up two hours of their time where significant achievement can be formally recognized. If you use AZ as an example, banquet was a nightmare. Focused exclusively on elite players in the past, try to make it more interactive for more kids.
- Brian: We should get manufacturers involved – have them encourage their sponsored players to come to the banquet and to the ref clinics.
- Jack: banquet should be about kids who excel in the sport... the winners. Lots of medals, certificates.
- It does get a little bit long, but it gives the other kids something to strive for.
- Don: Got to know more about Doug Ganim from attending the banquet. In MI, there is significant concern on the part of the Organizing Committee as to whether the banquet will take place. Who makes the decision? (Jim Hiser:

### **Financial Update -- Jim Hiser**

Current position is better than last – will make it through December and January  
Will try to reimburse states 1<sup>st</sup> quarter 2008 rebates, \$20,000; waiting for final report from Doug on US Open

### **Budget for 2009 -- Jim Hiser**

Only changes not seen are change in membership fees  
Net surplus shows \$84,000 because of accounting; shows about \$11,000 surplus  
Could be a lot more income esp. if prepaid memberships

People calling in each day for 2 and 3 year memberships; 4 out of 5 – three years  
Geoff: if we have 300-500 members who renew, could we change our way of doing business to hold back some of that money for the next 2-3 years?

Lance: not a legal requirement to hold back \$\$; just have to show it on paper. If we spend all the cash, it will always be not "real money."

Jim: we won't spend it if we don't have to.

Lance: what about the revenues of ages 18-21 ages...didn't that have as much of an impact as we thought?

Jim: Thought there were more in that age range than originally thought. Only 500 between 19 and 21. Impact less than expected.

Lance: should see huge increase in that demographic. Exactly what we're pursuing.

### **Board Status**

Sal -- appointed position, 1 year remaining, leaving the Board

Tom -- elected position, 1 year remaining, leaving the Board

Cheryl -- elected position, first term up in 09

Lance -- elected position, second term up in 09, leaving the Board

Dave -- appointed position, second term up in 09, leaving the Board

Geoff -- elected position, 1 year remaining, second term up in 10

### **Board member criteria**

The Board should ideally reflect the diversity of our members, including experience (both life and business), geographic, gender, age and ethnicity. Potential appointees should possess a strong work ethic, excellent communication skills (both verbal and written), passion for the sport, and the time to be very involved, well beyond two face-to-face meetings and a few conference calls a year (e.g. committee work). Specific experience in marketing, finance, and technology would be a plus.

### **Membership Increase/State Call -- Geoff, Cheryl, Jim, MeriJean, Lance attended on 12/2**

Moderate compared to some of the things I've been hearing locally

A lot of emotion out there and the callers were positive to begin with. A matter of continuing to talk to folks.

*Informational materials update – Jim (St. Pres. today recommends asap, before Jan 1)*

*Risk management – asap to states and clubs*

*Benefits of membership -- continually*

Lance: People are asking why it's been sprung on them.

Minutes of USA Racquetball Board of Directors Meeting, via Conference Call  
December 3, 2008

CONFIDENTIAL -- not to be circulated beyond the USA Racquetball Board of Directors

**USAR Executive Committee Call**

**Date/Time: Wednesday, July 23rd, 6:00 p.m. Mountain**

**Call Number: 1-616-347-8100 - 299046#**

**=> Call to order and roll call 6:10pm mdt**

adjourned – 8:10 MDT

**Roll call:**

|                                         |          |
|-----------------------------------------|----------|
| Lance Gilliam - lance@gilliamcpapc.com  | <u>Y</u> |
| Mike Guidry - guidry.mike@sbcglobal.net | <u>N</u> |
| Cheryl Kirk - CherylKKirk@aol.com       | <u>Y</u> |
| Sal Perconti - sal@perconti.com         | <u>Y</u> |
| Geoff Peters - Petersgeoff@hotmail.com  | <u>Y</u> |
| Jim Hiser - jhiser@usra.org             | <u>Y</u> |

**Agenda**

**=> Financial update (Jim/Lance)**

*Potential future August/September event (Jim)*

*Rebates/Leadership Conference Surveys (Jim)*

*Potential membership increase (Jim/Geoff/all)*

**Jim financial reporting:**

financially – ok for the next 3-4 mos – then – hard times.

Monthly overhead running \$35-38K – ave income \$16K

us open will be difficult financially.

Doug has found several new sponsors –

Jim feels that we will be getting something from the open.

Oct-Nov-Dec in past years has been good -

this year - no nat'l dbls in oct. - no us open in nov .

All funds avail total \$160K (not including the line of credit).

We currently owe \$40-50k of that -

current us open contract with Doug is thru 2010 -

Jim feels that we will have a major sponsor again next year.

There was a lot of discussion about Doug making his money while the

USAR makes nothing and spends a great deal of staff time to support the tourney.

Sal said we need to make it clear to Doug that this can't happen

again next year – if he doesn't have a sponsor by spring we would need to rework the event.

==>Cheryl wants a copy of Doug's contract (Jim will send a copy).

**Jim – we need to look at rebates (to states) –**

is it a good business model to send

\$120k to states every year without anything in return?

No way of measuring the states' programs right now.

Need to rethink how we spend this money.

Just in the 'talking' stage. Jim will ask terry to copy the board on state surveys.

There are no 'requirements' at this time for rebates.

### Proposed draw procedure for Junior Nationals

- Kelley Lavelly assembles a team of people to research/design the draw, similar to last year. Last year, we felt it was important to honor more than what kids had done 1 year ago at Jr Nationals – a major parent complaint last year was that why should families spend money going to tournaments, have their kids finally beat other kids who beat them at jr nationals last year, and then go to nationals and have that lesser player get a better seed just because of what they had done a year ago!!!! So we used current season's performances as well as previous nationals' history to do the draw. This will ENCOURAGE kids to go to more tournaments if they now it's going to count for something, rather than the other way around!! (Increased participation is our goal!!!).
- Jim Hiser reviews it and addresses questions and concerns to Kelley/draw team – no changes allowed without consultation and mutual agreement on the change.
- Upon arrival at nationals, if any player feels the need to dispute, they go to their pre-designated state representative at junior nationals and ask them to appeal the draw. Each state needs to have representative for this role, most likely the head of that state's junior program who normally attends Jr Natls.
- Each state is allowed 1 appeal for every 15 players entered from their state. The state rep must make the subjective decision as to which one(s) need to be appealed. This keeps appeals at a minimum.
- All appeal discussions occur between the state rep, Jim Hiser and Kelley Lavelly/draw team. This keeps emotional parents and players out of this discussion which will be more productive in this way. Appeal deadline via a form is 8 pm Tuesday night. Jim & Kelley/team meet to discuss appeals at 8:15. Need to establish a procedure for final decisions at this point – possibly a majority vote. Decisions rendered/draws changed AND POSTED that night accordingly that night. All players alerted to recheck draws Wed. AM both on-site and on-line.



**USA Racquetball Board of Directors Meeting  
The Racquet Club of Memphis  
Memphis, TN  
October 22, 2008**

Call to order 8:17 a.m.

New members welcomed (Jack Huczek, Kim Russell-Waselenchuk)

**Present:**

Larry Steiner, president of California association; observer

Jim Hiser

Terri Morse, minutes

**Roll Call**

Thomas Curran

Lance Gilliam

Mike Guidry (late)

Jack Huczek

Meri Jean Kelley

Cheryl Kirk

Dave Negrete

Salvatore Perconti

Geoffrey Peters

Ed Remen (late)

Kim Russell-Waselenchuk

**Absent**

Frank Taddonio

Jay Mathis

Ray Cordero

Frank Taddonio's proxy to Mike Guidry

Dave Negrete's proxy to Sal Perconti

Jack Huczek's proxy to Lance Gilliam

Kim Russell-Waselenchuk proxy to Mike Guidry

Changes to the contact list, send to Terri or main office

Committee structures – please review and update, contact Cheryl Kirk and Geoff Peters with suggested revisions

Contributions for holiday staff gift to Cheryl Kirk or Sal Perconti

Geoff Peters: issue with unexcused absences

**Action: Cheryl Kirk will look into rules regarding unexcused absences**

**Approve Minutes:**

May 20<sup>th</sup> Annual Board Meeting

Full Board Conference calls (June 18, August 27)

Goals have been sent – please review and provide comments; want to present this to the board in 2 weeks. Cheryl wants to then review the goals with Jim and also with the staff.

Revisit the mandatory status of the US Open Board Meeting.  
Also revisit the attendance requirements in general.

respectfully,  
sal perconti

|  |                                                    |                                                                                                                                                               |                                        |
|--|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
|  | Actively seek application for portable court usage | a) Devise fact sheet for court – costs to ship, assemble, disassemble, logistics, etc.<br><br>b) Communicate requirements to states and other potential users | <i>Jim Hiser/Eddie Meredith, et al</i> |
|--|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|

\* Goals – Effectively-stated goals and action steps are “SMART,” i.e. Specific, Measurable, Attainable, Relevant and Time Bound

Sounds like we need to get our act together...Jim, please advise on what needs to be done to put this to right. The main question is, who assembles the Nomination Committee...the Election Committee? For this particular committee, I don't feel comfortable naming it because I will be a candidate in the next election.

ck

The definitions of the committees are copied here:

**1.2 Nominating Committee** The Nominating Committee shall be comprised of six members, selected to represent a cross-section of former U.S. Team, geographical, age and gender constituents. Terms of service on the nominating committee shall be three years, with rotation schedules set to accommodate two (2) new members annually.

### **1.3 Presentation & Acceptance of Slate**

- a. In support of its work, the Nominating Committee shall research and review qualified USAR members who seek Board seats (requesting resume qualifications and a statement of interest from all prospective candidates).
- b. The presented slate may then include candidates in the number of positions being vacated at the end of the USAR fiscal year – OR up to one additional nominee. Example: when three board positions are open, an approved slate may contain either three or four nominees.
- c. The Election Committee Chair presents the nominating committee report, and recommended slate, at the Fall board meeting. Upon review of this report, the full Board may accept or reject the entire slate of nominees, but the board may not vote to accept nominees individually. If the Board rejects the presented slate, the Nominating Committee must resume its task of finding nominees acceptable to the Board.
- d. Candidates who are not selected for an approved slate must be notified of such by the Nomination Committee, and informed of the alternate Petition Procedure (1.4).

In a message dated 7/30/2008 10:11:20 A.M. Central Daylight Time, Tom1947 writes:

Hi Jim and Cheryl...

I'm trying to get this Election under control and wanted to know if Cheryl can continue to be a member of the election committee in addition to her role as President. If not, then we are one person down on the committee.

Also, I'm assuming that Jan Stelma is still the non member on the committee. Can either of you verify that?

I'm also clue less as to who is on the nomination committee. Do either of you know who they are and if you do please send me their contact information.

Thanks.

Tom Curran  
513-490-7472 (Cell)

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7/31/2008

- Video broadcasts every Tuesday or Wednesday night for instructional with online racquetball at certain times
  - Get clubs involved
  - Possibly sell the CDs of the instructions
  - Other ideas of getting the clubs involved
- Developing positive relationships with IRF and regain financial support from USOC
  - USOC took \$128K in support away and USAR has not gotten it back
  - Need IRF to be viable
    - Europe needs to develop racquetball
    - Keith Calkins speaking later today

### Ball Contract

Presented by Doug Ganim and Ben Simons

The official Ball contract with Penn and what it means

If USAR Board would like to take a tour of the Penn facility in Phoenix, contact Ben Simons [bsimons@us.head.com](mailto:bsimons@us.head.com), 602-447-2311

Currently seeing factions in USA Racquetball

- When the ball contract started there were 45 states involved, there are now 35 states
- Currently losing the bigger states
- It is still better to be the Official Ball of USAR, but a manufacturer cannot compete when they are the official ball because their marketing funds are tied up in the contract
- Seeing devaluation of this asset and what it means to sponsors (from a sponsor's perspective)
- It meant something to be the official racquet and a sponsor of National event, but USAR needs to keep marketing this aspect
- Some options:
  - Piece together revenue
  - Policy change to protect USAR assets – official item of USAR
  - The major designations of balls are USAR and the IRT but this limits the company from marketing to other smaller portions of USAR
    - Fractured organization biggest issue
    - Sponsor has limited options
      - Sponsor the large group (USAR)
      - Go to individual groups (states, WOR, etc.)
    - Squash example: they have one official ball and this has to be purchased for a sanctioned event
      - Creates a competitive market for manufacturers who want to be the official ball
      - Sells more balls because most companies only carry 1 or 2 brands and it will be the

-Collegiate Racquetball  
-Hall of Fame

Hall of Fame

Presented by Jim Easterling

**Action:** Website committee information is outdated, need to contact Leo Vasquez to update site.

**Responsibility:** Geoff Peters

**Status:** Completed in the meeting

Jim is working on the project of protecting minutes – some years do not have existing minutes. Extensive and time-consuming project.

Cheryl Kirk to Jim Easterling: From the Board of Directors we would like to recognize and thank Jim Easterling for his accomplishments relative to the Hall of Fame Committee and the Hall of Fame event in Houston; his work on the minutes project; and for his contributions as an historian for USA Racquetball.

Cheryl Kirk: table Board Governing Materials until conference call.

Question regarding athlete representation change – noted that current structure is required by USOC

VISA Affinity card – get the card, need to market more, 10% off national events – tagline on R2 regarding how much could have been saved

**Action:** More effectively market the Affinity card to our members

**Responsibility:** Geoff Peters

President's Information Update

Presented by Cheryl Kirk

Announce new President's Council member – Oscar Vargas, D.D.S.

Draft of Master Calendar

**Action:** Each member asked to contribute input on important dates and appropriate dates to include on the calendar; send to Cheryl

**Responsibility:** Board of Directors

**Action:** To set a full years' worth of due dates and publication dates for the magazine and newsletter for 2009

**Responsibility:** Jim Hiser

**Action:** Add tournament entry deadlines.

**Responsibility:** Jim Hiser and Cheryl Kirk

Next Call:

Executive Board November 19

Jack: What are we going to do about the tournaments that already have state association dues coming due? Have we given thought on how we should approach that? Kind of agree with Lance that our fiscal year is 2009, but makes people uneasy that it's right in the middle of our season. Might be smart of us to handle that case by case to honor it. Not good to surprise people.

Lance: Has to be a cut-off. Understand about entry forms.

Recognize the concerns of the constituency. Make everything effective February 1. No further changes. Can be in favor of February 1.

Jack: Many tournament materials have been generated. Most of the people sign up last minute. In quarterly newsletters, tournament entries to include in newsletters.

**Motion: Jack Huczek moves to extend the membership increase date to begin 2/1/09 rather than the previous vote of 1/1/09.**

**Second: MeriJean Kelley**

Discussion: Lance asked MeriJean what she has been hearing. Way too much, economy what it is. Harming rather than helping it. It will be helpful, show a positive response to the concerns. Aggressive marketing campaign, extend so you can renew your membership. Get beyond the holidays.

**Vote: Unanimous**

Governance Manual discussion was tabled due to time constraints. This remains open as a discussion item going into 2009.

Adjourned: Lance move to adjourn; MeriJean seconded 9:45 p.m.

-- Submitted by Cheryl Kirk, Board President, 12/29/08

Minutes of USA Racquetball Board of Directors Meeting, via Conference Call  
December 3, 2008

CONFIDENTIAL – not to be circulated beyond the USA Racquetball Board of  
Directors

**=> Athletes Election (Jim)**

4 responded – jack h, mike g, kim r-w, malia b

malia does not qualify due to coaching instead of playing one year.

Therefore 3 responded & 3 are positions are avail – no vote necessary.

Terms start sept 1<sup>st</sup> -

==> cheryl will send a letter to each athlete rep leaving the board thanking them for their service.

**=> Houston (Jim)**

closing the downtown Y

we need to try and convince them to build at least 10 cts in the new bldg or we will have to find another place to host nationals. Any news on the Reno complex? Now called Jogo? [www.jogoreno.com](http://www.jogoreno.com) says that they are still planning on 18 cts. (plus a stadium ct).

**=> USOC Task Force Update (Jim)**

usoc task force...

==>Jim will send a letter to Chris Cole and Cheryl will communicate with Kim Roy (done) explaining the delays with the USOC task force.

**Action item summary – (in order of appearing in the minutes)**

==>Jim will send a copy to Cheryl of Doug's contract.

==>Cheryl will schedule a Board conf call in aug – topic – rebates.

==>Geoff & Jim & Lance will prepare a report for distribution before this meeting.

==>Cheryl has asked Jim to see what other sports charge for membership.

==>membership committee will submit proposals to the board.

==>cheryl has consolidated info – will send draft to excomm

==>cheryl will send a memo to chair on proposed comm / for review/response

==>cheryl will then finalize & publish committee list

==>exec comm requested that the fundraising comm will present 9 individuals to the board with

==>Jim will schedule a conf call next week for this one topic (licensing agreement).

==> Jim will try to find some kind of personal reference on this guy from Marathon – some info on this

==> cheryl will send a letter to each athlete rep leaving the board thanking them for their service.

==>Jim will send a letter to Chris Cole and Cheryl will communicate with Kim Roy (done) explaining the delays with the USOC task force.

respectfully,

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