

February 8, 2007
Executive Committee Meeting
9:00pm EST

Those present:

Jim Hiser

Randy Stafford

Geoff Peters

Mike Guidry-not available

Lance Gilliam

Jan Stlema

Agenda

1. Conflict of Interest: Randy Stafford—had a conversation with Jay Mathis. There had been some conference calls about the events site. Many differences between Jay and Ryan. Randy and Sal then talked about this being a conflict of interest for both parties. Lawyer gave us a better definition of conflict of interest, an interpretation of conflict of interest based on Constitution and By-laws. Randy then had a conversation with Jay regarding potential conflicts. Discussion went forward talking about whether there should be contracts. Randy told Jay that he felt that there was a definite conflict of interest for Jay with the USRA, and therefore then he should not vote on the events site issues. Jay totally disagreed that this was a conflict of interest. Randy then explained that this could become a broader scope than it is now. Jay then said that if Usher votes he would vote. Jay then said that if the vote goes that there is not a single point of entry, he would no longer be a part of our website. Jay then agreed that he would not vote on any issues, whether it be policy or technical issues on the event web site. Ryan will not be voting either. The USRA organized the original idea that all traffic would go through our home page, but Jay told us it should not be that way. Jim then agreed. Jay then developed a way to link the rankings to Jay and then to the state sites. This gives an appearance that he has changed his position. Jay does the websites for about 20 states, at no charge. Most NGB's say that they make no major funds off the website advertising. We do have a fall back position if Jay withdraws his website. Ryan can get our website up in one day. Usher only processes information—therefore he has no conflict of interest. Jay is a board member and Usher is not. That is a specific difference. Randy asked that Jim follow up with our Lawyer that there is no conflict with Usher.
2. Junior Team: Numerous conversations with Jason Thoerner. Ed Mazur wrote a letter to Melody stating that the USRA gives no support and was wondering why the USRA is to get any information. Jim talked to Jason and answered all the questions as best he could. Jim also emailed Ed and shared information with him

		Note: John Ellis and Jackie Paraiso Rice were proposed by Dave Ellis. They are qualified to compete at the Pan Am Championships.
11:15 a.m. Nominating Committee - Election Report (BA)	Randy Stafford	Two areas – slate of three candidates. Frank Taddonio, Jay Mathis, MeriJean Kelley. Circulated copies of MeriJean's racquetball profile. Frank and Jay are known to us – no resumes needed.
12:00 p.m.	Lunch	Broke for lunch at 12:12 pm. Back at 1:00 p.m.
Nominees to be notified of next steps – color photo, 200 word statement of reason Deadline January 15 for March/April issue.		Question: Is MeriJean coming in with clear intent and no negative feelings? Cheryl read a statement of MeriJean's enthusiasm to serve. There are three openings on the Board. Three candidates have emerged – Frank Taddonio, Jay Mathis and MeriJean Kelley. Write-in petitions can take place between now and the end of the year. In the event no one comes forward, the slate will be automatically accepted. The Election committee moves that the Board accept the present slate of nominees to fill the three Board openings. These nominees are MeriJean Kelley, Jay Mathis, and Frank Taddonio. 10 in favor, 1 abstention. Motion passes. Jim to check and see if proper due diligence was performed per the Constitution relative to publicizing the open Board positions. Randy enacts his right as President to request the Board to appoint Sal Perconio to another two-year term on the Board. 10 in favor. Motion passed. Geoff encouraged the Board to identify, as a matter of diversity, viable candidates in younger age groups.
1:00 p.m. Membership (BA) – Elimination of LEM upgrade option	Geoff Peters	Action item for the Board – Limited Event Membership has been successful, but very difficult to administrate (the \$20 upgrade after the initial event). Fifty have requested to upgrade to full membership. Committee recommends that the Board support the Staff recommendation.

2. Can assistant coaches also be players on the team?

Relative to #2, based on past experience (Malia's input) – not a positive experience. Mixing responsibilities with dual roles.

Discussion – Kelley: is this too vague relative to camps?

Sal: we don't compensate, but it is a personal choice on his part.

Tom: must be detailed. Geoff: This is how he makes his living. John would state that the Ecuadorian player stayed at his home and trained with him at local club. He was not coaching her during a match against a US player. Jim: we have Elite Camps where international players attend. Jay: if we eliminate the coaches from coaching players from other countries, this needs to include camps. There are too many gray areas. Tom: this is a matter of personal integrity and judgment. Randy: should this be left to the staff on a case by case basis? Geoff: the policy is a board responsibility; the staff interprets and enforces it. Sal: Assuming since part of the selecting the coaches is trusting their judgment, rather than trying to police it based on who is already coaching, we police it on who we select. Mike: bad example to Juniors to have Adult team coaches working with players from other countries. Kelley: in the Junior manual, players are not permitted to assist players from other countries. Hard feelings are created when former or present US coaches assist other countries.

Motion by Mike Guidry on behalf of US Team Committee: No current US Team coach, of either the Junior or Adult Teams, may coach a player or players from another country's national team. This policy is to be managed by the USAR national office. Vote: 10 in favor, 1 nay. Motion passes.

Motion by Mike Guidry on behalf of US Team Committee: A current US Team player cannot be a coach and a player at the same international event. Second from Jay Mathis. Vote: 10 in favor, 1 abstention.

US TEAM COMMITTEE REPORT

Insert D

1. The committee recommends to the Board of Directors to vote that the Exec Director petition the IRF to reconsider their position to include the 10's and 12's in the Championship play based on the governing bodies of the USOC as well as Racquetball Canada position that athletes in the 10's and 12's are not classified as Elite Athletes. Passed unanimously
2. The US Team Committee recommends to the Board of Directors that the World Championships be funded as fully as possible with any additional funds being used to fund the Pan Am Championships. Passed unanimously.
3. The US Team Committee recommends that our position is that Chris Crowther must write letters of apology to the Dominican Federation as well as the Chilean Organizing committee or face further sanctions. Dave Ellis will follow up with Chris. Passed unanimously.
4. The US Team Committee recommends to the Board of Directors that Dave Ellis be reappointed as the head coach of the US Team and Kelley Beane be reappointed as the head coach of the US Junior Team. The term for Kelley will be effective immediately and expire on Dec 31st, 2009 with a review December 31st, 2008. The term for Dave will be effective immediately and expire December 31st, 2011 with a review December 31st, 2009. Passed unanimously.

USAR Foundation

Per Jim: Plans are moving forward. USAR is benchmarking with other sports and legal advice is being sought relative to IRS regulatory issues.

US Team

Per Jim: It will be difficult to allocate \$25,000 for the US Team without falling short in supporting other areas. A private donation is being sought from an individual *who has expressed interest in supporting the team in exchange for sponsor privileges at the Beijing Olympics.*

Arrangements for Costa Rica and Ireland tourneys are in the works.

USAR received a request in August from the US Team's head coach for approval of assistance coaches. Mike has ongoing responsibility for addressing the issue.

US National Singles, Houston, May 2008

Jim traveled to Houston in mid-October. He met with leadership of the Hyatt, the YMCA and other entities to begin to solidify plans for the event. Ideas such as a mini-leadership conference, a trade show, and a gala Hall of Fame celebration will be shared at the Memphis meeting.

USAR Board Meeting at the US Open

Thursday, November 15, 2007

8:00 am – 5:00 pm

Dunavent Room at The Racquet Club of Memphis

- Committee reports are due by COB, November 1.
- Board packet will be mailed out November 7.
- The agenda will be devised to address issues and discussion based on quality, not quantity.

Geoff moved to adjourn, Cheryl seconded. Adjourned at 8:31 p.m. (Mountain)

Submitted by Cheryl Kirk, USAR Board Secretary, October 25, 2007

of this decision prior to playing in the National Singles 2007. Malia Bailey seconded. Passed without exception.

See insert C paragraph 2-Motion that Jim be asked to find \$25,000.00 to fund the US Team going to Ireland for the World Championships. None of this funding would go to the Pan Am games. Seconded by Malia Bailey. Motion called one abstention. Motion passed.

Rules report presented by Jim Hiser. Rule A. The board thought this was a policy and procedure rather than a rule. Last sentence be removed from the recommendation. Recommendation A as modified. Passed without exception. This recommendation will take place at the same time as the rule changes.

Rule B- Rule 3.15 (c) Motion made by Linda Mojer, Mike Guidry seconded the motion. Passed without exception.

Rule C- Rule 3.11(a) Motion made by Linda Mojer. Seconded by Jason Thoerner. Passed without exception.

Rule D- rule 2.4 (e). Motion made by Lance Gilliam seconded by Tom Curan. One Nay Passed.

Rule E rule 3.9(j) Motion by Lance Gilliam seconded by Tom Curan. Ayes 6 Nays 5 Passed.

IRF Report presented by Jim Hiser

Geoff Peters made the motion that as Jim does the 2008 budget he looks for an opportunity to make a small donation (under \$5000.00) to the IRF. Seconded by Lance Gilliam. Ayes 4 Nays 6 Motion defeated. Jim recommended that we endorse Luke St. Onge and Keith Calkins. It is felt that Luke and Keith will be important for getting the USRA back into the Pan Am Games. Lance motioned that the USRA endorse Luke and Keith for the IRF and PARC office and that Jim write a letter explaining the position of the USRA. Seconded by Linda Mojer. 1 Nay Motion passed.

Military Representative & Election Report presented by Randy Stafford

All athlete reps terms expire 2008.

Randy stated that the Military is not currently hosting any National Events for the military, and therefore this social membership requirement may be waived. Does the USRA want to have a military representative on the board? The consensus is that we do but we need to make sure that the person picked be someone who can implement proper influence for the military through the USRA. Linda Mojer knowing Jeff Elder was retiring sought a new military representative.

Ray Cordero was the recent appointment by the military.

Motion was made by Lance Gilliam that the military rep be accepted for a two year term. Seconded by Sal Perconti. Motion passed without exception.

Linda asked that the new election chair be appointed soon.

		Adidas lawsuit – Ramona Vonondarza. We were defrauded – she positioned herself as an Adidas representative. Had nothing to do with Adidas. We sued, she fled to Venezuela. We were about to get a summary judgment. Call from attorney representing her. Offered \$10,000. We declined. Attorney appealed to Colorado Court. Then tried to appeal to US Supreme Court. They did not hear the case. She is now paying us quarterly. Equates to \$30,000 sponsor for three years.
3:00 p.m. Hall of Fame – Houston 2008 Assistance needed for Jim Easterling in tracking down information on HOF members, alive and deceased.	Jim Easterling	Distributed information sheet. 35th Anniversary in May at National Singles. 40 with 33 living. 27 out of 33 plan on being there. Jim provided a list. Would like to see Male and Female Junior Athletes of the Year Awards on the website. Sheet distributed – missing award information 1974 to present. Jim asks for assistance in locating these people. Also a sheet that asks for more information on family members of deceased Hall of Famers. <i>Racquetball</i> magazines are featuring national and state HOF members. Houston – asking all male Board members to wear tuxes, ladies in appropriate formal attire. Proposes that medals be bigger and better than other years and other tournaments. Jim Hiser assured this would be the case. Refer to hofmag.com. Racquetball is included now.
4:00 p.m. New Business		Ray Cordero (military) – dwindling. 17 people consistently play. Would like to propose Military divisions, potentially Open, A and 35+, beginning at National Singles and hopefully other tourneys as well.

3. **OFFICER ELECTIONS-** Geoff Peters is coming off the board and is currently Vice President. He has been re-elected. Does his officer term end with the end the board term? As soon as the meeting is adjourned he ceases to be a board member- how can he then come back on the board as an officer? It was determined that Geoff continues as Vice President. Motion was made by Jan Stelma to not carry over officer terms- for newly elected board member, that there are elections to determine the positions. Seconded by Mike Guidry. Open for discussions. Geoff stated that he is not a newly elected board member. Call for the vote. Vote was called; results were 5 yeas 5 nays 1 abstention. Randy cast the deciding vote. Randy exercised a nay vote. Geoff will be the continuing Vice President.

Executive Directors report presented by Jim Hiser

Jim discussed who should establish the objections of the USAR. Jim discussed that the board should actually be setting these objectives. Jim did set the objectives for the next five years, but asked that the Board be the ones to actually set the objections. The board Did meet at Colorado Springs about 8 years ago, but that plan is not being followed. Jim discussed that by not having a set plan we cannot possible have a solid foundation for the USAR to follow. The Board needs to meet and determine the goals.

1. **Fiscal Responsibility-** very little debt left- about \$60000.00, which most is owed to a single entity.
2. **A. Maintain balance budget at minimum create surplus budget of \$100,000.00 per year.**
3. **B. Create: a Foundation based upon estate bequeaths.** This is paramount to long term stability of the organization. Foundations offer another set of responsibilities and guidelines that give a very strict set of rules regarding use of the money.
4. **C. Increase outside the sports sponsorship.** Dave Ingrate has been a huge help in finding these outside sponsors. The USAR benefits by about \$6000.00 per event that Dave runs with these new sponsors. Jim is now working with another group that is in Europe and is looking to penetrate the US NGB market. This is a marketing company that is working for us on commission only, so there is no money outlay to the USAR unless they bring in the sponsorship. We still can still initiate a search and sign ourselves. They would not get any commission from our sign. The USOC is taking a whole new marketing direction. They will have their own channel. They are looking at racquetball as part of the USOC channel. Contract not yet signed, they would pay us \$16,000.00 per year to use our events.
5. **D. Goal for outside sponsorship would be \$150,000.00 per year.** The new marketing company would slant their presentations toward future sponsors; once presentations are made they would then talk to the USAR for contractual closure. Randy discussed that the surplus budget would be needed to promote racquetball as well as have a sound fiscal responsibility. Geoff Peters expressed that he feels the \$6000.00 that the USAR gets from the IRT events is probably not enough,

Camps-USRA has made a commitment of \$6000.00 for the junior camp. Frank Taddanio has funded \$3000.00 and the NMRA is exploring the possibility of donating the remaining \$3000.00.

Secondary Camp- October/November time frame. The USRA will not be able to sponsor monetarily any costs of the secondary camps. The USRA will actively help them with establishing and conducting this camp.

The USRA understands that the USOC does not consider 10 & 12 elite junior athletes. Junior Council wants to do a fundraising package similar to the adult team packet. The USRA will work with the junior council to determine the package contents and offers.

Rankings report presented by Usher Barnoff-State directors need to understand that they can still reset all players in their state and Usher will get the rankings corrected. Question from the floor was asking if there was ever a plan to rank doubles. The rankings committee needs to make a recommendation on how to begin the ranking of doubles. They will make a recommendation and bring it back to the board. Usher asked if we want our members to have free access to the playing history behind the rankings. It is recommended that this become a pay-for system with an annual fee. Also, Usher will talk to TMS about coordinating their system in the ranking. He will report back to the technology committee about his results.

Hall of Fame Report presented by Jim Easterling

Junior Council-guest Ed Mazur

Tour and Affiliated Organizations

NMRA-Tom Curan-there is now a full board. They are fiscally sound and trying to make decisions with how to spend their money. They are also exploring an alignment with the Classic Tour. They will also have an official website by next year. Ryan is now building a system specifically for the NMRA. It will include a full round format. All matches will now be played to 15 points.

WMRA-Cheryl Kirk

The B and C divisions have grown in number. The Florida tournament was a huge success.

IRT- Dave Ingrate

The tour is now entering a very exciting time. They are adding another grand slam event in Colorado Springs with sponsors Motorola and Verizon. This corporate sponsor will help the tour and our sport.

WPRO-no reports given

		Geoff: Motion to accept the Staff's recommendation that the LEM upgrade capability be eliminated. Vote: unanimous. Geoff urged the Board to fully review the Membership Committee submission in the Board packet. There are currently 244 Lifetime members. Ray asked if it is possible to identify military Lifetime members. Answer – not easily at this time. Discussion relative to non-members playing in tourneys. R2 Sports will not allow tourney results to be submitted until all players are registered as members. Jim: in the future, all tourney results will be entered, but all non-members will be entered as LEM memberships and the states will receive invoices for \$15 each. Up to the states to reconcile with the tournament directors.
1:30 p.m. USA Racquetball Foundation	Sal Perconti/Geoff Peters	Sal: in process of establishing the USA Racquetball Foundation. Paperwork in progress. Potential structures are being analyzed to determine approaches as to how funds will be administrated. Makeup of the Foundation Board is critical (members with capital fundraising experience). This is not only for capital funding, though. It's meant, in part, to support the operation of USA Racquetball. Also, it could mean grants for various initiatives and programs. Tom: suggested that perhaps members of the President's Council may be possible candidates for the Foundation. Geoff: three roles for the Foundation Board: funding, managing and disbursement. Jim: select the President of the Foundation first. Most important role. Jay: would there be reciprocal representation between the two Boards? Sal: not sure it's a necessity. Two Boards will be coupled financially. Don't want to dilute both Boards by having the same members. Would limit us to one less Board slot. Should have representation, but don't necessarily have to be Board members.

		Motion by Sal Perconti: move we proceed with the USOC review and have Jim work with the USOC and report on progress at the May Board meeting. Jay seconded. Vote: 10 yeas, 1 nay (GP). Discussion surrounding our affiliation with USOC – pros and cons. Strategic planning discussion – Sal: we need to determine what's important to our membership. Jay: is our purpose mandated by the USOC? Our missions do coincide.
11:00 a.m. US Team Committee (BA) – Coaches Selection	Mike Guidry (via telephone)	Chair of US Team Committee. Discussion regarding coaches. Conference call late last week. Issue with John Ellis coaching a player from Ecuador as well as a player on the US Junior Team. Committee recommends we make a policy that no coach of Adult or Junior team can coach an individual from another country's national team on a one-on-one basis. Can conduct clinics in other countries. If John wants to be a coach on US Team, he must cease coaching the player from Ecuador and any other players from other countries. Dave Ellis wants a player from the team to also be a coach. Committee doesn't think it's appropriate to have someone serve a dual role. Board recommended their committee documents (team manual) reflect this change. Committee has already made this recommendation. Dave was not on the recent committee call – Mike decided this because he felt it was a direct conflict of interest. Dave and John are chaperoning and assisting the Educadorian player here at the US Open. Two issues: 1. Can coaches coach players from other countries' teams?

		Committee. Geoff cited that \$25,000 has not been found to support the US Adult Team's travels to Ireland. Motion from Tom Curran to accept the budget as stated: Tom moved/Jay seconded, then withdrew it. Discussion -- Sal: in support of our vision, we need to request that Jim to go back and enter monies into the budget for the National Team. Motion from Sal Perconti: Pending the adjustment for supporting the US Team in the World Championships, move to approve the budget as presented. Tom seconded. Vote: 10 for, 1 against (GP) Motion from Sal Perconti: Move that we direct Jim to go back and adjust the 2008 budget to include full funding for the US Team for the World Championships. Ray seconded. Vote: 11 for -- unanimous. Goal for National Singles – procure \$10,000 worth of sponsorship funds to support the Houston banquet. Kelley – identified that US Team gets covered when they can't raise the funds; Junior Team is on their own. Geoff: Dave Ellis is asking the players to help raise the funds. With the top pro's, there is more of a sense of entitlement. Slightly lower level players may be more likely to engage in active fundraising. Jim: Board's philosophy has been that the US Team represents USAR in the World Championships. Junior Team is a USAR development initiative. Geoff: looking forward to a time when the coaches don't have to engage in fundraising. Sal: fundraising should not have to be a part of a coach's job description.
9:30 a.m. Break		

USAR Board Executive Committee Conference Call

Wednesday, August 22, 2007, 8:00 p.m.

Present: Randy Stafford, Lance Gilliam, Jim Hiser, Geoff Peters, Mike Guidry, Cheryl Kirk

Dave Ellis Letter – Information Presented by Mike Guidry

Mike Guidry presented a letter written by Dave Ellis on August 17 that informs the U.S. National Team Committee of an issue – a letter written by Aubrey O'Brien's parents expressing concern that Dave and John, US Team Coach and Assistant Coach, respectively, are coaching an international competitor, specifically, Veronica Sotomayor of Ecuador. (Note: John had been coaching Aubrey until very recently.) Dave stressed in his letter that John is not coaching Veronica specifically to beat Aubrey.

Geoff stated that Dave and John are not the coaches of the US Junior National Team, they are coaches of the US *Adult* National Team. Our coaches are not compensated in any way and they need to make a living.

Mike feels that it is a matter perception. Aubrey has done all she has been asked to do. John and Dave have not asked permission to coach international players. Further, John has been hired to work with the Ecuador adult team. Mike inquired as to whether there are any rules that state this cannot take place. Randy stated that it probably comes under the heading of a gentlemen's agreement.

Participants on the call agreed that the Ecuador team situation does seem to be a conflict of interest. The US Team Committee can state to Dave that they do not approve of his choice of assistant coach (John) based on conflicts and they can consider not appointing John to the role of US assistant team coach since he is working with other federations. Further, Dave should be instructed to consult with USAR before he commits to further agreements with international entities.

USAR recommends that the U.S. National Team Committee research and consider this carefully; develop the proper wording and subsequent action; and establish standards for the future.

LEMs

Limited Event Memberships are an administrative challenge. Recommendation of USAR staff is not to offer upgrades as a feature of this membership – tracking is not feasible. State Presidents are not able to easily determine who has an LEM and who does not.

All Board Members should come to Memphis prepared to give their thoughts on LEMs after having talked with constituents to gather facts and opinions.

Committee Structures

Jim was prepared with slides for discussion, but the electronic format to be used this evening was not working. Randy, Geoff and Cheryl will collaborate on a recommended committee structure with Jim's support.

Long Range Planning

The smaller planning group (Randy, Geoff, Cheryl, Jim, Lance and Sal) meeting tentatively scheduled for Saturday, September 15 in Colorado Springs during the Motorola tourney has been postponed due to lack of availability of some of the group members. Randy suggested that the pre-work can be completed by phone. He committed to preparing a suggested approach to gaining information from our constituents via a survey format.

Cheryl moved to adjourn, Mike seconded at 8:40 p.m.

Submitted by Cheryl Kirk, USAR Board Secretary, August 22, 2007

USAR Executive Board Conference Call -- Minutes

October 23, 2007, 7:00 pm (Mountain)

Attendees: Randy Stafford, Jim Hiser, Geoff Peters, Cheryl Kirk, Mike Guidry

Bob Gambardella (USOC Sport Partnership) and Eric Parthen (Director of NGB Development) joined the initial part of the call to explain the reorganization philosophies of the USOC (separate from constitutional reforms). Details will be shared in the Board packet and at the meeting in Memphis. Bob and Eric expressed appreciation on behalf of the USOC that USAR is contemplating this information relative to NGB reform.

Player Suspension

This summer, Jeff Stark refused to take a routine drug test and signed a document attesting to this fact. Since then, he has appealed the automatic suspension that resulted; the appeal has been rejected and after seeking legal advice, he has agreed to a 2-year suspension from all sanctioned events (both in the U.S. and internationally) and will not take further action. Any violation of the suspension will result in a doubling of the initial suspension time period. If once again he were found in violation, the penalty would be suspension from the sport for life.

The refusal to take a test occurred prior to National Doubles. Since his appeal was in progress, he was allowed to play with the caveat that if his appeal failed, he and his partner would be disqualified. Andy Hawthorne was aware of the possibility that the team would be disqualified. Official records for US National Doubles now designate the third place team (John Ellis and Jose Rojas) as having won second place in the tourney and qualifying for the US Team.

A public announcement is expected this week. Luke will send out a letter from the IRF and USAR will notify the state associations.

USA Racquetball Constitution and Governance Manual

The entire Board will be supplied with the valid Constitution document in Memphis. Randy will present the entire Board with documentation illustrating both the original and prematurely revised documents (executed by a former member of the Board). Tom will bring forth a motion that Version A is the official document.

A Governance Manual was created in the past under the auspices of AARA; it contains a personnel manual, rule book and board member information. There also exists a Board Policy Builder Manual in draft. Jim will supply each Board member a copy in Memphis and dialogue will be led by the Legislative Committee to determine further work and action needed going forward.

US Junior Team – December trip to Bolivia

Per Jim: Plans are progressing very well. The visa requirements have been communicated – each person must go to a Bolivian Embassy to complete their paperwork and obtain their travel visas. Airfare has been purchased. All monies have been raised. Eight juniors are going from the 12s and 10s and they are paying their own expenses.

		We can demonstrate our commitment to the military. Ray believes we can get 100+ players. (Can't call it Armed Forces because we have to get at least three branches involved.) Sal: can we communicate with the Florida bases through you? If we can get states to do this, we can show that we support military players. Ray: out of 133 AF installations, at least 100 have one or two courts. Next Board meeting is Tuesday, May 20, 2008 in Houston.
4:15 p.m. Adjournment		Move to adjourn – Ray. Seconded – Sal. Vote: 11 – unanimous.

Submitted by Cheryl Kirk, USAR Board Secretary, November 21, 2007

Action Item Recap

Item	Responsibility	Item	Responsibility
Need E.D. PPT	Jim Hiser	Designate the date on each page of the Constitution document. Date it November 2007.	Tom Curran
Publish dates on 2008 calendar	Jim Hiser	Legislative Committee to present constitutional change on or before April 20, 2008.	Tom Curran
Sal: asked for historical record of who's been on the calls.	Jim Hiser/Cheryl Kirk	Need to set dates for a strategic planning session. Begin with task force to establish our plan for moving forward.	Randy Stafford/Jim Hiser
Survey priorities – entire Board did not respond. Board to respond in its entirety to requests for feedback.	Board (future)	Nominees to be notified of next steps – color photo, 200 word statement of intent. Deadline January 15 for March/April issue.	Tom Curran/Cheryl Kirk
Contingency documents to Kelley Beane	Cheryl Kirk (in process)	Letter from the Board to Choice Hotels thanking them for their support over the years.	Jim Hiser/Cheryl Kirk
Evaluation and Future Request from Ray Cordero for a list of AMPRO/IPRO-certified military individuals	Jim Hiser	Assistance needed for Jim Easterling in tracking down information on HOF members, alive and deceased.	Board members (in process)

March 1, 2007
Full Board Teleconference

Those in Attendance:

Jim Hiser	1
Randy Stafford	1
Lance Gilliam	1
Mike Guidry	1
Geoff Peters	1
Jan Stelma	1
Cheryl Kirk	1
Sal Perconti	1
Jason Thoerner	
Malia Bailey	1
Jay Mathis	1
Linda Mojer	1
Dave Negrete	
Tom Curan	

1. New division at National Singles: Jim Hiser discussed the info about the us team qualifying divisions. Dave Negrete and Shannon Feaster approved with restriction of the top 8 pro. There are no restrictions for age divisions. Depth of field was discussed and it was brought up as to whether women's board and players were aware of the 8 depth, instead of top 4 for the women. Linda stated that we cannot restrict anyone who wants to play, so that is why this should be the pro tours rules not ours. Jim said we cannot make our restrictions more restrictive than the USOC. So the new unrestricted division will be titled US Team Qualifying division. The Open will be the restricted division. Non US citizens will still be restricted in the US Team Qualifying. The restriction on the Open division for non citizens is now lifted. The "National Champion" will now be the winner of the qualifying division. Motion made by Cheryl, seconded by Mike to create the US team Qualifying division. Motion passed with one abstain. Mike Guidry made the motion that the Open division at National Singles is now open to legal residents and citizens of the US. The US Team division is only open to US citizens and those who are in the application process of seeking citizenship. If there citizenship was not completed by the time of actual international competition, they would not be allowed to compete and represent the US. This spot would then drop down to the next highest qualifier. Seconded by Sal. Passed with two abstain.
2. Technical committee Report: Sal made a report on the tech comm. and is 1. recommending that the events website be activated as soon as Jim Hiser resolves the issues with insurance and liabilities. 2. Several responses have been received regarding some new technical changes of the website. 3. Recommend that the policy re: licensing agreement policy and recommend that it be adopted. Sal will send it out to the full board and be reviewed. 4. Trying to finalize the feeds to the

		Geoff: goal is to have this up and running prior to the next Board meeting. Sal: would like direction from the Board right now as to how we're going to proceed with selecting the Foundation Board. Tom: NMRA has an Executive Director of their Future Fund, along with Member Coordinator and Founder. Principal can't be touched. The Board gives the fundraising committee the direction to recommend a slate of candidates for the Foundation President and Board positions before the May 20 Board meeting. Vote: unanimous. Sal: the committee will be continuing to identify fundraising opportunities independent of the formation of the Foundation. Current committee: Sal Perconti, Ed Mazur, Randy Stafford, Tom Curran, Mike Guidry, Jason Thoerner and Geoff Peters.
1:45 p.m. US Junior Team	Kelley Lavelly	Introduced the Board members to Kelley Lavelly. Functioning as President and also Team Manager for Junior National Team going to Bolivia. Members of Junior Council: Kelley Lavelly (President), Ed Mazur, Natalie Crockett, Terry McGuffey, Victor Manilla, Bruce Reed, Sandy Viscuso, Jodie Nance, New – Jeff Benson, Kim Roy. Kelley Beane is ex officio. Open meeting in Tempe – what do you want us to do in Junior racquetball? People asked for idea sharing and forums for how to build racquetball. \$10 of each membership fee is supposed to go back to the States for Junior development. <u>Usajuniorracquetball.com</u> – Junior Council website. Various opportunities to tap into – home schooling, cross-training. A lot of HS kids who can't make the main sports teams. Need to make

		<i>Will wait until tomorrow until we get the news from the US Embassy in Bolivia.</i> <i>Randy to Kelley: tell the parents that we will have an answer shortly.</i> <i>Kelley: what is the drop dead decision date for making the trip?</i> <i>Tom: we literally have no control over this situation. The best to ask from the USAR is communication. If someone doesn't want to send a passport, they don't go and that's a parental issue.</i> <i>Randy recommended that Jim be allowed to handle this. The Board makes policy only.</i> <i>Kelley: Everyone has to go or the team can't win. There is a herd mentality, in effect. Jim will call Kelley and keep her informed.</i>
2:30 p.m. US Open Letter from the Board to Choice Hotels thanking them for their support over the years.	Doug Ganim	Event is owned by USAR. With industry leaders, manufacturers, state presidents, important that the Board has visibility. Doug's 12th year. Choice Hotels sponsor – Ray Schultz from Hilton brought us to Choice and vice versa. All their contracts have an out clause. If notify us 14 months in advance, can negate the contract. Ray retired from the Choice BODs and they have taken advantage of Talked with Auto Zone and FedEx, and Tennessee Board of Tourism (latter – meeting next week). There is a collection of about 8 individuals who have pitched in to ensure financial solvency for this tournament. Sal: will you be looking at the possibility of moving the tournament? Doug: yes, if we can locate a title sponsor elsewhere. Plan A is to keep it in Memphis and sell the sponsorship. Loves the venue. Would like to be able to spend more money on media and marketing to gain spectators. Next year's dates are October 22-26, 2008.

USAR Annual Board Meeting
May 22, 2007
Houston, Tx,

In attendance:

Randy Stafford
Lance Gilliam
Mike Guidry
Geoff Peters
Jan Stelma
Dave Negrete*
Jason Thoerner
Malia Bailey
Linda Mojer
Jay Mathas
Cheryl Kirk
Sal Perconti
Tom Curan

Guest in attendance was Frank Taddanio
Executive Director-Jim Hiser

Approval of Board Agenda:

Motion was made to accept the agenda as presented by Mike Guidry

Seconded by Malia Bailey

Passed without exception

Minutes from the Memphis 2006 Board Minutes: BY CHERYL KIRK

Corrections: SO NOTED Sal Perconti SECONDED PASSED WITHOUT EXCEPTION

AGENDA ADD-ONS PRESENTED BY RANDY STAFFORD (HOUSEKEEPING)

1. **NOMINATION OF DAVE NEGRETE**-Randy nominated Dave Negrete for an additional two year term. Randy asked if there was any discussion regarding this nomination. Randy informed the board of his many accomplishments. Jay Mathis asked if this should be a standing appointment, the IRT director always is on the board. Sal suggested that each tour have a representative on the USAR Board. Discussion continued suggesting that this may involve a Constitutional change and also may open the door for other representation that might open a difficult door to close. Question was asked if the IRT director should resign would the USAR then be able to remove this appointment from the board. Only the full board could do that. Motion was made by Sal Perconti and seconded by Lance Gilliam. Dave Negrete to be appointed for a two year term, commencing at the new board meeting MAY 22, 2007 and continue until 2009. Motion passed without exception.
2. **TO CONTINUE ON TONIGHT OR CONTINUE WED. AM.** Randy asked if the board had an opinion as to whether to continue tonight or restart tomorrow morning. The board conception was to continue tonight.

Summary of USA Racquetball's Progress in 2006

Financial Recap

When USA Racquetball implemented a fundraising campaign to resolve the financial crisis of 2004-2005, the total debt was \$675,749.

Thanks to the support of many racquetball enthusiasts, but especially to the individuals who stepped up during this crisis, the current debt is \$103,000. This reduction in debt was achieved even though funding from the United States Olympic Committee (USOC) was entirely eliminated. (Note: In 2004, USOC funding was over \$200,000; during 2006, it ceased completely.)

Of course, initiatives continue toward the goal of complete debt elimination, our goal is to complete this process in 2007. USA Racquetball continues to scrutinize all expenses and maintain limited working budgets, and of course our budget is now balanced and realistic.

Member Programs

Although funds have been limited and our staff reduced by 40%, membership programs and benefits actually increased in '05/'06 as we developed several new programs:

1. On-line membership program – allows state directors to monitor and manage their state's membership activity
2. Tournament director event management program – comprehensive program provided free of charge to any sanctioned event
3. Racquetball events site – provides a location for our directors and members to view events as well as information relative to rankings, featured upcoming tournaments, etc.
4. Email newsletter – sent electronically to members in alternate months to **RACQUETBALL** magazine
5. Paid off all rebate debt to state associations – this debt has resided with the association for the last 10 years. Total amount paid to states was over \$25,000 (\$10 from every \$30 membership)

National Office Upgrades

- Migrated computer services away from USOC to our own dedicated server
- Replaced and reprogrammed four computers
- Upgraded phone system and service
- Moved from wireless service to T-1 line for greater on-line speed and efficiency

Plans for 2007

- Recruit national sponsor(s)
- Identify new sponsors/advertisers for magazine/newsletter
- Partner with IRT for an additional Grand Slam event
- Develop a financial advisory board to work with executive director and president
- Provide ongoing communication to and leverage support of the newly-instituted President's Advisory Council

Event dates change- Cheryl Kirk addressed the issue of the USOPEN and the WPRO. Doug increased the prize money \$5000.00. The women asked for a list of things they wanted at the USOPEN. Doug disagreed and offered them the same amenities as the men. The WPRO is still not happy about the USOPEN. Dave said both tours lose money at the Open. This is very difficult for both the tours. Not getting the entry fees from the pro entries make it's difficult to make any money at the USOPEN. Randy will talk to Doug and see if there is some wiggle room on these issues.

A new Direction- Randy Stafford-President's report. Randy is happy that the board members are talking strategy and objectives. It is good that we are at a place where these discussions come up. We have been so busy putting out fires that we haven't been able to worry about long range plans. The entire umbrella of long term policies is very important. Juniors and women are very important. Tournaments are not the only directions the USRA should go. Getting women and kids on the courts, at a grass roots level. If there is a bunch of money to put into these programs there can be phenomenal growth. Strategic plans need to include kids and women. We need to redefine the focus of the USRA.

Event Date Change-guest Doug Ganim

Doug wants to change the date for the USOpen. The club finds it difficult to host the event at this time. He would like to move it to the fall. As an association it would be better to move the Open and the National Doubles. The weekend before Thanksgiving is a bad travel weekend. Move doubles to February. This was not very well received. The Super Bowl also comes into play. The recommendation is to flip the USOpen and the National Doubles. We would also like to see the USOpen to move it into September. USOpen making the gap between the Open and the National Doubles to be as wide as a gap as possible. Recommendation accepted by the board.

Personnel Committee-Randy Stafford

Randy gave an updated report on Personnel issues. Kevin Joyce is leaving the USAR. His last day is the last day of June 2007. He has resigned. Jim will receive a job review during the National Singles 2007.

Meeting was suspended at 6:15. Executive committee will meet from 6:15pm until 7:00pm. Full board will reconvene at 7:00pm.

Full board was convened at 7:10. Financials were reviewed by Lance Gilliam.

Call for new business.

Motion Lance Gilliam, seconded by Geoff Peters. Passed by exception.

Adjournment

Election of New Officers

Board of Directors as of May 15th

USA Racquetball National Board of Directors - April 2007

									Home	Work
1	MALIA	BAILEY	Athlete Rep	158 W BELVEDERE RD		NORFOLK	VA	23505	waipuna@juno.com	757-423-4584 757-366-9622
2	THOMAS	CURRAN		9279 BLUE WING TERRACE		CINCINNATI	OH	45236	tom1947@aol.com	513-248-6865 513-515-3221
	JEFFREY	ELDER		706 BONNIE MEADOW LN.		FORT WASHINGTON	MD	20744	SNOOP1DG@AOL.COM	240-417-8465 301-839-7482
3	LANCE	GILLIAM	Treasurer	24706 BOGEY RIDGE		SAN ANTONIO	TX	78258	lance@gilliamcpapc.com	210-573-2324 210-979-7055
4	MIKE	GUIDRY	Athlete Rep	2535 MELISSA LN.		CARROLLTON	TX	75006	guidry.mike@sbcglobal.net	972-418-5278
5	CHERYL	KIRK		1064 SYLVAN CIRCLE		NAPERVILLE	IL	60540	cherylkirk@aol.com	630-305-8291
6	JAY	MATHIS		731 ANTONE ST		ATLANTA	GA	30318	MATHISJAY@HOTMAIL.COM	404-550-4050 404-550-4050
	LINDA	MOJER		1726 PALM DRIVE WEST		COLORADO SPRINGS	CO	80918	linda@lindamojer.com	719-277-0466 719-264-8300
7	DAVE	NEGRETZ		1411 SQUIRE		BARTLETT	IL	60103	negretz@comcast.net	630-430-1478
8	Salvatore	Perconti		8950 Dr ML King Jr St N	Suite 200	Saint Petersburg	FL	33702	sal@perconti.com	727-368-1715 727-576-7727
9	GEOFFREY	PETERS	Vice President	3259 N. CLIFTON AVENUE		CHICAGO	IL	60657	petersgeoff@hotmail.com	847-286-6595 773-251-4413
	RANDY	STAFFORD	President	3059 FOREST HILL-IRENE ROAD		GERMANTOWN	TN	38138	build@racquetballcourts.com	901-753-5199 901-682-2600
	JAN	STELMA	Secretary	PO BOX 14035		NEW BERN	NC	28561	courtplus@suddenlink.net	252-638-4529 252-633-2221
10	JASON	THOERNER	Athlete Rep	437 Broadway Street	Apt. B2	Pekin	IL	61554	thoerner13@hotmail.com	309-202-2928 309-202-2928

- 11 - Max Jean Kelley 08-2011
- 12 - Frank Taddonio - 08
- 13 - Ed Remew -
- 14 - Cheryl Kirk - 2

Corderu - military

- if anyone wants to get petition (200) by Jan 31st
- essay of 200 words or less due Jan 15th
- letters returned by April 30th. - ballot in March/April issue





USA Racquetball Board of Directors – Meeting Minutes – November 15, 2007

Note: Items in bolded red are action items (see recap on page 15); items in bolded black are motions/board decisions

Agenda Item	Who	Comments
8:00 a.m. Roll Call	Randy Stafford	Present: Randy Stafford, Jim Hiser, Dave Negrete, Ray Cordero, Geoff Peters, Tom Curran, Cheryl Kirk, Sal Perconti, Kelley Beane, Jay Mathis. Randy welcomed Kelley Beane to the Board for a term to end May 31. Proxies – Randy (for Lance Gilliam); Cheryl (for Mike Guidry); Tom (for Jason Thoerner). Malia Bailey has a family emergency but available to call; no proxy at beginning of meeting. Ed Remen joined the meeting at 2:20 pm during the Junior Council presentation.
8:15 a.m. Approve minutes from May and subsequent Conference Calls	Randy Stafford	Motion to accept – Geoff Peters. Second – Tom Curran. Unanimously approved.
8:30 a.m. Executive Director Report Need PPT Publish dates on 2008 calendar Sal: asked for historical record of who's been on the calls.	Jim Hiser	Reviewed mission statement: "We provide opportunities for members and enthusiasts to actively participate in the sport, through sanctioning of events and development of competitive teams." <u>Finances</u> – in best shape in the last five years. Debt down from \$600,000 to \$30,000. Staff is not as large a staff as we would like, but they are dedicated to the mission. <u>USOC Initiative</u> – USOC evaluation will provide independent feedback and recommendations. Will determine strengths and recommendations – USAR to decide actions to take. Sal: if we choose not to take their recommendations, will that

AGENDA ITEM

RULES REPORT

Attached is an Excel file (please print it first) showing the results of membership voting on the five rule change proposals that the board approved further research on. Please note that there are three separate sections to the file that show (1) the official "mail-in" voting results, (2) the "on-line" voting results, and (3) the "combined" totals of both figures. However, they all indicate the same basic result -- the membership is largely in favor of all five proposals.

Here are the five specific rule change proposals:

- A. Add this new rule: *"Once all players in a match have been informed what court they will be playing on, singles players are allowed up to 5 minutes of on-court warm-up time and these warm-up times run concurrently. For doubles, each team is allowed up to 5 minutes for on-court warm-up and while these times do not run concurrently, both team's warm-ups must be completed generally within a 10-minute period that starts when the first team begins its warm-up. In the event that the players/teams are assigned to the court early and more time than the 5 or 10 minutes allowed for warm-ups remain until the scheduled match starting time, then the additional warm-up time may be shared equally as long as the match starts no later than the scheduled time."*
- B. Clarify Rule 3.15(c) by adding the words "that comes into play" at the end of it so it would read: *"Moves into a position which blocks the opponent from getting to, or returning, the ball; or in doubles, the offensive player who is not returning the ball hinders or impedes either defensive player's ability to move into a position to cover the pending shot that comes into play."*
- C. Amplify Rule 3.11(a) 1 by adding this sentence at the end: *"If the receiver steps on the dashed receiving line with either foot (with any part of the foot contacting the line), a point shall be called for the server."*
- D. Revise Rule 2.4(e) by adding these provisions: *"The penalty for playing with an otherwise legal racquet with a grip extending beyond the 22-inch limit if noted during the course of a game shall be a technical foul and a timeout to correct the problem. Subsequent violations will result in the loss of the game in process. If the challenged racquet is found to be within the 22-inch limit, then a timeout will be charged to the player who made the challenge."*
- E. Add this provision to Rule 3.9(j): *"In one serve play, if a serve is made while the receiver is not ready as described in Rule 3.5(b), the server will be allowed one more opportunity to hit a legal serve."*

I received only a few comments about the proposals, although there was one that warranted some consideration. It concerned the penalty for violating Proposal A. Of course, I had always intended that it be handled as another type of "delay of game" i.e. technical foul (loss of point). If you agree, then an appropriate change will also be made to Rule 3.17(a)6 adding this as another example of delay.

Board approval at this point means that these rules will be put into effect on September 1, 2007. Therefore, I recommend that the full board approve the five proposals and direct me to (1) add them to the on-line version of the rulebook on September 1st, 2007; (2) prepare a handout to include in each tournament package mailed to directors of sanctioned events; and (3) include them in the next published version of the official rulebook.

I will be glad to discuss any or all of these with you individually or en mass.

Finally, I'd like to thank the Board for the confidence that you have demonstrated by allowing me to serve as the National Rules Commissioner for this sport. You can be assured that I will continue to give this organization my very best efforts for as long as possible.

Respectfully submitted,

Otto E. Dietrich

OTTO E. DIETRICH
National Rules Commissioner

Fundraising & Development presented by Geoff Peters

Women's Committee presented by Cheryl Kirk

Action item: Motion made by Cheryl Kirk that the women's committee be included as a funded committee in the 2008 budget. This amount is established as \$1000.00. Seconded by Malia Bailey. Discussion, Geoff Peters asked that maybe this committee expend extra energy towards larger women's involvement, not just events at Nationals. Motion was called. Passed without exception.

Membership Committee presented by Geoff Peters-Membership has held its numbers even though we raised the dues structure. Follow up on tournaments has been improved immensely. Junior numbers are still down.

Systems & Technology presented by Sal Perconti-(page 110) attachments. Sal Perconti recommends that the policies stated be adopted by the USRA. Passed without exception. Second recommendation from the committee is in regards to the website. The contents must be fresh and updated. The committee recommends that a website content coordinator be appointed. This position would report to the ED.

Scholastic Committee presented by Jason Thoerner

US Team committee report presented by Jason Thoerner: Besides the 10 & 12 year old issue, the junior council feels that the USRA board does not support Juniors. They feel the council does the entire fund raising. They feel they will need to raise over \$76000.00 to take the team to Bolivia. The Junior Council wants to know what position the USRA board will be taking. Also, the Olympic training center will not house 10 & 12 year olds. Also they are now charging a fee for using the Olympic training camp. Jim researched the actual dollars we spent on the juniors this past year. Mike Guidry asked if we were comfortable with money being raised by the Junior Council using the USRA name and then having carte blanche as to how they spend it. The US Team committee decided that the 18-16-14's are the priority. The US Team committee decided that if the IRF did not reverse their decision, would resume and make additional decisions. Geoff discussed that the USRA pay for coaches (ratio of 1:5) up to 6 and one camp for the Junior Team-for 14-16-18 year olds. The team members would pay their own required trip insurance. Motion was made by Jan Stelma that the USRA would fund 3 coaches and insurance on 12 athletes. Only 14-16-& 18's eligible and they must play doubles. Sal Perconti seconded the motion. Motion 9 ayes 2 nays 1 abstain

Motion was made by Lance Gilliam that the USRA racquetball may allow additional players to participate in the Worlds provided that the players, coaches, and insurance are fully funded by external sources. This applies to the 14-16-&18's only. Seconded by Malia Bailey. Ayes 11 nay 1 motion passes.

		sure we hold onto the kids as they grow up. Non-working women can populate our courts during the day. Esprit (12 & under) activities. Junior Council submitted a draw to USAR for Junior Nationals; 85% of the junior council recommendations matched the seeds of the draw committee. In 2004, the Junior Council adopted the philosophy of operating independently from USAR, due to the latter's financial difficulties. Fundraising, logistical arrangements for travel to events and camps. Ordering team uniforms. Financial management. Vaccinations and travel documents for minors. Developed a manual for Jim containing all information relative to the tournament and its US participants. Wants to become more structurally organized. Reactionary, like booster club at this point. No defined mission statement. <i>Bolivia trip – biggest issue is visas as of today. USOC recommended Kelley work with the Bolivian consulates in the US to determine requirements. Much red tape and confusion ensued.</i> <i>Currently, need visas. Otto has been assigned to deal with this from USAR perspective. Want clear-cut written directives. Consul General in New York. Now concerned that \$3,000 per person has been spent and it will all come down to a "no go" because of visa requirements.</i> <i>Jim: Talked to Washington and Bolivian embassies. No final decision...will come today or tomorrow from US Embassy in Bolivia. Many people traveling to Bolivia in December and everyone is similarly confused. Sounds like no yellow fever shots, no visas necessary as of right now.</i> <i>Jim and Otto are working on this from USAR and IRF standpoints.</i>
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be moved. Otto knows that he made an error in scheduling. Randy offered to call and make an apology on behalf of the board.

Cheryl asked for a clarification about scores and games played at tournaments are entered to the national system.

8. Randy asked that Jim excuse himself from the meeting so that contractual information about Jim be discussed by the board. Jim then left the meeting. Randy said he is putting together a package for everyone to review so that we will have time to review before the May meeting.

Motion made by Cheryl to adjourn the meeting. Seconded by: Linda Mojer.
Passed without exception.

Legislative/Action Items Requiring Board Action (BA):		
10:15 a.m. Legislative Committee Geoff – designate on this document the date on each page. Date it November 2007. Legislative Committee to present constitutional change on or before April 20, 2008. Need to set dates for a strategic planning session. Begin with task force to establish our plan for moving forward.	Tom Curran Jim Hiser Jim Hiser	<u>Proposal to correct constitution & accept change</u> Need to get most updated version – there are two in existence. The one with the actual committee structure was never approved (dated May 2006). November 2004 in the Board packet is not valid. Motion by the Legislative Committee that the document “approved by BOD May 2006” be updated to “approved by the BOD November 2007.” Vote – unanimous to correct this versioning error. <u>Proposal to consider (May) new term lengths for athletes</u> Athlete representatives are selected at beginning of year following the Summer Olympics. Suggest new athlete rep terms coincide with the elections of the USAR BOD in May. Propose constitutional change that instead of coming due in January, their terms begin May, every four years. Ask Legislative Committee to present this constitutional change as a vote 30 days prior to the May 2008 BOD meeting. <u>Proposal to accept USOC proposal for evaluation</u> Distributed USOC Preliminary NGB Governance Guidelines. Geoff: would like to see how they will approach this process – what they will look at, time required, etc. Randy: on the call, they were concentrating on how we can provide the best support for the best people on the field of play. Motion by Geoff Peters: move that Jim request the USOC to conduct this review as he stated during his ED report, expeditiously, with a target of April 15 so that the results can be reviewed at the May BOD meeting. No second.

state websites, or they may use their own website. Sal will send an overview of the decisions.

3. US Team Report: Mike reported that Dave Ellis has been working very hard putting together a funding package. Geoff has helped considerably. There is still a shortage of about \$7000.00. They leave for Chile on the 27th of this month. Mike feels like the last \$7000.00 will be tough, and might not be doable. The players know that any difference in funds, they will have to self-cover. Donations are spread evenly across all participants.
4. Election of HOF: The Hall of Fame election-no one was elected. Jim Easterling reported that no one received enough votes to be elected.
5. Finances: Jim Hiser reported that our finances are still slim, maybe a little bit better than the same time last year. We are just holding our head above water to run the organization, and reduce the debt. US OPEN money has gone into general operation funds. \$78,000.00. We've used about \$35,000.00 of this money. We will probably have to use some of the funds before the end of the year. We are still in better shape than before, but need to stay diligent. Sal asked if there were any plans for fund raising at the US Singles. Malia asked if it would be possible to add a couple of junior divisions for the kids who attend? Jim said he would explore the options for the family events, junior divisions, and fund raising. Jim said doing a junior division this year would be impossible.
6. Junior Council Situation: Junior council sent a rather strong letter after their meeting in Alabama. Questions were posed and answered. Even after this the letter received was rather inflammatory. Jim is at the High Schools at this time and he will meet with some council members. They have talked about withdrawing from the USAR. Jim hopes that the meetings will show how we support Junior racquetball. Our sponsorship has been stronger this past year than any years in the past. Jason has been working very hard to bridge the gap between the Junior Council and the USAR. Kelly Beane was not happy that the Junior Council seems to be lobbying for a different coach. Geoff suggested that maybe Kelly Beane could help by sending out a factual letter about the monies. This would be a non-positional letter, but might help get the true facts out. Sal brought up that maybe the money issue is not the problem, but rather other issues. Jim responded that they wanted control who the coaches are for the team. They also wanted someone on the board. Jim told them to get someone to run for the board. Jim stated that they believe that we don't give them enough money, but that isn't the only issue, control and power seem to be more of the issues.
7. Cheryl Kirk- after national doubles a letter was received from a player saying that they really didn't want to play on the stadium court. Even though they began their match as directed, before the tie breaker, they were asked to move to another court to make room for a higher level match. Jim responded with an apology and also explained that this had happened before. Cheryl suggested that maybe players at least be educated that there might be a situation where they may have to

regarding funding etc. Jim felt it might be a good idea that the Junior council have a representation on the Team Committee. The only information that we need is the verification of expenses. Geoff suggested that we issue a written formal invitation to the Council to make a presentation at the Board meeting. Geoff also suggested that we write a letter to all council members explaining our support. Jason is on their council. There is a parents meeting in Alabama next week. Jason was not invited and neither was any USRA board member. There is a feeling that this might be a precursor to a separate organization. Ed indicated that this was not true and would not happen. Jim re-confirm the invitation for them to make a presentation in May, and will resubmit a letter that explains what the USRA does for the Juniors and junior council.

3. Adult Team: Fundraising is not going well. We have 5 tickets purchased. We need miles or \$1200.00 per ticket, and need 4 more. (San Diego chile) Connections are very difficult. We still need to raise about \$7000.00. This event has no implications for the USRA. 4 guys and 3 men 1 coach and 1 trainer If this was an operational Gold event then Jim feels there should be full representation, but since this isn't then the team should be pared down by at least one player. Discussion was to leave off the per diem to help save money. We need \$12000.00 total, and the USRA budgeted \$6000.00.

Set a date for a full board meeting.

Magazine advertisers indicate that they want to advertise only four times a year. This needs to be a full board decision.

Jim was excused, and Randy asked discussed the questionnaires from the states and the employees. Randy is working on the contract for Jim. Deadline for all information is Feb. 16th. Randy will then do a review with Jim. Discussions will then be held with the ex com and then with the whole board.

Randy asked that we have a full board meeting and let them know the process that we are following for the contract review.

February 22nd.

Meeting was adjourned.

Lance moved Geoff seconded.

Passed without exception

		as to what the requirements are to get into Bolivia. Bolivian government will have new requirements that will probably not be instituted until 2008. American Airlines says there are no restrictions to go to Bolivia. US Ambassador or a representative will be at airport when team and athletes arrive. Kelley: there was supposed to be a new policy effective 12/1/2007. Jim: the situation was confused when too many people became involved. Kelley: Junior team raised \$60,000 for the trip and feels this gives them the right to call the shots. Jim: US Embassy will get back with Jim today or tomorrow with accurate information on Bolivian travel requirements. Discussion surrounding the reaction by Junior Council leadership and concerns about travel. Cheryl offered her advice based on Olympics contingency experience in the past with McDonald's. <u>Adult Team</u> – budget problems sending team to Costa Rica and Ireland. \$17,000 has been earmarked for the team's travels to these locations. Coaching situations will be discussed this afternoon.
9:00 a.m. Financial Report – Budget	Lance Gilliam	Lance is not in attendance and cannot be reached for his report. Randy invited questions on the Financial Report. Geoff: why does the first page say "Not Accurate"? Jim: because there are items for which invoices have not arrived. US Open is only in here for \$30,000. Discussion relative to retained earnings funding 2008 budget. No income anticipated from 2008 US Open due to the strong possibility that Choice Hotels will opt out as a US Open sponsor. Significant board member dropped off. Jim: no projected increase in sponsorship. Did not project increase in staff. Pro rations relatively static. 4% increase included for salaries. Funding from USOC is \$21,000. Contracts will stay static. Up for renewal—Ektelon and Penn. Discussions pending. Jim has engaged Leo Vasquez to administrate the website. Observation that it is important our materials have a common look and feel. Cheryl cited that \$1,000 has not been found for the Women's

9:45 a.m. AmPRO – Evaluation and Future Request from Ray Cordero for a list of AMPRO/IPRO-certified military individuals	Gary Mazaroff gmampro@aol.com	Presented an IPRO package of highlights of 2007 and projections for 2008. Cost is \$35 to USAR and additional \$30 to IPRO for insurance coverage. The program is AMPRO, it's called IPRO outside the US. US instructors covered by liability package, those outside the US are not. 1,200 to 1,400 members out in the field. 90% of the activity is to train instructors in the field. 2007 – 25 courses conducted in five countries and 16 US states. 90% of instructors are Americans. March 2006: transitioned the website. June 2006 – last course held in CO Springs – AMPRO instructor training. Kelley Beane offered her assistance to Gary. Geoff: are all of our US Coaches AMPRO-certified? Kelley: some are not. Geoff: suggest the US Team discuss certification for all coaches. Sal: are we still utilizing AMPRO name here in the US? Gary: yes. Geoff: who owns the trademark? Gary: it's mine now, I paid for it. In 1997, I was hired as a USAR employee. Split in 2001, amicably. At that time, began paying for it. Geoff: Basically you're an affiliated organization? Symbiotic relationship. Randy: what's going on with the international part? Gary: name is/was a sensitive issue. Ray requested a list of military AMPRO/IPRO certified. Wants to reach out to assist them. Randy: thanked Gary for engaging that many members (Gary departed) Jim: survey reflected some frustrations regarding administration of the AMPRO organization. Dave: Gary's a one-man show. Supports him through dues; makes a difference to those who take lessons. We need to be sensitive and partner with Gary, not take over. This area will be one of the many we will consider in our strategic planning. Sal: polled AMPRO certified people in FL. Comments were: valuable for them to be certified. They are not really provided anything on an ongoing basis. Nothing additional is offered. Several comments that AMPRO classes have become more like a travel club. Would like to see more for the instructors – continuing education. Randy: this is the first time in 5 years we've discussed AMPRO at a Board meeting.
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