USRA BOARD OF DIRECTORS MEETING
HOUSTON HYATT REGENCY MAY 20, 2002

Meeting was called to order by President Otto Dietrich at 8 AM. In attendance were Otto Dietrich, Chris Cole, John Ferguson, Shelley Ogden, Keith Calkins, Jim Garner, Jack Hughes, Jan Stelma, Geoff Peters, Annie Muniz, Mike Guidry, and Jim Hiser, Executive Director. Heather Fender, Executive Assistant and Event Coordinator, was also present for the beginning of the session. Van Dubolsky was absent due to illness in his family. Malia Bailey was late due to airline problems and was expected to arrive at the meeting at 11 AM.

Otto welcomed everyone to the meeting and apologized for turning Board members away from the Executive Committee after initially inviting them. He explained that he made a late decision to close the Executive Committee meeting for sensitivity reasons. Otto announced that Frank Taddonio substituted for Van as Secretary including full voting privilege. Geoff rules of order concerning the ability for a substitute to vote. This did not appear to be a problem after a brief discussion.

Otto welcomed Jim Hiser to his first Board of Directors Meeting since his selection as Executive Director. He also commented that Luke would not be in Houston for personal reasons.

Otto briefly highlighted two issue discussed by the Executive Committee. They were the restriction of entries into National Singles to U.S. citizens and permanent residents and the U.S. Team Committee recommendation to cancel the 2002 Summer Trials.

Motion: To approve the 2001 Board of Directors Meeting minutes was made by Keith and seconded by Shelley. There was no discussion. Passed with no objections (1 abstained).

Keith pointed out to everyone that the immediate past President and Executive Director are on the Executive Committee as non-voting members for the duration of the term of the current President and Executive Director.

Annie Muniz presented a detailed explanation of this year's budget process. She also explained the reasons why the Board book mailed in advance did not include the budget recap. Primary reasons for the delay included the Executive Director changeover in January and its impact on how the budget process unfolded between January and May. Significant is the incorporation of "hard numbers" into the budget instead of estimates and pro-rations. Also, a profit and loss statement was used in place of an income statement. Annie reviewed the budget roll-up and responded to questions. Several Board members asked for more specific data on the budget items. The most significant improvement noted was the incorporation of real time, accurate figures instead of rough estimates. Annie also discussed sending a continuous budget roll-up to Board members periodically for review. Keith expressed his view that all Board members must have full

LPRA report was presented by Jim Hiser. Jim reported that the tour has been highly successful with fourteen stops planned for next year out of twenty that were requested. Sponsors are providing more funds. It now appears beneficial for the USRA to sell the LPRA for budgetary reasons.

Motion: Executive Director should pursue the possibility of selling the LPRA with final ratification by the full Board of Directors. Motion made by Keith and seconded by Annie. There was discussion of timing of the sale and concern for the athletes and the tour itself. Keith stated that there should be a performance clause in the sales agreement to protect the USRA, the sport, and the athletes. Motion passed without objection.

Keith Calkins presented the USOC Report. Keith acknowledged the great work that Chris Cole continues to do with the USOC. Chris is highly regarded in the USOC community and represents the USRA in a very positive manner. Keith reported that there are lots of funding issues/problems/challenges ahead for the USOC. Funding is under development for PanAm sports. Lloyd Ward is a friend of racquetball and will visit during the tourney this week. A high performance plan has been submitted to Tyrone. We have a very good relationship with Doug Ingram. Two important issues are that we need the USOC to support racquetball as a future Olympic sport since there are fourteen sports vying for recognition and we need to maintain a positive relationship with the USOC because of upcoming personnel changes. At the next meeting in October there will several resolutions under consideration including how USOC representatives are selected. We will learn more in November about the status of racquetball in the Olympics. Questions concerning the high performance plan should be directed to Jim Hiser. We need to send teams to the USOC. The October meeting will also develop the funding formula. The upcoming time frame is the longest the Games have been away from the USA. This impacts revenue generation and performance pool funding. One noteworthy item is that racquetball is one or three sports 100% compliant with USADA.

Keith Calkins presented the International Development Report with a view that the sport of racquetball is like a big family and other countries are coming on strong. USRA is actually th4e lifeblood of the IRF with a budget of $68K. Keith plans to attend the Worlds in Puerto Rico then on to an IOC meeting in Switzerland followed by World Seniors.

Motion: USRA will send full teams to the Tournament of the Americas in 2003 and the PanAm Games in 2003. Motion was made by Keith and seconded by Annie. Motion passed without objection.

Keith closed his report by outlining his busy travel schedule between now and the end of the year.
Keith Calkins provided a brief IRF-PARC Update. He reminded all that fourteen sports will make presentations to the IOC. This is important since there is a cap of 10,500 on total participants. USRA agenda items need to be passed to Luke as soon as possible. Tournament of the Americas will be conducted in Dominican Republic or Colorado Springs. PanAm Games are scheduled for the Dominican Republic. 2004 Worlds will be

access to every aspect f the Budget.

Motion to Table: Motion to table the budget discussion until the following day so that all Board members could review the data was made by Frank and seconded by Jim. Passed with no objections.

Jim Hiser began his Executive Director's report by elaborating on the budget preparation and execution. He emphasized that he has been working diligently to improve the accuracy of the budget. Jim formally thanked the Board for his selection as the Executive Director. Jim's presentation included highlights of the challenges ahead and based his insights on the results of surveys conducted with the State Directors and the SGMA (formerly RMA). The first challenge is budgetary. Jim outlined some key points including the current deficit of $132K that may be cleared upon receipt of $140K from America's Team. He mentioned the membership dues increase contributes $72K. Jim discussed 'selling' the LPRA to reduce annual expenses and provide a hands-on manager. Ed Willis will manage the LPRA until all the details of a sale can be worked out. Harrow Sports is very interested in buying the LPRA for an amount to be determined. The intent is to maintain credibility, improve marketing, enhance promotion, and raise the standards of the tour.

Jim discussed credibility as the next challenge. He indicated that the USRA has no credibility with the States, the members and the SGMA. State survey results reveal there is lack of communication from the National office. SGMA reports a lack of proper leadership and direction from the USRA. Members complain of not receiving $30 worth of services from their membership dues. States echo this same complaint.

Jim reported that there is a budgetary impact of membership dues increase, the LPRA initiative, U.S. Open and the release of AmPro. However, we cannot continue to operate the Association on the current budget. We must have a marketing plan. Jim has discussed marketing with professional fundraisers and it is possible to raise $1M in the next 5 years. This will greatly assist the USRA.

Jim plans to respond to the State needs for better communication from the USRA buy having the Membership Director travel out to the field. Also, as Executive Director, Jim plans to routinely call State Directors to discuss ongoing issues. He also wants to initiate a plan to align USRA Board members with regions so they can attend State Board meetings and increase the exposure of the Board and responsiveness to the States' needs. Jim plans to respond to SGMA criticism by being more active with that organization and provide the needed direction and leadership.

Members' complaints address two primary issues - ranking system and benefits packages. Mr. Usher Barnboff is scheduled to address the Board tomorrow on a National ranking system that he emplaced in Canada and is a potential to the solution for the USRA. There is a plan to improve member benefits beginning with a USOC plastic membership card that will include participating sponsors on the back of the card for members to receive discounts.

There is a perception that the U.S. Team has lost prestige. Revitalization, according to Jim, starts from the top (Executive Director, Board of Directors). He plans to demonstrate a new philosophy toward the U.S. Team and start with compensation. He plans to propose an increase in compensation for U.S. Team members that totals $20K. In conjunction with this increase and new philosophy, he will coordinate with the IRT to

Two motions were made and properly seconded nominating North Carolina and Illinois for the State Presidential Award. A secret ballot vote was taken and North Carolina won the nomination by majority vote.

Jim Hiser presented the National Tournament update. He indicated that he anticipates a smaller draw for the upcoming National doubles in Minnesota as compared to Las Vegas for several reasons but anything is possible. Junior Worlds is on track for Orlando, Florida and High Schools in St. Louis, Missouri. Jim outlined several different philosophies related to Board of Directors' involvement in national events and other activities but expressed his desire to have an effective Board that works with the Executive Director and councils covering the events. Jim highlighted the planned activities for the week. There was some discussion about assigning National Tournament Directors permitting the Executive Director to visit the venues.

Junior Team report was presented by Jim Hiser and Chris Cole. The Junior Team successfully defended its title but the margin is decreasing. The coaches resigned for personal reasons and Kelly Beane has applied for the position. A decision will be rendered later in the week.

Motion: Include Doubles Teams as members of the Junior Team with the support concept (funds, supervision, etc.) to be developed by the Junior Council in coordination with the U.S. Team Committee. Motion was presented to the Board by the Executive Committee. There was a lot of discussion and concern over timing and capability to support this concept.

Amendment to this Motion: Evaluate the possibility of including Champion Doubles Teams as members of the Junior Team with the support concept (funds, supervision, etc...) to be developed by the Junior Council in coordination with the U.S. Team Committee beginning with 2003 Junior Olympics. Passed without objection.

Motion: If unforeseen circumstances (TBD by the U.S. Team Committee and verified) prevent participation in Junior Nationals by a Junior Team member who made the team the previous year, a waiver could be granted to allow participation in Worlds without eliminating a player who qualified at Junior Nationals that year. This motion was presented by the Executive Committee to the Board. Passed without objection.

Motion: Juniors Mixed Doubles rules require that the boy serves to boy such that the ball must bounce on the floor on the boy's side of the court. This motion was presented to the Board by the Executive Committee. Motion passed with two objections.

Chris briefly and generally outlined some recent suspensions of Junior Team members related to behavior during Junior Worlds.

Jim Hiser and John Ferguson presented the Collegiate Program Report. The Collegiate Council has been re-activated under Dennis Fisher. Collegiate Nationals was a great event using very good facilities and positive school support. NCAA involvement was researched and appears feasible. More to follow. The Collegiate Council is working.

change its by-laws that prohibit the top eight from participating in the U.S. National Singles.
Jim thanked everyone for their attention and support.

Kevin Joyce delivered the Regional Report. He indicated that he is still awaiting results from the regional qualifying events. This is the first year that rebates will be withheld due to non-compliance (timeliness, event requirements, application). There is an initiative to have greater involvement by the Sponsor, Ektelon. One idea is to have a meeting between Ektelon and the Regional Directors for better control of the process. 2003 Regional Qualifying Events are scheduled for April 10-13, 2003.

Motion: Apply the same restrictions to Regional Qualifiers as applicable to the National Championship events and adjust rules book accordingly. Motion was presented to the Board by Executive Committee. Motion passed with two opposed.

Kevin presented the Membership Report. He stated that there has been a slight increase in membership since it crested at 19K in 2000. States do have the latitude to forfeit rebates or absorb costs to reduce the cost of membership fees to their players. There are no special arrangements between USRA HQ and individual States for reduced membership fees. The American European Racquetball Association is up and running with strong military involvement and appears to be doing very well.
Kevin highlighted some of the troublesome States such as Wisconsin which is still on probation, South Dakota still working to come back on line, and California which has resigned the CARA and chartered the CSRA with lawsuits still pending.

Kevin reminded the Board members that the budget item for computer programming is a USOC upgrade approved by the Board of Directors several years ago. Currently, there is only one applicant for a USRA Scholarship with June 15th as the deadline. Kevin noted that this year's Leadership Conference was considered one of the better sessions in the recent past. Kevin echoed Jim Hiser's remarks that State survey results indicated that the need for a national ranking system was the top criticism.

Kevin then discussed the issue of rebates and how they are linked to quarterly newsletters and tournament compliance.

Motion: With events beginning September 1, 2002, require two newsletters each year and an active (updated quarterly) web site or four newsletters each year and 85% tournament compliance with submission of an event alpha list in order to receive rebates from the USRA. Motion by Jim Garner and seconded by Jan Stelma. Passed without objection.

Motion: Establish a regional orientation for USRA Board members to act as a liaison and communications link between the National office and respective States by September 1st. Motion by Jan Stelma and seconded by Jim Garner. After some discussion concerning implementation and direction to Kevin to complete the regional structure the motion passed without objection.

in Republic of Korea and 2005 Worlds will be in Germany.

Otto thanked Keith for all his efforts and pledged to continue supporting his endeavors for our sport.

John Ferguson presented the Junior Development Report. John reported that 240 players participated in the High School Championships. John pointed out that there is lots of potential for high school aged kids to play racquetball. Emphasis will continue to be on 'Team'. The format is being reviewed with an eye toward replicating Intercollegiate because the draw is becoming unwieldy. John reviewed the status of completed events and upcoming events as well. John provided a State by State recap of junior participation. He indicated that the Junior Council has been reorganized with committees and help from other States. John pointed out that the Junior Council negotiated directly with the RMA (now SGMA) for scholarship funding.

Motion: Develop a letter to advise all Councils that any actions concerning funds/fundraising with any organizations must be coordinated with the USRA. Motion was presented to the Board by Executive Committee. Motion passed without objection.

John closed his report by requesting funds be included in the budget for Junior Development.

Shelley Ogden reported on Women's Council. Shelley highlighted Racquet for the cure as an event with great potential and the future of such an event similar to Race for the Cure across the Country is bright. She echoed the previous comments about the LPRA success. Shelley noted that the Women's' Seniors/Masters Tournament is scheduled for January 17-19, 2003 in Orlando, Florida.

Jack Hughes presented the Hall of Fame Report. He noted that there should be five members and not three on the Committee. Jack reviewed some challenges and difficulties with the current process.

Motion: Task and organize an ad hoc committee chaired by Jim Easterling to review and update Hall of Fame criteria and selection process. Consider requesting that Jim Easterling assume responsibility for the Hall of Fame Committee. Motion was presented to the Board by Executive Committee. Motion passed without objection.

Shelley Ogden and Linda Mojer presented the Election Report and discussed several aspects of the process requiring change.

Motion: USRA members must be 18 years of age to vote in elections. Motion was presented to the Board by Executive Committee. Motion passed without objection.

Motion: Remove the added ballot offered via National Singles entry. Motion was presented to the Board by Executive Committee. Motion passed with one objection.

Motion: To adjourn. Motion by Frank and seconded by Malia. Passed with no objections.

Meeting was called to order by Otto Dietrich at 9 AM on May 25, 2002. All Board members were present.

Ryan John presented the Media/Public Relations Update. He passed around a media guide and list for Board review. Ryan also discussed his duties and responsibilities and outlined what he does during a tournament. Ryan outlined his report in detail including web site use for events, news releases, and magazine features.

Chris Cole presented the U.S. Team Report. He identified a requirement to identify a Team Leader for Worlds.

Motion: Eliminate the 2002 Summer Trials and task the U.S. Team Committee to provide recommendations to the Fall Board concerning Team Trials concept and Team Selection Process. Motion was presented to the Board by Executive Committee. Motion passed without objection.

Chris continued with a brief discussion of USADA compliance requirements. He noted for the Board that there will be a hearing Thursday concerning events at the recent Tournament of the Americas. He will follow with a report of results to the full Board. The U.S. Team will conduct a meeting Sunday morning.

Shelley Ogden provided an election report. Eight people ran for four positions. The four top vote getters were: Ed Willis - 266; Randy Stafford - 258; Stephanie Munger - 244; and Jim Garner - 219. They are the new Board members. There will be a meeting with these new members on Thursday, 9 PM.

Linda Mojer presented the Communications and Marketing Update. Linda reviewed ongoing projects/activities. She mentioned several companies with outstanding debts that need to be collected. The Executive Director provided the direction that these bills need to be paid by June 1st or they might not be included for sponsorship of future events.

Linda completed a thorough review of her report highlighting several projects and recommended improvements including enhancing web access and the need for a new lap top computer.
A Rankings Proposal was presented by Usher Barnoff, VP, IRF-PARC, and President of the Canadian Racquetball Association. He briefed that he developed the rankings system and tournament programs used throughout Canada. Usher outlined shortcomings of the current system used by the USRA. He demonstrated his tracking system and how it ranks players nationally. States would be subsets of the National system. Some of the current users are the Detroit Athletic Club, Squash Alberta and Glencoe Club.

There were many questions and lots of interest in the proposal but insufficient time to do a detailed analysis. Further discussion was delayed until later in the meeting.

Doug Ganim presented a U.S. Open update. He reviewed his written report for the Board. Doug estimated the loss of ~50+ entries in last year's event due to 9/11. The broadcast, first time on ESPN, was a huge success. This year's event is planned for November 19-24, one week prior to Thanksgiving. There will nightly events and the same prize purse with $1K moved from Men's prize money to the Women's prize money. Doug outlined some of his major sponsor challenges. He will continue to limit the draw to 700.

Scott Winters presented the Ektelon Update. Scott introduced Mr. Jim Hollis, Assistant Product/Marketing Manager who works out of Bordentown and focuses on racquetball and squash. Scott reviewed the week's activities from Ektelon's point of view. This event is used to draw many headquarters personnel and a major sales meeting is held during the week. He also reviewed numerous actions completed and ongoing in Ektelon that have rebuilt the company's credibility. Some highlights include new story, marketing strategy, and product line. Scott mentioned signing Kane and how valuable Andy and Kim Roberts are to the Ektelon family. Scott announced that he fully expects Ektelon to renew its sponsorship with the USRA. Also, he looks forward to being more involved in the Regional Qualifying Events.

Keith Calkins proposed the revitalization of the Coaching Committee. Keith stressed the importance of this committees' responsibility for improving coaching development, certification and establishment of a pool of qualified coaches in the U.S. at all levels. Keith is leaving the Board and wanted to ensure the new President puts the coaching development program back into perspective with the aim of improving the number of coaches in the pool. The Committee should have a Chair, Board members and an athlete representative. Keith mentioned Gary Mazaroff and Jim Winterton as potential members of the committee. He outlined numerous tasks that need to be accomplished including coordinating with the U.S. Team Committee for National Coaching requirements; complete review of coaching development; recommend changes to the current program at the Fall Board meeting; complete all levels of certification requirements; make the process clear, concise and practical; advertise the why's and how's to potential coaches at all levels; look for other opportunities to be certified; and work with U.S. Team Committee on coach's compensation based on time commitment. Finally, the committee should target colleges/universities for potential coaches.

Linda Mojer reviewed the Awards Selection Report and discussed the need to review the John Halverson Fair Play Award and the Joe Sobek Outstanding Contributor Award. Mark Namura was the only nomination for the Halverson Award. After some discussion, it was decided that if there were no additional nominees by 7 PM Friday, Namura would be announced the recipient; however, the Executive Committee was empowered to decide the award recipient if other nominations were received by that time. The Board developed five nominees for the Joe Sobek award and after a secret ballot vote, the World Seniors Racquetball Championships (WSRC) was announced the recipient.

Otto Dietrich reviewed the Rules Committee Report with the Board. After some discussion, one outstanding issue developed. The Rules Committee needs to review the situation concerning 'safety holdup during second serve' outlined in the May 30, 2001 letter sent by Julee Nicolia.

Otto Dietrich discussed the Personnel committee Report. Otto acknowledged the outstanding performance of Jim Hiser. The Board members discussed the lending of money to the USRA without approval of the executive Committee.

Motion: Adopt a resolution that the USRA doesn't accept funds over $500 from employees without full endorsement of the Executive Committee and informing the full Board of directors. Motion by Geoff Peters and seconded by Malia. The motion passed with one opposed and one abstention.

Amendment to Motion: Adopt a resolution that the USRA does not accept fund **(not including reimbursable expenses)** over $500 from employees without full endorsement of the Executive Committee and informing the full Board of Directors. This amendment was actually approved in concept during a special Board Meeting and approved in detail by the Executive Committee.

The compensation package for the Executive Director was discussed at length.

Motion: The starting compensation package for Jim Hiser, Executive Director, shall be set as outlined in the budget presentation. Motion by John Ferguson and seconded by Chris Cole. Motion passed with one objection.

Motion: Empower the Executive Committee to negotiate contract with Jim Hiser with limit set forth in the budget presentation to be briefed to the full board during the Fall meeting. Motion by Keith and seconded by John Ferguson. Motion passed without objections.

Motion: Increase the salary for the General Staff as recommended by the Executive Committee. Motion by Frank and seconded by Keith. Motion passed with one objection.

Finally, budget items were discussed and Annie responded to queries.

Motion: Organize a task force to pursue and evaluate a national rankings system to replace the current system and brief the full Board of Directors during the Fall meeting. Motion by Frank and seconded by Chris. Motion passed without objections.

Malia, Geoff, and Jan volunteered to make up the Rankings Task Force.

Motion: Amount of money for the U.S. Team should be increased by $25K. Motion by Geoff and seconded by Keith. Motion passed with one objection.

Motion: Accept the 2002-2003 budget as presented by Annie Muniz, modified and approved by the Board of Directors. Motion by Frank and seconded by Malia. Motion passed without objections but two abstentions.

Otto made some closing remarks. The fall meeting will be set on Thursday. He mentioned the VIP tent at the YMCA set up by Ektelon. Otto reminded all that the banquet will be an elegant affair with no racquetball clothing or jeans allowed. Finally, a Board meeting with the new members will be held Wednesday at 9 PM in Room 3021.

Shelley, Geoff and Keith all made parting remarks encouraging the Board to continue the hard work and focus on the Executive Director's key goals/directions - Finances, Credibility and Services.

Motion: To adjourn. Motion by Jack and seconded by Jim Garner. Passed with no objections.

- OK to upgrade computer
- Kevin in field
- OK to get USOC computer system
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USRA EXECUTIVE COMMITTEE MEETING
Teleconference
December 10, 2002

Meeting of the Executive Committee convened at 12:00 PM EST. The meeting was conducted telephonically and the following individuals were present: Jim Hiser, Otto Dietrich, Jan Stelma, Annie Muniz, Chris Cole and Frank Taddonio. Kevin Joyce was present for the first agenda item.

Jim Hiser opened the meeting after an accountability check and asked Kevin Joyce to discuss the USRA Scholarship.

USRA Scholarship. Kevin recently sent an E-mail to all concerned outlining the result of the Scholarship Committee. The committee rank ordered the eight applicants and Kevin asked the Executive Committee to decide how much money would be awarded and to how many candidates. Following a discussion of the background and handling of the principal amount in the account and the available $9863 and several views of apportioning the funds, Annie motioned that the top seven applicants should each receive $500. Jan seconded the motion. After further discussion, the ExCom approved the motion three to two.

Finances/Fundraising. Jim explained that the "Players Helping Players" fundraising achieved $41K to date. He indicated that Randy Stafford is doing an excellent job. Jim noted that there is anonymous donor who is contributing $25K in matching funds. This money is placed in one account with two signatories required (Jim/Randy) to access the funds. The majority of the money is for general funds.

Jim said the audit is complete and the report will be included in the next Board information packet. There were no surprises as we already know about the deficit and the recommendations are already in varying states of implementation.

U.S. Team (Coach and Team Leader). Chris Cole announced that there have been ten applications submitted for the Team Leader position. There applications were submitted for the Coach position but two were after the October 31st deadline. Chris will consult with his Committee to ascertain if the reasons for late submission are reasonable and therefore, whether the applications should be considered in the process of making a recommendation. The goal is to complete selection as quickly as possible since some of the athletes desire to work with coaches on their game now.

There was some discussion of Kelley Beane's E-mail requesting additional funds to support her endeavors with the Junior Team. The concern is that this may create perception that the USRA isn't providing full support to the Junior Team when this is not the case.

Otto asked a question about preparations for the Tournament of the Americas and Pan Am Games. Jim responded that the Tournament of the Americas is on track and scheduled for April 2003 in the Dominican Republic. Also, the Pan Am Games will be conducted as scheduled.

Hall of Fame Issue. Jim and Otto surfaced an issue arising out of deliberations of the Hall of Fame Committee. An October internet vote by the full Board approved a policy that only two new members would be inducted into the Hall of Fame annually at the National Singles banquet. During the US Open, Jim Easterling chaired the Committee which discussed that handled a number of issues including the selection of four nominees. The Committee agreed unanimously that this prestigious recognition should not be limited by other constraints at the banquet. Jim asked Chris to take the issue back to Jim Easterling so that he and his committee can come back with a recommendation concerning how to administer the HOF inductees and guarantees the prestige such an award deserves.

Chris was asked about how the drug testing issue was coming along. He responded that resolution is about 180 days out because USOC legal and policy folks are still deliberating the issues. Chris said he anticipated that the entire US Team would probably be tested in May. We may hear something after January 2003.

Jim commented that Junior Worlds coming up next week in Orlando, Florida has 275 participants (slightly up form last year) currently including players from nine countries. Annie will be on the desk and Keith Caulkins is the guest speaker at the banquet.

Chat Group. Otto raised an issue of members of the USRA Board of Directors communicating with the racquetball newsgroup. Current policy is that only two people (Otto, Linda) should be communicating with this group but there have been others doing so recently. Annie has been working to develop a message board and reported that she is ready to run with it and pass it to the USRA for inclusion on its web site. There was discussion about locating the message board on the USRA web site and it appears that the initial installation will only take approximately one hour. Chris Cole is the designated administrator and will act as the filter for all traffic on the message board.

Jim announced that Ektelon will only provide about one half ($20K instead of $45K) of the funds they have in the past but are asking for the same level of participation. Jim is querying all the other manufacturers about participate in all events for an annual fee. The end result may prove to be a higher level of funding. Lots of work yet to do.

Board of Director Responsibilities. Jim reminded everyone about their responsibilities to conduct liaison with their assigned States. Also, Otto mentioned that he has not been receiving the monthly status reports on this activity.

The meeting was adjourned and teleconference terminated at 1:07 PM EST.

Submitted by:
Frank T. Taddonio
Secretary, USRA

USRA EXECUTIVE COMMITTEE MEETING
Teleconference
January 22, 2003

Meeting of the Executive Committee convened at 9:00 PM EST. The meeting was conducted telephonically and the following individuals were present: Jim Hiser, Otto Dietrich, Jan Stelma, Annie Muniz, Chris Cole and Frank Taddonio.

Otto Dietrich opened the meeting after an accountability check.

Finances. Jim Hiser reported that the financial situation is essentially unchanged. Recently, funds were recovered from the split life insurance policy. This afforded us the opportunity to fully settle outstanding financial obligations with Luke St. Onge. The remainder ($3700) went to the general budget. Also, the banker has indicated willingness to support a line of credit for $40K with a personal guarantee from the Executive Director. "Players Helping Players" drive is continuing to produce benefits. Currently, $73K is pledged and soon $50K should be on hand which includes the matching funds from one individual as described in previous meetings. The remainder will be provided over a twelve month period. When asked about earmarking of the funds, Jim indicated that approximately 90% is for the general fund, 5% for the foundation and 5% for Juniors/Media. Otto asked about the most pressing debts and Jim responded that United Airlines and credit cards fall in that category. Finally, Jim reminded all about a very positive e-mail just received revealing progress with America's Team funds and the possibility that we may finally see the funds in three weeks or so.

Manufacturers Meeting. Jim communicated with Doug Ganim to ask that he ask the manufacturer's representatives at a recent conference in San Diego their thoughts on the USRA. Doug did this and elicited a general response that they believe the USRA is not focused in its approach. The representatives asked that the USRA develop a precise mission statement with clear direction and focus. Once that is accomplished, they believe they can then provide comments. Two reactions included an impression that the USRA has done well for the competitive players but ahs failed to support the club players. Another is that the USRA is moving in two many directions to the detriment of a single aim. Jim informed the reps through Doug that he agrees with their view and intends to begin focusing on those shortcomings with the May Board meeting and the Summit planned for September.

USOC Situation. Jim and Chris provided information to keep us up to date on developments with USOC problems. The USRA is largely unaffected by the USOC situation however, there will be delays in resolving Pan Am funding issues that have been worked for the last six months.

Summit of the Rockies. Jim reviewed for everyone the rationale behind canceling this year's leadership conference and conducting a conference later in the year with a different agenda and a more precise direction. The invitees will include the USOC and manufacturers. The primary goal of the conference will be the development of a focus for the USRA that will be supported by everyone. There will be some time for Kevin Joyce to conduct essential business with State Presidents/Representatives. There will also be breakout session for groups to work on three to four subject areas. Jim plans to capitalize on his experience in a similar event with the USOC. The event will be held at a conference center and not the USOTC mainly due to costs. The estimated cost for conference registration will be $400 that will include room and meals. There will be some level of subsidy to the States in an amount TBD.

US Team and Selection Procedures. Jim reported that the Junior Team coaches are putting together recommendations for adjusting the process in light of the recent experience at Junior Worlds. Jim reminded all about his proposal for changes in selecting the US Adult Team members. The main point is that the #1 player will come from the IRT and LPRA. This would be accomplished by asking the #1 ranked Pro as of May 1st if they desire to be on the US Team. If they decline, continue to #2, then #3 and so on. The second, third and fourth team members will come from the top finishers in Houston. After some discussion, there was consensus that this is definitely the direction we need to take. Chris pointed at that these changes must be accomplished quickly in consideration for several USOC mandates including drug testing. He also discussed some ramifications for collegiate players. Otto asked if May 1st was really a good cut-off date and Jim responded that the Pro's he spoke with agreed that this would work fine. Jim also responded to a question about budget support for the proposal by stating that this year's budget passed by the Board does support the change. All present agreed that the Pro Nationals would qualify as a Regional for the Pro players only. The proposal will be modified to incorporate some necessary modifications and submitted to the US Team Committee by Chris then back to the Executive Director for full Board approval.

Jim also surfaced a discussion he had with Jim Winterton on two key points. First, Jim W. asked for an increase in salary and a compromised was reached on that point. Secondly, they discussed the re-structure of US Team Coaches and the concept that Jim Winterton, as US Adult Team Coach, will have oversight of the entire coaching program.

Health Insurance. Jim already addressed the insurance with a majority of the ExCom but quickly reviewed the main point that annual premiums were rising significantly. This required him to re-evaluate the benefits to reduce them in order to keep premiums at the same level. He reported that he reviewed this with the full staff and they all agreed to the plan. Individuals on staff have the opportunity to pay for increased benefits if they desire to do so.

Hall of Fame/Other Awards. Jim expressed satisfaction with the results of Jim Easterling and the HOF Committee concerning HOF nomination and selection procedures. Also, tighter time constraints and strict management of speeches by awardees at the banquet will alleviate numerous problems. Jim also reported that Kevin Joyce will identify nominees for the Sportsmanship and President's Awards prior to arrival in Houston. Kevin has agreed to provide the necessary information to the board by April 15th to facilitate the early selection.

Other Issue. Otto raised an issue that he believes a problem exists in that newly elected Board members do not attend a board meeting for one year after selection. He recommended that the results be announce earlier so that newly elected members can opt for traveling to Houston to attend the Board meeting. Some discussion ensued and ended with agreement that Jim and Otto would sort this out.

Chris moved that the meeting be adjourned. Frank seconded the motion. All agreed.

The meeting was adjourned and teleconference terminated at 9:55 PM EST.

Submitted by:
Frank T. Taddonio
Secretary, USRA

USRA EXECUTIVE COMMITTEE MEETING
HOUSTON HYATT REGENCY
MAY 18, 2003

Meeting of the Executive Committee convened at 7 PM. The meeting was chaired by Otto Dietrich and attended by Jim Hiser, Frank Taddonio and Annie Muniz. Chris Cole and Jan Stelma were present via telephone.

Otto opened the meeting by reminding everyone the purpose of the session was to review the Board packet focusing on action items to establish the ExCom position and make recommendations to the full Board... Otto pointed out that only items listed in the agenda will be addressed and if not listed, the topic will not be added.

Otto asked the Committee if there were any corrections to the 2002 Board minutes. There were none.

Jim reported that all findings/recommendations in the USOC Audit Report have been completed except adopting the calendar year for the basis of accounting. This recommendation is included as an agenda item for full Board consideration. He also commented that if this change is approved, a 6-month audit will be required.

Chris will be unable to attend the Board meeting but will phone in to present the US Team Committee report at noon during the first day of the Board meeting. He assigned his proxy vote to Annie Muniz for all issues which he is absent during the Board meeting.

Jan discussed her proposal to include a selected number of appointed USRA Board positions. There was some discussion about the reasons for appointed Board members and the desired number.

Motion: To have appointed positions on the USRA Board of Directors to serve a term of one to three years. Motion was seconded by Annie. Passed without objection.

This concept will be presented to the full Board for further development by the new Executive Committee.

The Committee reviewed 15 motions presented by Jan. All were discussed with the following results. Motions 1 through 5 were supported and approved by the ExCom. Motions 6 through 10 are pending the result of the new ExCom concept development of appointed Board members. Motion 11 is placed on hold pending outcome of research concerning how this change impacts the requirements of US Code and the Stevens Act. Motion 12 is supported and approved. Motion 13 and 14 were withdrawn. Motion 15 was amended to include the phrase"....unless otherwise specified." at the end of the sentence. This amended motion was approved by the ExCom.

Jan will also be unable to attend the Board meeting but will be available to present her motions by telephone on Monday morning. She assigned her proxy vote to Frank Taddonio for all issues which she is absent during the meeting.

Chris reviewed his US National Adult Team Committee report. During his discussion, Chris pointed out that the separate US National Junior Team report should be deleted since it is subordinate to his Committee and inclusive. His recommendation to keep the objective way the Junior Team is chosen should add the number will be limited to 2 players each in the 18, 16, and 14 divisions.

Also, there was discussion of an additional $3K for the Junior Team budget. Jim identified that "Players Helping Players" has raised $2500 for Junior Development. US Team Committee is required top develop a budget to use these funds and present that budget to the Board for ratification.

After discussion of the US Team Committee recommendations, the first two are supported (training room schedule; USOC approved trainer); the third concerning rooming was modified to include flexibility for the coach based on his/her discretion. Recommendation #4 (required # of events) requires more detail for consideration. Finally, current USOC situation dictates that there should be no change to the selection procedures, therefore this recommendation is withdrawn.

Chris pointed out that there is a budget impact of the Head Coach evaluating Junior Team coaches.

Motion: Budget for the Head Coach to travel to one event as part of his coaching program duties to evaluate other coaches. Seconded by Annie. Passed without objection.

The proposal to initiate a USRA Event Sanctioning Fee was discussed at length focusing on the amount of the fee and the start date for the program. The ExCom agreed that the program should be presented to everyone at the Summit of the Rockies to begin October 1st, 2003. The amount of the sanctioning fee should be decided by the new Executive Committee.

Frank reviewed the Hall of Fame Committee report. The ExCom decided that the nature of the extensive work and detailed presentation will require that the presentation be given and then tabled so all the Board members can review the presentation then cast an informed vote on the second day of the Board meeting.

The new raking system committee report was reviewed and discussed. Once the recommendation is rendered, the ExCom will expect the Staff to determine if the recommendation is supportable.

Motion: Allocate funds for the USRA Staff to determine and select which ranking system should be implemented. Seconded by Chris. Passed without objection.

The Committee discussed the proposal to change the method of combining age + skill divisions at all USRA national events to be presented in Public Forum by Lynn Stephens. The ExCom will form a small task force to consider all the ramifications of this proposal to develop a response NLT June 30th, 2003.

The ExCom supports the recommendation to not fund the LPRA for the upcoming season. However, the Committee desires to leave the options open to support the LPRA if the means become available in the future to the USRA.

There was lengthy discussion of the Awards selection processes and committees. Changes will be necessary to improve these processes so that selections are timely, responsive and comply with established guidelines.

The Media and Public Relations Update was reviewed and discussed. Adoption of Budget section (pages 21 – 32) will be deleted from the Board packet as this report was not approved by the Executive Director. President will express disappointment that this occurred and that the matter was handled by the Executive Director.

The remaining reports were reviewed and were information in nature.

Motion to adjourn was made by Annie and seconded by Chris. The meeting was adjourned at 8:53 PM.

USRA BOARD OF DIRECTORS MEETING
HOUSTON HYATT REGENCY MAY 19, 2003

Meeting was called to order by President Otto Dietrich at 8:00 AM. In attendance were Otto Dietrich, Ed Willis, Jack Hughes, Jim Garner, Annie Muniz, Stephanie Munger, Mike Guidry, Randy Stafford and Jim Hiser. Newly elected board member, Lance Gilliam, was also present to observe in a non-voting capacity

Jan Stelma, Vice President, and Chris Cole, Athlete Representative, were absent. Jeff Elder, newly appointed Military Representative, was also absent.

Otto welcomed everyone to the annual meeting. Otto acknowledged Lance Gilliam as a newly elected board member. Lorraine Galloway was also elected but could not attend the meeting. Otto also acknowledged that Frank Taddonio was also elected to the Board. Maury Adams, National Wheel Chair Racquetball Association and Ivan Davis, new Marketing Director, were also present and welcomed to the meeting.

Motion: To record the absences of Jan Stelma and Chris Cole as excused absences was made by Frank. Annie seconded the motion. Passed without objection.

Otto reviewed the agenda items and board packets. He instructed Board members to remove pages 21-32. This portion of the report had not been approved by the Executive Director.

The Executive Director evaluation is complete and will be reviewed by Otto with Jim personally and then with the Board tomorrow. This is an added item.

Otto pointed out to all present that the Board meeting will be adjourned the second day and immediately reconvened for the express purpose of electing new officials.

Motion: To approve the 2002 Board of Directors Meeting minutes and monthly ExCom minutes was made by Malia Bailey. Jack seconded the motion. Passed without objection.

The Board's attention moved to the USOC and Independent Auditor reports. Three of four recommendations have been implemented and the fourth is an issue for this Board meeting.

Motion: To accept and approve the audit reports was made by Jim Garner and seconded by Annie. Passed without objection.

Jim Hiser began his Executive Director's report by stating that his presentation is completely different from the written submission. He noted that developments in racquetball have not been positive. Membership has declined 50% in the last 10 years. He has spoken to the manufacturers who report double digit decline in sales. Clubs are taking out courts and there are weekly calls to the USRA on this topic. The Board hasn't demonstrated the necessary leadership to improve the situation. Jim noted that what we are doing (have been doing) is not working. We need to change. His presentation outlines his ideas to provoke conversation.

Jim believes we must do something now because this will affect our ability to succeed. He then provided his view of each part of the organization and his assessment of each. The Board of Directors is elected to be representative of the membership yet there is nobody from New Hampshire or other States in the area on the Board. Committees must be functional and dedicated to the cause. We should go through a self-evaluation and determine why we are here. Is it for ego; for the free trip to Houston? If this is the case; we shouldn't be here. Although last year, the Board decided that Board members should be responsible for several States to increase communication and liaison. Forty percent of the States contacted had no idea who was their Board representative. Five Board members actually voted in the recent election. This sends a message to the Executive Director that there is no interest in working. We need a strong leader as our next President to coordinate with the Board and Executive Director. Committees must be functional and the Board must fulfill the needs of the association. Currently, the process is a popularity contest; therefore, we must have some positions on the Board appointed for specific purposes, e.g. manufacturer's rep, club owner rep. Recently, John McCarthy, IHRSA President, told a group that the way to increase squash participation was to remove racquetball courts. One concept is to divide the country into eight zones and have each zone elect a representative to the Board. The other positions would include four appointed positions and three athlete representatives.

The Executive Director cannot be a tournament director. Jim has reduced his time devoted to tournaments and will continue to do so. When financially able, a National Tournament Director needs to be hired. Jim feels great fiscal responsibility and knows we cannot continue to operate the way we have been. The total debt is $400K but has been reduced by $80K in the last year. Jim described how the association was able to be alleviated of a $30K debt to United Airlines based on that airline's bankruptcy proceedings. He challenged the Staff and the Board to be futuristic in their thinking and to analyze deficiencies and improve processes.

The Staff must buy into Board policy and support the Executive Director's leadership. We must be willing to move forward beyond our boundaries. We need to focus on servicing the members and the States. This may put other programs on the second tier.

Next, Jim reviewed each department. Membership is developing interaction with members with the concurrence of State Presidents. An interactive membership web site is close to completion and the Membership Director will visit States. Support for leagues is under consideration. The goal for membership is 20K. Publications/Media Dept. is using new graphics and presentation. There will be less on event results and more emphasis on human interest and success stories. There will be emphasis on States and members. We should canvas celebrities and high profile members for stories. New Marketing Director will infiltrate outside markets and use expertise of people we recruit.

Jim reported that we will continue to upgrade national events. In the future, we will eliminate the single sponsor and allow all manufacturers to participate in events. We will look for an outside title sponsor and strive to have more U.S. Open type events. Jim shared an idea called the 'Titan Games', a USOC idea, that is a weekend event of multiple sports including racquetball in a beach setting with significant sponsors, media and lots of participants. We need to continue to improve Regional Qualifiers with markers and significant rebates. Regional Directors will be held responsible for their actions. State Directors, in many cases, operate with incorrect assumptions, and shouldn't be totally independent. We need to be recruiters and sales people for our sport. All of this requires National support and direction.

We need to use our members more than we do. Randy Stafford is perfect example and all he has accomplished with fundraising. We all need to get the word out that 'change' is coming and we must improve our credibility. We should shift our focus back to recreational players and get back into the clubs. Finally, we should use elite members (US Team) more than we do in many capacities.

Jim concluded his presentation by saying we must embrace industry, provide leadership and it is up to the Board to accomplish all of these objectives.

[Jan Stelma joined the meeting via telephone]

Following the Executive Director's report, there was discussion about event sponsorships and relationships with manufacturers. For example, we receive $60K from the PENN contract. The concept of appointed Board members vice the current structure was discussed.

Motion: To have appointed positions on the USRA Board of Directors to serve a term of one to three years. Motion was made by Jan and seconded by Mike Guidry. Seven votes for, 5 votes against. Motion failed because a constitutional change requires 2/3 approval of the Board to pass.

There was more discussion and debate about appointing members to the Board. The concept of appointed members was generally accepted but differing views on implementation.

Motion: To have the Executive Committee prepare a Constitutional change (Article V, 501.0A) concerning Board structure to present to the full Board for a vote by August 1st, 2003. Motion was made by Jim and seconded by Jack. Passed without objection. One Abstained.

Motion: Amend all areas of the Constitution and By Laws that require a 45 day advance notification - to read 30 days notification - to the ED to amend these two documents. Motion was made by Jan and seconded by Annie. Passed without objection.

Motion: Amend all areas of the Constitution and By Laws that require a 30 day advance notification – to read 15 days notification – to the Board to amend these two documents. Motion was made by Jan and seconded by Annie. Passed without objection.

Motion: That the Executive Director be allowed to submit all Constitutional proposals via any method he deems appropriate, such as, fax and e-mail, in addition to/or instead of US Mail. Motion was made by Jan and seconded by Annie. Passed without objection.

Motion: Change the fiscal year of the USRA to begin January 1st and end December 31st. Motion was made by Jan and seconded by Annie. Passed without objection.

Motion: Draft a six month dating from June 1, 2003 through December 31, 2003. Motion was made by Jan and seconded by Frank. Passed without objection.

***Motion:** Adopt a temporary addendum that allows an extension of six months to all current newly elected Board members.

***Motion:** The USRA Board of Directors be made up of at least 10 but no more than 14 total members. At least four of these shall be at large elected members.

***Motion:** The USRA Board of Directors shall have at least 6 appointed board members. These appointees shall be determined by the Executive Director and Executive Committee.

***Motion:** Appointed Board member terms shall range from one to three year terms as determined by the Executive Director and Executive Committee.

***Motion:** Board members elected in the winter election shall sit as voting members at the Annual May meeting of that same year.

*The preceding five motions marked with an asterisk were discussed briefly and all were postponed without objection by the Board pending the Executive Committee research and proposal for Constitutional changes to the Board structure.

Motion: Change all articles in the Constitution and By Laws where the word amateur no longer applies. Example: Article II 201.0, first sentence – remove the word amateur. Motion was made by Jan. This motion was postponed pending research of Stevens Sports Act, 36 USC Chapter 2205.

Motion: Change all articles in the Constitution and By Laws to add/include e-mail as an appropriate form of communication. Motion was made by Jan and seconded by Annie. Passed without objection.

Motion: For all motions adopted this annual meeting affecting Constitutional changes and By Law changes take effect the day the motions are adopted unless otherwise specified. Motion was made by Jan and seconded by Annie. Passed without objection.

Frank Taddonio presented the Hall of Fame Committee report and recommendations. The presentation outlined significant changes to the nomination procedures, criteria and induction process

Motion: To accept the Hall of Fame Committee recommendations to change the Hall of Fame process. Motion was made by Frank. Executive Committee directed that this motion be tabled until the second day of meetings to allow Board members time to study the details of the recommendations.

There was discussion and concern for Board members who might be nominated for induction into the Hall of Fame as an athlete but precluded from qualification because the new criteria prevent Board members from being nominated for three years after service on a Board. The Board members generally agreed that was unfair to hold up an athlete's nomination for providing continued service to the sport in another capacity. Frank agreed to contact Jim Easterling, HOF Committee Chairman and other committee members for their insight and viewpoint.

The US Team Committee Report was discussed prior to Chris Cole joining the meeting by telephone. Chris' report was reviewed and several points were highlighted. There was discussion about the financial support to the Junior Team. Otto pointed out that there was $2500 earmarked for Junior Development in the contributions raised in "Players Helping Players". It was decided that the Junior Team Sub-Committee should develop a budget for use of these funds and present it through the US Team Committee to the Executive Committee.

Motion: Budget for the US Team Head Coach to travel to Junior Worlds as part of his coaching program duties to evaluate other coaches. Motion was made by Jim and seconded by Annie. Passed without objection.

Mike Guidry raised a point about US Team selection process. He questioned how deep the selection process would go into the IRT rankings. There was some discussion on this topic then tabled pending the arrival of Chris on the phone.

Motion: Accept proposed changes in the US Junior Team selection procedures limiting Junior Team to 18, 16, 14 divisions. Motion was made by John and seconded by Annie. Passed without objection.

John Ferguson discussed the latest changes in the format for Junior Worlds. Two players in the 18, 16, and 14 divisions participate in Junior Worlds but another tournament would be run at the same time for all others desiring to participate. John expressed a view that these changes might adversely impact participation. Jim Hiser didn't think it would because now there will be three separate events: World Cup – 18, 16, 14; Developmental Cup – 12, 10, 8; Open Tourney – all others for medals. There are differing opinions on how this will affect participation but, in the end, only time will tell.

John commented that the proposed draft of a US Junior Team budget was provided for information purposes.

[Chris Cole joined the meeting by phone at 11:00 am]

Chris was asked the question about how far down the IRT rankings we select team members and still have the IRT player in the #1 position. Chris responded that the Head Coach will have the discretion once you go to a substitute player. Chris acknowledged that it was addressed and Jim indicated that it should be put in place in next year's selection procedures.

Next, Chris explained the current USOC developments and his coordination with the AAC.

[Chris exited the meeting at 11:15 am]

Jim Garner presented the election report. Board members discussed the poor voter turn out and possible reasons for such a low response. All agreed that a serious look needs to be taken at on-line voting and look at the possibility of doing it next year.

John Ferguson presented the new rankings system report. The goal was to review various aspects of running a tournament (seeding, membership, results posting, updates to rankings) but the focus was the ranking system. His committee looked at other sports including tennis, squash, badminton and handball. Tennis uses TMS while others did not have a well structured ranking system. TMS and adVantage Rank were the semi-finalists.

[Jan Stelma re-joined telephonically at 1:00 pm]

The committee recommended Usher Barnoff's adVantage Rank as the system to adopt.

Motion: USRA staff to pursue adVantage Rank as its ranking system and determine the funds necessary to complete the project. Motion was made by John and seconded by Stephanie. 10 for and 2 against. Motion passed.

Everyone agreed that this work needs to be done by the Summit in the Rockies scheduled for September 4th – 7th. John Ferguson recommended that a standing committee be established to follow-up with the staff to see the project through to implementation. The current committee expires at the end of the Board session therefore the new President needs to establish the committee.

Kevin Joyce reviewed current tournament sanctioning process. The USRA provides services to the States and tournament directors but receives no compensation.

Motion: Implement a USRA Sanctioning program by presenting it to State Directors at Summit in the Rockies then begin the program on October 1, 2003 with a fee to be determined by the Executive Committee. Motion was made by Frank and seconded by Jack. Passed without objection.

Lynn Stephens, North Carolina State Director, used the public forum to present a proposal for change the method of combining age and skill divisions at all USRA National events. Lynn stated that his proposal attempts to ensure all participants have a fair chance to win when entering National tournaments. For example, he would create 35+A; 35+B; 35+C; 35+D instead of the current 35+A/B, etc... At the completion of Lynn's presentation, there was a lot of discussion including other alternatives such as ten year increments instead of five years. Also, the possibility of creating drop-down divisions was discussed. Also, there was concern expressed over court availability.

Motion: Form a small task force to consider all the ramifications of the proposal to develop a response NLT June 30, 2003. Motion was made by Malia and seconded by Jack. Passed without objection.

[Jan departed at 2:24 pm]

Jim announced that Dave Negrete was delayed and the IRT presentation would be held until the second day of the meeting.

Stephanie Munger announced that she is the LPRA Board President and passed out a formal letter announcing the upcoming tour. She also announced that Merle Walker has been brought on as Commissioner. Stephanie requested the USRA support the LPRA with $12.5K for the upcoming year.

Motion: The USRA should not fund the LPRA for the upcoming season. However, the Board desires to leave the options open to support the LPRA if and when the means become available to the USRA in the future. Motion was made by Jim and seconded by Annie. Seven for and 1 against with four abstaining. Motion passed.

Jack Hughes reviewed the candidates for various awards and took the Board through the voting process. There were three nominations for the John Halverson Fair Play Award. Dan Sheppick and Joe Dennison were accepted by the Board through seconded motions. The Board voted and Dan Sheppick was declared the winner of the Halverson Award.

Claude Crocker and Tom Myers were nominated for the Joe Sobek Contribution Award. Both were accepted and the Board voted in favor of Claude Crocker to receive the Joe Sobek Award.

Motion: Approve new timeline for all athlete of the year awards so they follow the same schedule outlined below:

Nominations submitted	Thanksgiving through end of year (~6 weeks)
Committee Review begins	January 1
Slate presented to Board	January 15
Vote returned by Board	February 1
Notifications to awardees	February 15
Return of photos/quotes	March 15

Motion was made by Jack and seconded by John. Passed without objection.

Motion: Recommend dropping category of USRA Athletes of the Year and designating the USOC/USRA Voted Male and Female Athletes of the Year Awards. Jack made the motion and Annie seconded. Passed without objection.

Motion: Change the USRA Athlete of the Year to the same time frame as all other athlete of the year nominations. Jack made the motion and Annie seconded. Passed without objection.

There was discussion on the awards selections, processes, criteria and timelines. These all require review and revision.

Jack reviewed the candidates and balloting for the Presidential Award. He completed this process prior to arrival in Houston. Laurel Davis, Illinois, won the Presidential Award.

Motion: To adjourn at 3:45 PM. Motion was made by Frank and seconded by Annie. Passed without objection.

Meeting was called to order by Otto Dietrich at 9 AM on May 20, 2003. All Board members were present except Chris and Jan out with excused absences. Jeff Elder, Military Representative was also present and reported that he had difficulties traveling the previous day.

Otto reviewed the agenda for the day and noted that Dave Negrete, IRT Commissioner, will not be here today; therefore, his agenda item will not be covered.

Ryan John reviewed media preparation and coverage for National Singles. He also provided an overview of USRA Communications including Racquetball Magazine, Website and Media and Publications and Outreach. Ryan outlined his actions covering the event. He reported that the US Open is the most successful media event largely due to Doug Ganim's efforts.

There was discussion about capitalizing on resources at each of the locations where National events are held.

Linda Mojer followed with a discussion of Racquetball Magazine. She described the organization and layout of its contents. Quality Content is produced by a professional staff; paid writers; photographers; manufacturers (marketing depts..); departments (house business); volunteers (States, members, unsolicited); and Board and staff (committee projects).

Marketing is accomplished through Racqmag.com; posters, pullouts, club memberships (bulk copies for re-sale), point of contact (subscription cards/posters)

Linda then reviewed the web site organization and content. She discussed all the publications and outreach methods. She said her focus is quality which will affect credibility and reputation.

Ivan Davis, newly hired Marketing Director, explained his view of marketing and fundraising to the Board members. He outlined his method for using a 90-day plan to market the USRA and obtain sponsorships. Ivan presented a very energetic and articulate approach to sponsorships and how he intended to conduct his business.

Doug Ganim provided an update of the 2002 US Open and a preview of the 2003 US Open. He reported that last year's Open was the biggest and best in seven years with 750 players. In 2002, over 9000 tickets were sold over the week. The event surpassed the forecasted $35K and achieved a $65K profit. He collected $220 for the luxury boxes at courtside and already sold 22 for this year's Open with 5 people on the waiting list.

Doug reported that this year's Open will be scheduled at the same time again – the weekend before Thanksgiving. He will cut entries off at 750. The entry form will be in Jul/Aug issue of Racquetball magazine. There will be no Casino night. He will start a few new activities. There will be a 'Party at the Pub' with DJ and desserts. He is also planning a Champion's Clinic plus a skills challenge. Sponsorship continues to be his major challenge. Hilton dropped but Choice Hotels came in and is on year 2 of a 3-year contract. Coors and Hollywood Casino dropped also for a loss of $40K in support. Anheuser Busch came on with Michelob Ultra at $22K. Prize money will be essentially the same with some minor adjustments. There was lots of discussion about funding and profits but no accurate conclusions. Otto ended the discussion with a reminder to all that Doug is employed by the USRA and the US Open is a USRA event.

Kevin Joyce reviewed some membership data and the total numbers. He conducted a detailed description of the new membership data base. He explained how to use the membership component by talking the Board members through the process of entering a new member on line.

Kevin also explained the new USOC excel card. These cards will be phased in for all new members joining and those renewing after September 1, 2003.

Frank re-opened the discussion of the Hall of Fame Committee recommendations. He reported that Jim Easterling and the other committee members had no problem adjusting the HOF criteria so the members serving on a Board (USRA, LPRA, IRT) could be nominated into the HOF as an athlete consistent with that criteria and not need to wait three years after they terminate their Board position. The criteria will be amended accordingly. Also, there was discussion about the composition of the voting group. Board members desired to add a representative from the National Masters Racquetball Association (NMRA) and the National Women's Senior/Master Association (WSMA). This would increase the voting group to 23. This changes the Committee Procedures to read: "The Voting Group will be composed of at least 23 individuals as outlined above."

Motion: That the Board accept, approve and implement the revised recommendations outlined in the Hall of Fame Committee report. Motion was made by Frank and seconded by Malia. Passed without objection.

Ryan Rodgers presented his R2Sports program. His program provides the link between rankings and membership data base. He presented a detailed briefing concerning use of his software program for planning, coordinating and running a tournament. The presentation was well received by the Board and everyone agreed that we should pursue using his program as an addition to the rankings system and the new membership data base.

Randy Stafford discussed his fundraising project - "Players Helping Players". This was his first fundraising project ever. He reported that he is already working several strategies for the next campaign to start in the Oct/Nov time frame.

Jim Hiser reviewed the report provided by Keith Calkins and Luke St. Onge concerning USOC/IRF/PARC. The recent appointment of someone friendly to racquetball indicated that the USOC mission statement may change but this will not affect PASO. There are 60M athletes in Pan Am only sports and represent only 1% of the USOC budget. Luke is very important to us in the USOC and very effective in alleviating lots of problems. Keith just returned from Spain where he attended the annual IOC meeting,GAISF meeting, Recognized Sports Meeting, and World Games meeting which were all held at the same place and at the same time for the first time. Considerable cost savings to us. The Worlds Games 2005 is scheduled to be held in Duesburg, Germany. We will send two athletes. Pan Ams is scheduled for Brazil in 2007. All the participants will be finalized in 2005.

Jim continued the discussion by reviewing National events. He reported that attendance has been the same with some increases. We definitely need a National Tournament Director to provide him some relief and allow him to focus on his primary Executive Director duties.

Jim left the room so that the Board could discuss his performance appraisal. Otto reviewed the appraisal with the Board members. It is the same as the one used for Luke. Otto already discussed the appraisal with Jim one-on-one provided Jim with the results of the full Board appraisal. Next, Otto discussed the 4% pay increase for the staff.

Jim rejoined the meeting and Otto provided the written appraisal to Jim with an opportunity for the Board members to make any direct comments to Jim or ask questions. Jim was encouraged to keep up the good work and to continue to improve communications. Jim then reviewed each of his staff members with the Board members and how they were performing. Several Board members commented and all agreed that the staff members should be resent at the Board meeting only for their respective reports. It was noted that some staff members stay for other presentations and it was uncomfortable for both the presenter and the Board members. Jim said he relayed that to the staff and will reinforce it.

Budget discussion then ensued with comments that the budget needed to be adjusted for the 4% pay increase for the staff, the approved trip for the Head Coach to attend Junior Worlds (~$1K); new USRA Sanctioning Fee (TBD); and cost of the newly approved ranking system (TBD).

Motion: Approve the budget report including adjustments for 4% pay increase to staff; Coach's trip to Junior Worlds (~$1K); cost of the ranking system (TBD); and income from Sanctioning Fee (TBD). Motion was made by Jeff and seconded by Jim. Passed without objection.

Otto spoke about his 13 years on the Board and all his experiences. He assured all he will continue to stay involved with the USRA and the Board. He has been honored to serve as President for 5 years.

Motion: To adjourn. Motion was made by Jack at 3:30 PM. Seconded by Jim. Passed without objection.

Linda Mojer

From: Linda Mojer [LMojer@usra.org]

Sent: Wednesday, August 27, 2003 8:04 PM

To: Jim Hiser; Michael Guidry; Randy Stafford; Lance Gilliam; Jan Stelma; Frank Taddonio

Subject: RE: Constitutional Changes

Hello All: Following are Frank's notes taken from board minutes regarding the approved Constitutional changes (those that were not passed, or were not actual changes, have been omitted), followed by citations indicating where the revisions were made. This document, once approved in this final form, will be made available in a .pdf format via the website.

Appended is that .pdf draft for your review, which can be compared to the May 1997 version which was contained in your May board packet. Please direct any comments and approvals to Frank, and I'll check back with him in follow-up, prior to completing the release of this information online. Thanks!
--
Linda L. Mojer
USRA Associate Executive Director
Managing Editor, RACQUETBALL Magazine
www.usra.org | www.racqmag.com

-----Original Message-----
From: Frank Taddonio [mailto:franktaddonio@worldnet.att.net]
Sent: Friday, August 15, 2003 3:10 PM
To: Linda Mojer
Subject: Constitutional Changes

Motion: Amend all areas of the Constitution and By Laws that require a 45 day advance notification - to read 30 days notification - to the ED to amend these two documents. Motion was made by Jan and seconded by Annie. Passed without objection.
Items 901.0.B and 902.0.B

Motion: Amend all areas of the Constitution and By Laws that require a 30 day advance notification - to read 15 days notification - to the Board to amend these two documents. Motion was made by Jan and seconded by Annie. Passed without objection.
Items 901.0.B and 902.0.B

Motion: That the Executive Director be allowed to submit all Constitutional proposals via any method he deems appropriate, such as, fax and e-mail, in addition to/or instead of US Mail. Motion was made by Jan and seconded by Annie. Passed without objection.
As written, this motion stipulates "constitutional proposals" only [which apply only to Item 901.0]; secondary reference to conducting *all* Board votes is contained in Item 501.0.A.10 (method was also changed in this instance, per inference).

Motion: Change the fiscal year of the USRA to begin January 1st and end December 31st. Motion was made by Jan and seconded by Annie. Passed without objection.
Item 103.0

Motion to close:	Gilliam
Seconded:	Guidry
Vote:	Unanimous

The meeting was closed at 7:55 pm CDT

Respectfully submitted: Geoff Peters
Secretary
USA Racquetball

Date: September 13, 2004

Meeting Called to order at 8:05 pm, CDT

Format: Conference Call

Present: Stafford, Stelma, Gilliam, Peters, Guidry, Hiser

Subject	Discussion	Action
Building Sale	Jim had sent out a copy of the proposed contract for review prior to the conference call. We had a discussion about the sale and terms. There were comments about the specifics - like a 3 month sale terms versus the 6 month proposed, and Randy recommending an earnest money deposit of $10k versus the $5k - that Jim will work on with the broker Notes: - Appraisal is at $380K w/o repairs - We owe about $320K - Estimate of proceeds is about $415K - $430K	Jan made a motion for the EXCOM to approve putting the building formally on the market. It was seconded by someone and passed unanimously with Geoff abstaining (since he was dropped from the call at that moment)
Marketing Materials & Marketing	Jim sent this out in advance as well. There has been a little input to-date from the EXCOM and some BOD members. Final edits need to get in to Jim for inclusion. This will become one of our key pieces of literature for Lori and Jack to use to close deals. We had a discussion about the promotion of memberships on any piece that is racquetball on the Tennis Channel. Jim will follow-up with Doug to ensure that we are promoted adequately. Randy thinks that we really need to use this avenue to PUSH memberships and not be so low key about it. He used hunting as an example where it is almost like a little infomercial at the end of each show. It did not sound like anyone had seen this year's production - so nobody was sure how much USA Racquetball and membership was mentioned.	Jim to follow-up with Doug Ganim to ensure that membership in the association is promoted as part of each production.

Motion: Change all articles in the Constitution and By Laws to add/include e-mail as an appropriate form of communication. Motion was made by Jan and seconded by Annie. Passed without objection.
Items 501.0.A.10; 801.0.B.2; 901.0.B; 902.0.B. EXCEPTION: Changes were *not* made to stipulations cited in Bylaw Article VII A-3 "Due Process" since these specify the use of certified, or hand-delivered, mail for the purpose of documenting receipt. I was not certain that this particular change was intended by the board (to add unverified email to this set of procedures). If that *was* the intent, please confirm and I'll make those adjustments.

Motion: For all motions adopted this annual meeting affecting Constitutional changes and By Law changes take effect the day the motions are adopted unless otherwise specified. Motion was made by Jan and seconded by Annie. Passed without objection.
Items 901.0.C & 902.0.C

Per Frank, grammatical/text clean-up proposed to the board in May was undertaken, with the exception of those items posed as questions, where answers remained available (i.e. "amateur" terminology throughout, governance manual query, etc.); per Jim, references to ACRA were removed from the Intercollegiate Council segment Item 903.0.AB; per Hall of Fame stipulations, "amateur" reference removed from Item 903.0.X (the HOF now includes both amateur and pro inductees); per Luke, amateur status/eligibility, which is governed by IRF, updated in Bylaw Article II "Amateur Rules").

USRA BOARD OF DIRECTORS MEETING
RACQUET CLUB OF MEMPHIS
NOVEMBER 18, 2003

Meeting was called to order by Frank Taddonio, USRA President, at 8:15 am, Tuesday, November 18, 2003. Those in attendance included Jim Hiser, Executive Director of the USRA, Frank Taddonio, Randy Stafford, Jack Hughes, Lance Gilliam, Derek Robinson, Stephanie Munger, Lorraine Galloway, Malia Bailey, Jeff Elder and Jim Garner. John Ferguson, Curt Rettke, Jan Stelma and Mike Guidry were not present. Mike Guidry joined the meeting at 8:20.

MOTION: Excuse absence of John Ferguson, Jan Stelma and Curt Rettke made by Jim and seconded by Jeff. Passed with no objections. Noted that John was excused because of travel problems related to inclement weather and that Jan and Curt will be joining meeting via conference call.

MOTION: To approve the minutes of the May Board meeting in Houston made by Randy and seconded by Lorraine. No objections.

MOTION: To approve the 2004 budget made by Lance and seconded by Lorraine. Passed with one objection

Discussion: Hiser pointed out that we are at a critical time with the Association. Manufacturers are in a crisis situation. Deficit has decreased about $100K over the last two years. Players helping players fund raiser netted much needed additional funding. Budget goal set for this next year of $50K for this project. Hyatt is on board as a major sponsor of the USRA National Singles Championships. The Summit in the Rockies was a plus for the USRA for credibility with the States. Membership benefits are coming along, albeit behind schedule and will be up and running shortly. Building is being refinanced to eliminate a balloon payment that will be due. The office procedures at the National office have been tightened up. USOC funding has been cut $120K. We continue to have a $30,000 deficit yearly. We are in for some difficult decisions if we continue operating as we are now. Hiser recommended that we out-source the magazine. This would result in a savings of approximately $30K annually. We need to work on improving revenue

by using Ivan in his marketing capacity to help with this. We need to cut staffing by 25% which amounts to 2 ½ people. We need to review and reduce U.S. Team funding. We also must tighten up on costs and expenses. There was discussion about Luke and his cost to the operation. There was also discussion on his reporting to the USRA. Hiser mentioned that the TSA as applied to entire staff was not compliant with regulations and must be changed.

MOTION: To support Jim's recommendations. Made by Jan and seconded by Randy. Passed with one abstention.

MOTION: Direct Frank to appoint a committee to work with Luke to renegotiate his contract. Made by Jim and seconded by Jeff. No objections.

There was discussion by Jim on the Board composition. Jim recommended regional elections and appointed members who would fill particular needs of the organization.

MOTION: Direct the Executive Committee to appoint an Advisory Board to fill particular needs of the organization. Members of this advisory panel must be made with full Board approval. They would not have a vote on the full Board. Try to have this in place by May. Motion made by Jim and seconded by Stephanie. Passed with no objections.

Jan Stelma departed the meeting at 10:15. Resumes for the U.S Team Head Coach are being accepted due to the resignation of Jim Winterton. However, there was only one submitted therefore the deadline was extended to December 15th. This will be for a one year appointment. A search committee was appointed to facilitate this process. Stephanie will head the search committee with Lance and Malia serving on that committee.

Otto presented recommendations of the National Rules Committee for rules changes.

MOTION: Accept all but #4, #5, #8 and #9 on the Rules Committee's list of recommendations and support the Committee with the other rules proposal. Motion made by Frank and seconded by Malia

Kevin presented an update on Membership Services and how the new changes are being implemented. He noted that these changes were taking place much slower than anticipated. There have been some snags in the new membership cards and with the online setup for tournaments and rankings.

MOTION: The Elite division should be a stand alone division in Nationals and in the Regional Tournaments. Motion made by Frank and seconded by Malia. Passed with no objections.

Curt discussed the standardization of the States' websites. He will be working with Jay Mathis from Georgia on pricing. Try to integrate with AI.

Marketing update was presented. Discussion of the manufacturers pulling out of some sponsorship. Marketing dollar goals were discussed. Tennis channel association was viewed in a positive light. USRA becomes USA RACQUETBALL beginning January 1st, 2004 from a legal standpoint.

Guidry proposed that we allow international players participate in USRA National events.

MOTION: Have two women's and two men's events in our National Championships that are open to international players. These will be Open and A/B. These events would count for international ranking points. We would encourage other countries to do the same by allowing US players. Motion made by Mike and seconded by Derek. Passed with no objections.

Discussion of the State responsibility charts. Frank plans to update this, January 2004, soon after the Athlete election is over.

Jack Hughes presented a list of the scholarship applicants. There was discussion of all the applicants and their qualifications.

MOTION: Present 8 Scholarships of $500 and 2 $1,000 Scholarships for those listed as financially needy. Passed with no objections.

MOTION: Move to adjourn made by Derek and seconded by Malia. Passed with no objections.

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THEIR NAME TO

USAR

(1-1-2004)

Jim Hiser

From: "Frank Taddonio" <franktaddonio@cox.net>
To: "Curt Rettke" <curt@rettke.org>; "Derek Robinson" <bigdracquetball@yahoo.com>; "Jack Hughes" <racquetballplus@attbi.com>; "Jan Stelma" <courtsplus@intrasource.net>; "Jeff Elder" <Snoop1dg@aol.com>; "Jim Garner" <Garner17@aol.com>; "John Ferguson" <ferguson85@attbi.com>; "Lance A. Gilliam" <Lance@gilliamcpapc.com>; "Lorraine Galloway" <LVGRB@aol.com>; "Malia Bailey" <waipuna@juno.com>; "Mike Guidry" <rqtballpro@aol.com>; "Randy Stafford" <Thecourtco@aol.com>; "Stephanie Munger" <stephanie_munger@yahoo.com>; "Jim Hiser(work)" <jhiser@usra.org>
Sent: Thursday, January 22, 2004 12:13 PM
Subject: ExCom Minutes - January 2004

Everyone,

I apologize for the delay in transmitting these minutes which Jan completed in her usual timely and accurate manner but I have been out of town and computer access was not very good. Just got home so here it is. Lots of info here so please review what's going on.

Frank

Executive Committee Teleconference
Tuesday, January 13, 2004
8:00 pm EST

Present:
Frank Taddonio-President
Randy Stafford-Vice President
Lance Gilliam-Treasurer
Mike Guidry- Athlete's Rep
Jan Stelma- Secretary
Jim Hiser-Executive Director

1.Magazine contract proposal.
Six companies submitted proposals. Frank and Ivan reviewed the numbers presented. The company we are currently dealing with, and have been dealing with for a long time, submitted three different proposals under his different companies. When the proposals were narrowed down, the current company was given the opportunity to come down in price to be in line with other bids. He didn't change his bid.
Two variables were taken into consideration: one being the quality of the product and secondly the price bid.
Sports Graphics had very, very good quality and the price was excellent. The company offered to do one and a half issues for free. The contract length is open ended therefore, we can leave at any time if we feel the quality or price is not amenable. This company does NCAA signage, five different NGB's and several Pro team magazines and brochures. This company will save the USA Racquetball about $5K per issue.
Motion made by Frank to accept this bid. Seconded by Randy. Passed without exception.

2. Update on the Junior Worlds. Jim said this was a very good competitive year. One match was the deciding factor. Mexico won. Everything went very well with the team and the coaching. Kelly Beane has renewed for next year. This will keep continuity and help with fund raising for the event next year which will be held in Mexico City. Jim asked support from the Board to recognize the coaching staff at the Nationals. Everyone agreed this would be great. John Ferguson will be asked to help with the awards.

3. Personnel Actions. Jim reported that having to lay off personnel was extremely difficult. Linda is the only one who has yet to sign her severance package. It is hoped that she will do this soon.

4. Marketing Update. Ektelon has signed their contract for $25K and will be the official racquet. Continental Airlines is interested in being the Official Airline for the National Singles. Negotiations are still being conducted with McDonalds and the Marines. Head has disagreed with our position regarding the Official Ball status.Jim suggested that we take a look at our rate structure. Jan made the motion that Jim be allowed to negotiate what should be charged for the "approved " ball status. Seconded by Frank. Passed without exception. Ivan is also talking to Corona for the National Singles. Jim will be meeting with the USOC to discuss marketing and fundraising strategies.

5. Frank reported that he has been conducting a dialogue with Luke St. Onge. Luke has agreed with some contractual changes in theory and Frank hopes that there will be a signing in the very near future. Discussed the need for the funding with the IRF must change. Luke understands that he must answer to Jim and keep him informed. The discussion keeps Luke at his current salary but his retirement will be eliminated. Long term disability, medical, and life insurance will come into line with all other employees. Vacation was also discussed. He has been asked to report his vacation needs via the same venue as all other employees. Current IRF funds will be decreased by $5K. Depending on grant situations this may increase. If the financial situation of USA Racquetball changes, some of these issues may be revisited.

6. Membership/Rankings/Tournament programs-so far so good. The slow speed experienced by some of our members is being addressed and AIG is looking into it.

7. Financial Update. Statement was received from the accounting firm that conducted the Independent Audit. From 2002 to 2003 we still have a loss but is has been reduced substantially. With continued budget cuts and contracts, things should look up for the next year. Building refinance is still moving forward with a 30 year mortgage and better rate. We hope to get rid of the balloon payment and get some money to very badly needed repairs to the building.
Our current renters will be leaving sometime this year, but Jim feels he will be able to find another renter and keep the additional space needed by the USA Racquetball. The IRF is still operating under our tax number.
Quickbooks is up and running. Melody is entering date and beginning to use the programs as designed.

8. Portable Court Report. Scott Hirsch has called Jim. He is ready to move forward and finalize arrangements. Randy will be talking to Scott and report back. Randy will be talking to Doug Ganim this next week. Doug has invited Ivan to the Racquet Manufacturers Council meetings and they will have an opportunity to discuss business.
Doug is going to Memphis in February and Ivan, Randy and Doug will meet him there.

9. The USOC did a complete computer survey of the National office. We need to update programs and computers as soon as possible.

Randy motioned that the meeting adjourn. Frank seconded the motion. Meeting adjourned at 9:09 EST.

Respectfully submitted,

Jan Stelma
Secretary

Board Update – 2/20/04

- USRA Web Site Problem – This will be a brief explanation and I will not review the numerous e-mails and phone calls that went on during the entire process of handling this issue. As you read in the last ExCom minutes, Jim was working with Excell.net because he learned that Linda had established some form of verbal agreement with Excell.net to provide web hosting. This arrangement has existed for the last five years. We have been paying Excell.net a web hosting fee plus advertising revenue. We did pay Excell.net through 2003 but had not made any 2004 expenses logically because Linda was let go on January 7th. Miscommunication, e-mails sent to the USRA on Friday after the office was closed contributed to Stan Shaw, Excell.net deciding to shut the site down on Saturday morning, February 14th without telling anyone. Therefore, the weekend became very busy for Jim to determine what happened and then try to make the site operational again. This is where the flurry of e-mails, phone calls and work in the office consumed the entire three-day weekend. Jim enlisted the support of Willie Tilton, Jay Mathis, and our own Board member, Curt Rettke to sort out the puzzle pieces. Once it was determined that the site had actually been shut down intentionally by Excell.net, Jim coordinated and negotiated with Shaw to get the site back up. Unfortunately, this included Jim using his personal credit card to clear an outstanding invoice with Excell.net. The web site was operational again on Sunday evening. Jim is in the process of getting the codes related to the domain names so we control our destiny if, and when, we switch to another web host.

- Automation Architecture – Prior to the problem outlined above, Jim was already conducting proposal reviews of bids to support the web site. This process is not complete but it became apparent very quickly that we needed to establish an advisory committee to develop a recommendation on USA Racquetball's automation requirements. Jim and I agreed that Curt along with Jay Mathis and Willie Tilton can form our Information Technology Advisory Committee. Remember, we intend to integrate the membership data base rankings system and a tournament system into one system. One example of this structure (prepared by Jay) is in the document attached to the e-mail with this paper. This is not the exact structure but it's close. You all know that the membership piece has been constructed by AI. We are using the rankings system developed by Usher Barnoff and now we need to determine which tournament system will be used. Currently, we are weighing TMS vs. R2Sports. Obviously, there's a lot of work to be done but Jim is coordinating the efforts of this committee and we'll see recommendations shortly. We understand the web site is growing more outdated by the day.

- Office Status and Linda – Linda Mojer has still not settled her severance agreement although she did return the lap top that we agreed she could keep as part of that agreement. The morale in the office and among the staff personnel is very high but they definitely feel the excess workload with less people on staff.

- Office Building Mortgage – Jim is continuing to pursue refinancing of the mortgage to lower payments and avoid a huge balloon payment coming due next year. It appears the refinance is dependent on appraisal of the building.

- Approved Ball Status – Wilson has still not paid for use of the "Approved Ball" label and has expressed a lot of difficulty with this. The deadline for agreement and payment is February 28th. More to follow.

- Leader/Unique Problem – Recall that we have had a longstanding problem with Leader using the USRA logo and it got to the point that Jim was about to pursue a legal course of action. Leader has now apologized and will not use the logo on any of their materials/products. Also, Unique is satisfied at this point.

- Houston Event – Planning and coordination for a great event at the plaza in Houston close to our venue is proceeding very well. The plaza is reserved and it appears there will be over 250 kids coming to the scheduled clinic.

- Portable Court – This has really caused great frustration and a lot of discussion between Jim, Randy and me and in the ExCom meetings. Today, we learned that it appears a lot of misunderstanding has been cleared up and Scott Hirsch should be remitting the payment he declared that he would back at the Summit. We'll see.

- U.S Open Contract - This has been another very thorny issue that has been handled very effectively by Randy and Ivan. Randy reports today that this week's meetings with Doug have concluded with a successful agreement beneficial to USA Racquetball and satisfactory to Doug. This is definitely good news. If you ever desire to hear all the sordid details and how tough this has really been – ask Randy next time you see him. Oh, it would be best done over a beer or two. Thanks, Randy and Ivan!

Prepared by: Frank T. Taddonio
President, USA Racquetball

ALL INFORMATION INCLUDED IN ANY MINUTES OF MEETINGS CONDUCTED BY THE USA RACQUETBALL EXECUTIVE COMMITTEE AND BOARD ARE PROPRIETARY AND CONFIDENTIAL.

Executive Committee Teleconference

March 2, 2004
7:30 PM EST

Those in attendance:
Frank Taddonio-President
Randy Stafford- Vice President
Lance Gilliam-Treasurer
Jan Stelma-Secretary
Jim Hiser-Executive Director
Mike Guidry-Athlete's Representative

Preview of National High School Championships-Jim
Jim was working hard on the draw. The number of players is about 280+, a little larger than last year. We are using two venues this year. The Oregon organization is excellent. Otto is running one club and Jim is running the other. There are some difficulties with two venues but nothing that cannot be overcome.

HOF Proposal-Frank
Jim Easterling did a good job putting the proposal package together. This would include five tickets for the inductee and 8 passes to the event. Mike motioned that we except the proposal as written. Seconded by Randy. Passed without exception.

Marketing Program Update-Jim
We are closer to closing some deals. McDonalds looks good. We are progressing very well with LA Fitness. They hope to have a very close relationship with USA Racquetball. Talks are moving forward and seem to be very positive. This is still in the early stages and should be dealt with as confidential and sensitive information.

Financial Update-Lance
Lance has been going through lists and it seems as if some accounts payable are being reduced although our accounts payables to Jim Hiser have not been diminishing. Jim does not see our situation changing until May. Lance has actually received the Quickbooks files from Melody through PC Anywhere for the first time. Financial statements are being constructed as we speak. By 2005, we will be on our fiscal year program with actual numbers and a calendar year budget. We have a document being prepared to pay back Jim Hiser. The actual repayment won't start until later but the document is being drawn up. We received a $5K grant for International Development from the USOC.

Automation Overview-Jim
The IT Committee was formed to assist on technical aspects of the programs to be used. This committee seems to be more involved than originally established. Someone released their passwords which enabled an organization to hack into the system trying to obtain information. The committee has come up with recommendations but Jim has had to reign in the committee to make sure that they do not exceed their bounds. The new website is being worked on as we speak. He is using Jay Matheson's template. Willie is working closely with this system. Jim asked Willie to get the site up and running and try Jay's template for a month. We will re-evaluate in one month.
The final action that has to be resolved is the tournament system. The plan is to have the USA Racquetball select the system that will be available to the States. If States want to use other systems, they may use that and report, but will have to pay for that themselves. Ryan presented his system and it was selected in May. Then, he asked for more money. Then another vendor was sought, but he had health issues, so we are back to Ryan's system. The bottom line decision is whether we want to own our system or not. TMS will not sell; Ryan will sell his system to us. TMS has agreed to help write code to make it interface with the AI system. Results will need to be posted in a timely manner so it will be important to set up the system that provides our information.
$1K set up fee and $600.00 for 24 months. Hopefully, this program will pay for itself. Jim asked if we could negotiate to $500.00 per month for 24 months. Lance will talk to Annie regarding this. Regionals should be using this program. UPDATE:
Lance had been talking with Ryan during the meeting. Ryan agreed to $3K down and $525.00 for 20 months. Lance and Annie will donate $2K. The quarterly fee for updates will be $90.00; starting 90 days after it comes up on the AI server. The executive committee thanked Lance for the donation and will contact Annie and thank her also. Randy asked if there is someone that can work on this system if we needed them? Is this a program that others can work on it? This is a detriment of owning our own system. Annie Muniz helped develop this system so she is very familiar with it. Very important that we can get the codes. Also, agree to some kind of service agreement after the first two years. No fee for technical support for the first two years and the board will negotiate the fees for after the first two years. There are more up sides to owning than down. Lance feels this is very important. Jim has been asked to move this forward. This would fulfill our obligation to the States that shows what their sanctioning fee helps fund. This needs to be done in a timely manner.

US OPEN/ Portable Courts Status-Randy
Randy has been in touch with Scott Hirsch. Doug Ganim and Scott have had a discussion. Doug and Randy discussed the issues that Scott had. Randy felt that he had bridged the issues Scott had and hoped to hear from Scott very soon.. Randy feels the price would come under $200K. Scott will have a cap as to his participation. Doug and Randy would raise any additional monies if needed. Mike asked if Doug was asking for any concessions if he helped raise the additional monies. Scott also asked that a committee help establish guidelines of use of the court. Randy said Doug is on board and has no alternative agenda. Doug was instrumental in getting the original court built. Doug has been a strong proponent of the USA Racquetball. Randy's own effort will be donated but his company would cover a small overhead expense. Randy had to explain to Scott how

this would work, and now Scott understands. Randy's design time will be at least 300 hours. This fee is considerably under any other project. Randy feels that Scott now understands this process. Randy hopes to get some materials donated but they will have to be remanufactured. There is a cost associated with this. The ball is now in Scott's court.
Ivan- Randy reported that Ivan made an appointment in Memphis with Randy and Doug. After over three hours of discussion, Ivan proposed a three tournament grand slam. Numbers were discussed and Ivan seemed satisfied. At end of the discussion, Ivan requested a retainer in the amount of about 4%. Randy asked what this was for and Ivan said it was for the extra hours. Doug said he was a USA Racquetball employee and if he needed a raise he should ask for one. The following week, Ivan seemed to feel that the deal was not good and totally changed his position. Randy asked the general question then - Who does Ivan work for? Frank asked if Jim had talked to Ivan regarding this issue. Randy asked that the contract for Doug and the US OPEN be for one year instead of three years. This way, the sponsor contracts and Doug's contract coincide. Randy has not discussed this with Doug yet. It was decided to accept the original figures discussed and ask Ivan to become a team player.

The rough draft for the magazine came in today. Should be out by the 15th.

Meeting was adjourned 9:00pm EST.

POLICIES AND PROCEDURES
FOR INDUCTION CEREMONY

1. Induction ceremony will take place at the Saturday night banquet held at the National Singles Championships each year.

2. Inductee will mail a 5 by 7 color picture of themselves to the National Office which may be used for the magazine, web site, etc.

3. One person (chosen by the inductee) will have 5 minutes to introduce the inductee.

4. The inductee will make an acceptance speech no longer that 10 minutes.

5. Inductees will be expected to dress appropriately for this occasion, no jeans, no tennis shoes, no T-shirt, no clothing with a racquetball manufacture's or racquetball logo on them.

6. A suitable plaque will be presented to the inductee during their acceptance speech and immediately afterwards pictures will be taken.

7. There will be a table set aside, near the front, at the banquet with the inductee's name placed on it. The inductee will pick out the people (8) who will sit there.

8. The inductee will receive a total of 5 free banquet tickets that they can distribute.

9. The inductee will receive up to 8 passes to give to family and friends to get around the tournament.

10. It will be the responsibility of the inductee to book their own room(s). The USA Racquetball will pick up the tab for one room for one night's stay.

11. It will be the responsibility of the inductee to make their own travel arrangements. This includes travel to the Nationals, from the airport to the hotel, to the banquet, etc.

May 2, 2004

Meeting called to order @ 9:03AM CST in Houston, Texas

Derek and Malia were not present by telephone at this meeting.

Media and Public Relations update – presentation by Ryan.

During Pan Am Games, racquetball was featured on the USOC web site. This was a great opportunity for the USRA.

US Open was a great media event. He had 8 interns who helped at no cost to the corporation.

National media at US Open gets better each year. Had a video feed of several players to other cities that are great exposure. At US Open we had some interns cancel which hurt overall coverage. Racquetball magazine is moving along very well. The new look is being received very well. Jim has some guest writers. Manufactures seem to be pleased and this has help pick up advertising.

Houston will have a news conference at 1:30 today. President of Houston Visitors Bureau, Jim and Frank will speak. The Visitors Bureau estimated $749,000 was brought into Houston during the National Singles.

Lorraine asked if we were making any advancement with the Tennis Channel. Doug, Jim and Randy are working on it.

Media at the conference will be TV and print. This is all through the Visitors Bureau. No confirmation has been received as to who will be here yet. Frank asked if interns have been approached. School is out so interns are not available.

Jim Garner said the media recognition in Alabama has been inspiring.

The Tiltons are doing an internet broadcast again this year. This has been very well received in the past. Frank asked if human-interest stories are a direction that we need to go in.

Ryan will work with Willie and help tweak the web site.

US Team Committee – Ann Munoz

Ecuador Trip – Mike talked about the trip. The team did well, but not as good as can be. Partly because of a small team and the fact that the team was very young. They worked and played hard - Pan Am Racquetball Champions. Jim asked how the coaching staff did. Since Mike was coaching another team he didn't have a great chance to watch, but felt that there was a lack of discipline. Also the lack of experience by team leaders showed.

The assistant coaches' position should be a good player, a player that another player can relate to. He felt very strongly that an assistant coach should be a player who has played at the same level. Jim asked if there are any recommendations. Jan asked if the code of conduct had been expanded. Annie said the team's handbook was being updated and should be ready before our next rip.

Frank and Jim had been consulted before Mike Gurdy became coach for Chile. There was no conflict of interest perceived.

We will meet on Friday to help determine who the Assistant coach is. We must raise $20,000 to take the team to Korea. We must take a full team. Pictures will be taken at the banquet and tournament for $5.00 each as fundraiser. Annie wants to challenge each state to donate $2,500 to $5,000 back to USA Racquetball.

Wheel Chair Update – Morris Adams

NWRA

Morris explained the difficulty of wheel chair bound individuals. He asked that on presentation page 2, items to be crossed off. This was dealing with compensation. There are 2.2 million people in chairs. This challenge is to get 1 to 10% to be involved in the USRA.

NWRA has a staff.

There will be a demonstration with Chip Paranly and Mr. Baker in wheel chair racquetball.

The USRA considers 2 areas, manual and power chairs. The power chairs are probably the future in looking to establish some tournaments. One is in Italy, one is in Chicago, and he is looking for one in Texas, and the South Eastern and Northeastern part of the states.

Morris guessed that there are a small number of actual members. California seems to be the largest number. There are probably 100 or so players. All courts are now built to comply with 36" doors and ramps to the courts. Most older doors are 24".

Racquetball Magazine – Jim Hiser

Magazine will be here Friday for board review.

Most feel that the feed back is very positive. New promotion is doing very well. Needed to have the magazine into different departments – colleges, juniors, women, clubs, and manufacturers. This helps us cover all our members.

The Master and Seniors seem to be a little antagonistic towards the USRA racquetball. We want to get the different groups on board and establish better relationships.

Tournament stories need to be more slanted towards human-interest story.

Legends tour sends the most information. Photography is always an issue.

Jeff Thompson is the photographer who is coming to Houston. He is ~~an excellent~~ photographer.

Ceresia

Advertising is continuing, only Ectelon has not gotten involved. Mike Corease has done an excellent job. He is ~~on~~ commission only. Full page is $2,500, if you do six issues, ~~you~~ get 10% discount.

Doug

US Open Update – Dave Ganim

Past year US Open was attended by 814 players from 18 countries. Very successful but over booked. He has added 4 courts for the next year. Great glass backed wall, championship courts. This will help with scheduling. Doesn't expect the US Open to grow this year because of doubles being in Phoenix. This should help the scheduling times.

Ticket sales were a record last year; also a lot of sales for people flew in just for the weekend and did not even play.

Had over 20 hours of coverage on Tennis Channel. They are looking at airing year round coverage. This is costly but hoping to have 12 weeks this next year.

A big advertisement campaign would cost about $30,000.

The tournament is the weekend before Thanksgiving, Mixed doubles moved up one week. This is a better scenario. This will be our last year Choice Hotels is under contract. They want to continue but want to drop the dollar level.

Title $100,000 Presentor $75,000 This title sponsorship is very important. Would increase the profit for both parties. There are four $35,000 sponsorships left.

Doug would like to increase the prize money purse. He would like to raise the prize money to $35,000 for the men and keep women at $15,000.

Legends tour will be back. They are good contributions. They brought a lot to the table. They will bring a full draw – 16 and all will pay the entry fee of $100 each. Board members will get free VIP passes.

Profit of this year is guaranteed $45,000. He feels he will do better if he can. He felt that 2003 was a peak year for profit

LPRA – Chris Wachtel

Claude Crocker from the Crocker Group is not able to attend.

Currently have a lease agreement with the USRA. The USRA has signed the agreement but Mr. Crocker has not yet signed and returned the contract.

Their goal is to run an excellent LPRA. Chris Wachtel then gave sheets to the Board members with bullets listing their goals. One of their main goals is to purchase the LPRA. They feel that by purchasing it, they can stabilize the finances.

Randy asked if some purchase price has been determined. The board must know what kind of dollars is involved. Chris thought the price had been discussed already with the Board. It has not. Mike Guidy reemphasized that number. Also that the LPRA will always be associated with USRA racquetball. What kind of budget does the LPRA, Claude Crocker, group has? Chris responded that the USRA basically quit subsidizing, the LPRA stopped, so then if Claude had not stepped in the LPRA might not have continued. Chris stated that Claude has put a substantial amount of money already into the tour and this should be considered when negotiations begin for money. Mike asked that what Claude personally has donated must be kept separate from LPRA issues. Mike also stated that due to the Crocker group, that there has been a problem of bounced checks. This is a direct reflection on USRA racquetball because we still own it and Crocker Groups is leasing it.

Chris responded that the bounced checks Claude was presenting the tournament tour list.
* Claude personally and Crocker Group are the same * There were several tournaments that did not have full sponsorship and he had to cover additional expenses. They will use money orders instead of checks.

Claude never signed the contract; Chris isn't sure how the tax deductions worked

Randy suggested that we regroup and all communication should go through Chris from this point forward. Chris was assured that he would have the agreement in his hands before the end of the week.

It was decided that the woman's committee needs to be invited.

Randy will have a face to face meeting with Claude. They will ask that the women have some advisory position. If this can be worked out then it will carry forward, if not we will seek alternates.

* Fundraising *

Randy Stafford currently has received and pledged $50,500. Budget was $75,000. Randy feels that this should be met. Randy is sure that pledges will not interfere with the LPRA situation.

Electronic donations, email campaigns. Marty Hogan has made offers to give lessons and interviews for magazines. Then hopes to turn these into donations.

Trust annuity and estate planning.

The upcoming issue of Racquetball Magazine hopes to start the "Give a membership" campaign.

Also continue the "Players helping Players" campaign. Randy will also help Annie with the state campaign. Challenged the board members to bring in some more "Lifetime Memberships"

John Ferguson

College and Junior Report

Junior and college numbers have grown, while the adult membership diminishes. Oregon led the membership numbers, while Missouri is second.

4 Categories for Junior Program

1) College Program – Shane Wood has stepped forward and is in the College Leadership role. Council.
2) High School – Dan Whitley is the High School Coordinator. In some schools it is their PE course. School buses provide transportation. A part of activities not athletics
3) Juniors National Team – Kelly Beane is head coach. For the last 2 years Mexico has beat the US. They will be held in Mexico next year. First time ever outside the US.

John feels that Junior Development programs are still very low. A unified National Program has failed. John asked that we consider new board member Adam Katz as a strong junior advocate.

College Scholarship Program. This past year every kid who applied was issued a scholarship. The program application is too lengthy and complex.

The junior council will meet at the Junior Nationals in Eau Claire, Wisconsin.

Funding will be needed to send the team to Mexico. John suggested the $7,000 ear marked for referees go towards the worlds, and the Junior National Team. This year application is already out, so we won't be able to do it. Jim forecast that there would be about 35 to 56 USA kids' total who go to Mexico.

Membership Report – Kevin Joyce

Membership in the field is down. Tournaments are not sending information and membership information in on time. Kevin hopes the new online renewal and joining will help. Each magazine now has a place where renewal can take place.
Early Bird renewal, where we offer a decrease fair for early renewal. Our promises must be kept to help keep our credibility. Kevin's time is limited and not able to make as many contacts as in the past. Lance asked when the AI System would be up and going? Still not totally known, Jim stated.

Attrition rate is sometimes as high as 50%
In the AI system:

1. Membership – works
2. Ranking System – works but can't get accurate
3. Web site – not totally optimized – Willie comes in today
4. Tournament management system

A great deal of data is in the base and a lot of clearance had to be done. Some of the problems have been talking between two or three different systems. Codes should be ready by next week. As soon as possible the codes will be available. Usher and Ryan have talked. Randy and Usher have talked with A! Also need to work on some legal issues, getting them solved first. Jim hopes that the meeting being held this week they can resolve these. Usher will be here this week to get all other issues resolved.

Event Updates – Jim Hiser

At this year's tournament, Mr. Kelly has donated transistor radios for the semi's and final's to hear play by play announcing, parties, etc. Doubles will be in Phoenix.
We were accepted as a considered sport for future Olympics. Luke Ste. Onge organized and did this for the organization. Luke hopes that the IRF will eventually support his salary. The IRF could make a profit in Mexico so this could help our budget. Luke was instrumental in getting everything in Brazil set up.
Frank added that he negotiated with Luke and it went very well. Luke fully understands the position the USAR is in and we now have a much better contract. The contract ends December 31, 2005. Keith Calkin also helped with international events.

*Fundraising will not offer the same lifetime memberships. VIP tent is available life time members, State directors, and US Team members.
Curt shared his info on the RMC grant request.

Motion made to adjourn meeting by 4:16

Motion by Jim Garner. Seconded by Jeff Elder
Passed without exception

Opened special session of the board to elect officers
Open for nomination
Curt Rettke nominated Randy Stafford. Seconded by Lorraine Galloway. Passed by acclamation.

Stephanie Munger nominated Jim Garner for Vice President. Jim declined the nomination. Lorraine Galloway nominated Jan Stelma. Jim Garner seconded the nomination. Passed by Acclamation.

Jim Garner nominated Geoff Peters for Secretary. Seconded by Jeff Elder. Passed by acclamation.

These are all two-year tenures

Jeff motioned that the meeting be adjourned. Curt seconded the motion. Passed without exception.

Meeting adjourned.

Respectfully submitted by,
Jan Stelma

Annual Board Meeting
/lay 24, 2004

Meeting called to order @ 9:14AM CST

Those not present:
Malia Bailey (excused)
Derek Robinson (unexcused)
Derek was on teleconference – Malia was also on teleconference. Jack Hughes expressed that he felt telephone presence should not be an unexcused absence

1) Frank welcomed everyone to the meeting and thanked them for their time and also for paying their own way to the meeting. Also asked that if possible, not to accept per diem checks. Welcomed Curt and said good-bye to John Ferguson. Frank discussed that the termination due to reduction in force of Linda went as well as expected. She is now off payroll. Ivan left with no hard feelings, his severance pay ends in June 2004. Most of the issues with Ivan were really personality dynamics. Just not a good fit. He had trouble adapting to issues with Randy, Doug and Ivan to help facilitate new tournament series. Even after agreeing to things with Randy and Doug, he backed out of the commitment. Ivan then just called Frank and quit.

   Randy addressed that a marketing director is a necessity for the organization.

   Jim stated both individuals have been very professional in their absences. Both have been amiable at this point

   Frank reminded the Board that we would use Robert Rules of Order for our meeting.

   Frank announced that he has accepted a position oversees for a period of one year. He therefore will step down as President.

2) Approval of Board Agenda
   Motion was made by Jack Hughes and seconded by Curt Rettke. Passed without exception.

3) Approval of November 2003 minutes
   Motion made by Mike Guidry, seconded by Jeff Elder. Passed without exception.

4) Financial Report (Lance Guilliam) The balance sheet is for 7 months – and compared it to a 12-month budget. Lance asked everyone to review the US Open to help make his point on comparison.

   We are now using a new accounting program – Quickbooks – Lance will be pressing the auditors to have the audit done by mid May and ready for the May Meeting. We had a reduction of debt of over $60,000. There is a monthly breakdown in the office that Jim and

Melody do and then Lance coordinated this into yearly numbers. We are now on USOC calendar year financials.

John Ferguson asked how pro ration was figured. Lance explained that each staff keeps track of times they spend on each issue, and then that is allocated through pro ration. John asked that VIK and pro ration be an addendum line below the budget. Lance felt this was a good idea. These don't really reflect profit and loss of the different events.

Executive Directors Report

Financial situation is now critical. He asked everyone to review pages 48 – showing how in past the numbers did not reflect real dollars. VIK was figured in as dollars. This skewed the numbers.

Jim suggests that we sell the building to lose the $3,300 monthly mortgage. He is looking for free space or lower rental payment. The building will have to be inspected and appraised before we can take definitive steps.

Jim asked that everyone review pages 50 and 51 of the manual to help further their knowledge of the different budget issues.
The following have been done to help our financial position:

- Focused our efforts to become fiscally responsible
- Reduced staff by 4
- Out sourced the magazine
- Increased fundraiser efforts
- Evaluated building and other debts

Further developed programs to increase credibility:

- New magazine – new features
- New web site
- New online membership services
- New sanctioned tournaments
- Summit

Realigned ourselves w/ manufactures

- Finalized new contracts
- Provided dedicated services
- Protect their involvement in our sport

Future Obstacles

- Must live within a realistic budget
- Raise significant new funds to pay everyone - we now owe about $200,000, current debt (this does not include mortgage) payroll cannot always be met
- Estate Planning
- Balloon payment due in 2005
- Reduced services, with current staff services have been reduced or slowed down – maybe new computerized membership service will help with this
- We no longer have World National Tournament Coordinator, Assistant Executive Director, Records Director, Full time Receptionist
- Increased work load, frozen wages have caused some employee discontent – how do you maintain morale?

Credibility w/ States

- New fees and problems w/ some services have created some doubt with state directors
- Need to revise rebate program and get back to a manageable program, need $15,000 to $20,000 to pay off all sate rebates
- Relieve Kevin of some "tedious" responsibilities so he can spend some time with states

nactive Board

- Current system of election is ineffective
- Board members are elected by a minority of our membership base, and in many cases are not responsive to the members of the board
- Need more to be responsive to needs of the organization
- Must be here to work, not look upon position on the board as a "resume builder"

Voting Records

- 10 of 14 board members did not vote
- No US team members voted
- No US team coach voted
- 3 out of 51 states directors voted
- No athletic representatives of this board voted
- Only 1 member of the Hall of Fame voted
- Not one of the top 16 pro players voted

Future Plans

- Finances – building
- Estate Planning
- Follow up on current contracts
- Continue program expenses

Credibility

- Active new club programs – “Court Club Promotion”
- Continue consistent contracts with manufactures
- Recruit for Summit
- Develop Board
- Implement online memberships
- Implement new rebate program

6 Regional Representatives are a possibility. This will be addressed later in the meeting.

Manufacture representative and Club representatives, advertising

Table – Article V

Motion was made by Jan Stelma to have Article V reflect regional and appointed officers.
Second by Mike Gurdy
After much discussion a vote was cast that was evenly split. Jim Garner abstained. President Frank Taddonio stated that at this time the motion would be tabled until further study could be done and presented to the board.

US Team: Mike Guidry making the report

Active items
Motion was made by Mike Guidry to have Otto Deitrich become the team leader.
Second by John Ferguson. Passed without exception.

Assistant Coach discussions will wait until after the National Singles tournament is completed.

Hall of Fame Committee

Motion made by Jeff Elder that Jim Easterling be given a room in Houston and airfare to and from ɔuston because of the work involved with the Hall of Fame Awards. He has a lot of preparation work to do and follow up on.
Second by Jack Hughes. Passed without exception.

State Rebates

Kevin Joyce

A portion of every membership ($10) goes back to states for development. They must meet certain criteria to do this. This imposes a hardship on many states. Newsletters and websites take a lot of work and in many cases funds the states don't always have.
To take away the newsletter and web site as criteria

Discussion was carried forward to say any form of commitment. Do we want to emphasize newsletter or emphasize membership compliance issues. Kevin stated that compliance issues are very important. However, with the advent of websites, a lot of the compliance issues may be moot.

Motion made by Jan Stelma that no review of any quarterly publication be required for the eligibility of a rebate. Second by Randy Stafford Passed without exception.

Curt suggested that the 85% eligibility requirement be changed to a prorate system.

Lance suggested that:

' ess than 66% do not qualify full rebates The percentage of rebates received:

90% or higher	100% rebate
66% - 90%	pro rated
Below	no rebate

Motion made by Curt Rettke to accept this standard.
Second by Lorraine Galloway. Passed without exception.

Motion made by John Ferguson that the junior membership- be just that, and that there be no junior membership without the magazine. John felt the magazine was a very important tool for our junior players to have.
Second by Jim Garner. Passed without exception.

Motion was made by John Ferguson to have this go into effect July 1, 2004, after Junior Nationals. Seconded by Jim Garner. Passed without exception.

Jim Garner – Election report committee. The following three people were elected to the Board:

134 Votes- Adam Katz	24.6%
181 Votes-Geoff Peters	32.3%
134 Votes-Jan Stelma	24.6%

94 Peter McMuller 17.3%

here were several invalid votes. When asked what constituted an invalid vote, Jim gave several examples included, not a USRA member, no signature, or a signature that could not be read.

John Ferguson made a motion that the ratification of a new Board Member should take place sooner and then invite the new member to attend the May Board meeting as a non-voting member. This would help with orientation of how the Board functions.

Second by Jim Garner. Passed without exception.

Awards Selection Report by Jack Hughes

Refer to Awards Committee Report dated May 28, 2004

It is for the new committee to review, we need to find out if the USOC will accept our Athlete of the Year criteria instead of just who wins the National Singles

Passed to new committee

Online Membership Management Systems

Kevin demonstrated the online membership program. He walked the group through the program

Meeting adjourned @ 6:45PM CST

Motion made by Jan Stelma
Second by Jeff Elder Passed without exception.

Date: June 15, 2004

Meeting Called to order at 9:02 pm, CDT

Format: Conference Call

Present: Stafford, Stelma, Gilliam, Peters, Guidry, Hiser

Subject	Discussion	Action
LPRA	Lengthy discussion around the LPRA and how the tour has been run by Claude Crocker. Of particular concern have been: the lack of communication, bounced checks, poorly run events etc.. Randy has talked with Claude, and he has indicated that he has put $70K into the tour and, since January has made it more of a self-funding entity. This has caused difficulties as a bank in Hawaii held funds to cover a $5K check and the ladies' checks bounced…. He also acknowledged mistakes with Karen Morton and indicated that it would be cleared up within two weeks. He felt that she had spent $12K without authorization. Claude WANTS to continue. Each event is to raise $5K locally and Sandy Tucker (his employee) will cover any other shortages. He will allow a Women's Council and he will consider an escrow to ensure that the checks do not bounce again. Jim Hiser suggested that the escrow, ladies council, and upgrading of the professionalism of the administration, communication and refereeing be a MINIMUM requirement for Claude to continue in his current role. The EXCOM agreed with this. It was also felt that an USAR representative should be at the first couple of events and submit a report back to the board. Mike felt that there should be a formal LPRA Board with a designated USAR representative.	Randy to talk to Claude about the minimum requirements for moving forward and get Claude's proposal in writing for EXCOM review.
Fundraising	Randy is working to redo the "Players Helping Players" program to improve incentives. It will have a bigger splash in the magazine as well. The goal is to raise some immediate money!	Randy continues to drive this program with the National Office.

Fundraising (cont.)	Marty has this idea where he wants to play with people who have courts in their homes and a significant capacity to donate money to grow the sport. He wants to get them involved and thinks that there are probably dozens of them across the country. Randy has a good feel for this since he was involved in building many of the courts. There are a number of other wealthy individuals that Randy and Marty agree are worth soliciting such as (and excuse the spelling here): Dan Snyder, Garth Brooks, Fred Drasner, and Joe Gibbs.	
Finances	The bad news: Got a bill for $15K form the Hyatt, owe $15K to Rich for the shirts (Nationals), made payroll for everyone except Jim today, used all the money from Jr. Nationals to get past the payroll etc. HP donated 2 desktop computers, 2 flat screens, 2 laptops, 2 printers and an IPAC (Dave Ragsdale) Jim met with the bank and an independent broker/realtor. The Realtor is confident that we would get the appraisal that we need to refinance. This route looks promising for freeing up a few $$ and taking the payment down a little bit.	Need $$'s
Memberships	Down 4,000 from prior years Lance feels that the new on-line system will reduce the amount of membership slippage.	Jim to send lists of expired players to all states so they can take action locally. Jim to have Mike call Geoff about magazine distribution
Staff	Ryan will be let go in July. Issues relate to his operating as a team player, organization and missing deadlines.	Hiser to handle
Ranking System	The Ranking System will be up and running no later than 07/31 per Usher. Everyone will be given the on-line version and we can sell the off-line version if we	No action necessary

	wish.	
US National Team	Otto has researched the costs and it will be around $25K to send 8 people. The $16K that the USOC will give us in August is already earmarked to pay our insurance bill - therefore we do not have this money. Jan suggested that we approach the Legends Tour about sponsoring the US Team. Jim recommends that someone besides himself make the contact. The Legends Tour is starting up a new Men's Pro Tour in competition with the IRT. They offered Nick _______ a substantial salary ($10K sign-on plus $5K/month) to be the Commissioner. Jim will approach the USOC about sponsoring 1/2 a team. He believes that $10K is a possibility. Mike suggested that Jim contact Ektelon, Head, Pro Kennex (Kappa) and Wilson about sponsorships to see if they will sponsor uniforms. Jim suggested that we provide shirts specific to the event and that we utilize existing Pan Am warmups for those who don't already have them.	Jim to approach the USOC about team sponsorship. Jim to approach manufacturers about uniform sponsorship. Randy to talk to Marty about the Legends Tour sponsoring the US Team.
Jr. National Team	We used to pay about $10K toward the Jr. National Team competing at the World Championships. The money was budgeted for this year as well, but we simply do not have the funds. This years' Jr. Worlds are in Mexico and the airfare alone will be $750 - 1,000 per competitor. There are actually 26 kids on the team. Jim would like to be able to give the Junior Committee a realistic bogey so that when they meet at the Jr. Nationals in a couple of weeks they can have a meaningful discussion.	Jim will contact Luke about the possibility of IRF funding. Randy will include the Jr. team on his subjects to talk to Marty about.
Committee Assignments	New committee areas will be sent by email to all. Assignments were made by randy and Jan with input from Jim Hiser. New Committee areas include:	Committee assignments to be sent by Jan next

	Marketing Committee, Fundraising and Development, Contract Review.	week.
Next Conference Call	Planned for the middle of next month.	Randy to schedule

Motion to close: Stelma
Seconded: Guidry
Vote: Unanimous
The meeting was closed at 10:37 pm CDT

Respectfully submitted: Geoff Peters
Secretary
USA Racquetball

Date: July 07, 2004

Meeting Called to order at 7:02 pm, CDT

Format: Conference Call

Present: Stafford, Stelma, Gilliam, Peters, Guidry, Hiser

Subject	Discussion	Action
US National Team Appeal	There was a lengthy discussion about the selection criteria for the US National Team - Our US Team Committee needs to handle the due process appeal from Mike Dennison - Annie Muniz has the responsibility to get the US Team Committee together ASAP to hear the appeal - There appears to be some confusion about who Annie has communicated with and whether or not any attempt has been made to expedite the process - It is important that we be seen as responsive to Mike, the team and the legal representative	Annie to meet team and hear the appeal. Documentation to be filed supporting any decisions that were made.
LPRA	Randy reviewed the LPRA letter from Claude that covers the changes to be made on the tour next year to improve it. File is 4.5MB and is submitted with these minutes. Randy is going to clean up the language in the contract and add specifics about communicating at least 6x per year and meeting at least 6x per year with the Women's Council. Mike thinks that we should have a designated Board member as a liaison. Randy says that this is Stephanie.	Randy to communicate the revised contract to Claude. We had an informal vote that Randy move forward with pursuing this revised contract. The vote was unanimous.

National Team World Championships Trip	We are severely short of funds to send a team to Korea in August for the World Championships. Jim recommends that we buy the tickets on United through the USOC. He further recommended that we send a trainer and a team leader to support the team. Mike felt that given the severity of the funding crunch that we could perhaps get by without a trainer. The Team Leader position is potentially expendable since when an American loses - the team leader referees in their place.	We voted by position. It was initially voted that the Team Leader and Trainer be funded to go. Yes votes - Jan, Mike. No vote: Geoff; Lance abstained and Randy decided not to vote and tabled it for the moment. After some discussion, it was voted unanimously that the Trainer and Coach would be funded and that $25 per day per diem would be paid after the event. Jim was going to communicate the decision to Otto.
Marketing	Jim brought up an offer from a businessman and racquetball enthusiast named Jack Kelly to serve as a "closer" for any potential marketing deals - particularly those outside the industry.	The EXCOM felt that there was little downside (and no cost) to pursuing such an arrangement.

Marketing (continued)	Income projections for the US Open look excellent for this year. Next year we lose 4 major sponsors that will have to be replaced	
Hogan Meeting/ Promotion	Lengthy discussion about Randy's three hour meeting with Marty regarding promoting the sport. Randy detailed his thoughts about creating a DETAILED strategic plan for the sport that was visionary, but provided details right down to a timeline and costing. He felt that this was what needed to be in place before he or Marty could approach HNW individuals with a passion for the game. He indicated that he would take on the development of this treatise as his own personal project. The EXCOM expressed misgivings about working with Marty based on past performance and the perception (real or imagined) that he was in it for himself first, and racquetball second. Numerous examples were cited. It was felt that if he put money in escrow for this - that the group would react differently. Randy counseled that he was having discussions only - and that funding and strategy would have to be controlled by USA Racquetball for this to work. He felt that this strategic plan was necessary whether or not we worked with Marty and that he had many of the same contacts himself.	No formal vote. The EXCOM felt that developing this document was a worthwhile effort and just wanted to be sure that no formal commitments were made to Marty at this point
New Election Criteria	Brief discussion about the new election criteria. We are coming up against some deadlines for publishing them before the next election.	Jan to mail everyone the latest version. Jim and Randy to rework the criteria slightly to alleviate some concerns that had been expressed by John Ferguson and Jim Garner.

Athlete Election	The new quadrenium for Olympic athletes starts in January and new representatives can be elected to the USAR BOD. The EXCOM has expressed some concern that all of the athlete representatives are not proactively and positively engaged. An election is a chance to get the "right" players representing their peers.	Mike to spearhead this effort and ensure that the election takes place.
Finances	Not everyone got paid the last couple of payrolls, but we are not behind more than one paycheck to anyone. We discussed the email blast and who it would go to, as well as Geoff's concern that it appeared we were asking for money under the USAR auspices for multiple items. Examples given were: Staff bonuses (only 5 states solicited per Jan), injured Junior Player in CO, and Kelly Beane's fundraising letter on behalf of the US Junior Team. The Board will see the revised "offer" in the next magazine and in the email blast.	Randy to follow-up with "Howie" who had committed to donate but had not yet done so. Jim to send out and email blast with the new offer to all members (including the BOD)
Board Meeting at US Open	We will have a non-mandatory Board meeting at the US Open. Jim will schedule it for Friday morning and try to keep matches away from it. We will plan to conference any BOD members in for any votes that are necessary	Jim to schedule. Needs to be communicated to the entire BOD ASAP. Not sure who has this responsibility?
The Summit	Randy needs to settle the deal on the Summit with the Cheyenne Hotel. The group agreed (based on Jim's recommendation) that our preferred alternative was to delay the next Summit until next September. They are holding a signed contract over our heads. As a side note, we probably need a formal process to ensure that no future contracts get signed....	Randy will try to work out a deferred payment schedule with the hotel that allows for us to have less than $40K paid before the start of the Summit.

Sponsorship	Racquetball Warehouse has proposed a sponsorship that includes website advertising, event sponsorship and getting involved in the club program for $400 per month. The group agreed (based on Jim's recommendation) that this was way undervalued and that we would politely decline. As a note, our proposal to them was that website advertising is $350 per month, event sponsorship is $4,000 per event and the Club program is $5,000 per year.	Jim will let them know that we are not interested in contracting at these rates.
Side notes	Jan asked about the designation of "Regional Doubles" tournaments in the southeast. Felt it was implying that you needed to qualify for Nationals etc.. Jim will follow-up with Kevin. Deb Bryant has a proposal that players pay a higher fee and bypass regional play to get to the Nationals. There was a brief discussion about how the USO has a big draw and no qualifying. Jim pointed out the 200 foreigners at the USO. We will evaluate her proposal when it is received in writing.	

Motion to close: Gilliam
Seconded: Stelma
Vote: Unanimous
The meeting was closed at 9:20 pm CDT

Respectfully submitted: Geoff Peters
Secretary
USA Racquetball

Date: October 11, 2004

Meeting Called to order at 8:00 pm, CDT

Format: Conference Call

Present: Stafford, Stelma, Peters, Hiser, Guidry, Gilliam

Subject	Discussion	Action
USA Board Election Criteria and Process	Jim feels that the current Board composition and election processes do not recognize the needs of the sport and organization. This was brought up in May at the BOD meeting and was either not voted on or voted down. Jan has written up a proposal for six (6) Regions each of which would have elected representatives. There would be five (5) appointed representatives (appointed by the Board), one (1) Military Representative, and the three (3) Athlete representatives. If the BOD becomes any larger than 15 members, an additional athlete rep would need to be named. The desire is to use the appointed positions to fill out skill sets and increase our capabilities with respect to marketing, finance, fund raising, etc....... We had a long discussion where Jan described the vision that she and Jim have put together for how we will maintain grass roots contact with our players and gain the needed expertise. We discussed whether to accomplish the changes via a constitutional change or by ensuring that the nominees brought forth by the nominating committee met the requirements. There was also some frank discussion about BOD members who are not volunteering and helping the association move forward and how we might feel about asking them to either start helping	Written proposal to the entire Board. Would like to have a conference call with the entire Board to discuss the subject and get their input.

	to move the association forward (a working BOD, not twice a year Board meeting attendees), or step aside and let someone be appointed who could actively support racquetball's needs.	
Nominating Committee	The current committee is out of compliance. In addition, they have not brought forward nominees for this year which has put us behind schedule for the election process. We need the Committee Chairmen to take the initiative to run their committees in a professional manner and get the work done. Randy will put together a new committee to support the objective above. This needs to happen on an expedited basis.	Plan is to accomplish this in the next two weeks.
Regionals	Jan has proposed that you be allowed to pay a fee if you do not want to play regionals. The Web poll said that 53% felt it was important to have the regionals the way it was. Jan led the discussion about the cost of playing in a combined division when a player may have had to travel 250 miles to get there..... There may also be an opportunity to have the USAR receive the additional funds from the players who do not attend rather than the $5 we receive today. Randy points out that our objective is to promote racquetball. This may be contrary to that, on the other hand, Jan says that it may increase our participation at the Nationals. This will be brought up as a discussion point at the Board Conference Call on Wednesday. Mike and Jan feel that there should be an option.....	Needs to be put in place this fall if it is to be effective for the 2005 Regionals.
Jr. National Team Fundraising	Kelley has raised about $12K thus far. We understand the target (required funds) is about $45K and that there are a number of fundraising efforts planned during the fall. The Exec Board wants to understand where there might be a shortfall so that we can support the Junior Team 100% as we move through the fall season.	Randy will check with Adam and see who has contributed so that we can get thank you letters out to the donors.

LPRA Status	Our update to the Board on Wednesday is that we are going to redo the entire contract with the Crocker Group. There was discussion about whether having the Crocker Group run tournaments the way they are being run and promoted today is better or worse than having no tournaments at all. Example would be an event being run by somebody like a Jo Shattuck. Would like BOD input on Wednesday. Mike made a motion that the LPRA is brought back under the auspices of USAR and sanctioning is given out by the USAR. Motion passed 4-0. In subsequuent discussion, Randy discovered that there may be an impact to US Open Funding if action is taken immediately.	Randy and Geoff to propose a new contract format within one week. Will be a discussion at the BOD call on Wednesday.
Finances	Jim painted a bleak financial picture that shows us with approximately $32K in payments due by the end of this week. Payment is simply not coming in to provide the income. The current income level from memberships is approximately $2.5K per week. Jim feels that he is out of suggestions as to how to get the bills paid. Jim says that a lot of people have already given. The Exec Board agreed again that an email blast to solicit donations is the right thing to do. There will be an attempt to get the programming done this week so that the email can go out quickly.	Update the BOD on Wednesday night
Wednesday Meeting	Mike has Jan's proxy for Wednesday night's meeting unless and until she joins the call. Jeff Elder has Frank Taddonio's proxy.	

Motion to close: Guidry
Seconded: Stelma
Vote: Unanimous
The meeting was closed at 10:18 pm CDT

Respectfully submitted: Geoff Peters
Secretary
USA Racquetball

Date: October 13, 2004

Meeting Called to order at 8:00 pm, CDT

Format: Conference Call

Present: Stafford, Stelma, Gilliam, Peters, Hiser, Guidry, Elder, Rettke, Munger, Galloway, Katz, Bailey, Garner, Absent - Taddonio (proxy - Elder), Stelma (proxy - ?), Robinson (proxy - ???)

Subject	Discussion	Action
Constitutional Election Changes	1. Constitutional Election changes – See attached from Jan Stelma. *- Article V* *501.0 A section 2-a.* *Change to ten persons who have been duly elected by the general membership or have been appointed by the Board of Directors, at least two of whom must be female.* At any given point there would be no more than 20% of the Board appointed by the Board. The BOD generally agrees. Jim will craft the language and it will be sent out tomorrow for a vote. *Article VIII* *801.0 Elections* *A. 1. General Membership* *Change: A section 1. To: A committee (chaired by a Board member whose term is not expiring-which may also include non board members members members members members members) shall identify nominees for the openings for expired terms of members of the Board of Directors. Such list shall consist of at least one nominee for the number of positions available. The committee must seek to have a diversified slate to present to the Board.* *Discussion: Diversity is meant to encompass geography, ethnicity etc.. Randy pointed out that it should also say that the entire committee must be non-expiring board members.* *Change: A section 2. To: Additional nominations for the Board of Directors may be made by any members of the Corporation in good standing that submit a petition with four hundred (400) valid member signatures etc.* *Discussion: Curt thought that the number was too large. Frank asked about where the 400 came from. Lorraine suggested 250 to 300. Malia expressed concern about existing BOD*	Jim will work to consolidate all of the constitutional changes and get them out for review and then a vote - hopefully later this week

	members' skill sets not being utilized. Jan is going to develop a grid to show current skills against required skills, which will serve as a guideline for the nominating committee. Randy proposed that we use 250. Curt still feels that this would still be limiting. Lorraine suggested that we go with 200 in the formal proposal tomorrow. *Change: A section 3. To: Ballots will be distributed via the Corporation's magazine, internet service, mailed ballots, or any other method deemed acceptable by the Board of Directors. Etc.* *Discussion: the only change is to remove the obligation for voting through the magazine. No further discussion.* *Article IX* *903.0 Standing Committees* *Section K: Nominating. This committee is charged with soliciting candidates; assuring a diversified slate of nominees, verifying the resumes of those who desire to be candidates; and selecting the nominees (a number equal to or more than the number of vacancies) for the Board of Directors. A Board of Directors member will chair the committee.* *Discussion: The only change is to add the word "diversified".*	
Nominating Committee	2. Slate of nominees: a. Current board members that are up for re-election, Stephanie Munger, Curt Rettke, Randy Stafford. b. Can not rerun – Jim Garner c. Thus there are 4 positions open for election d. Also all athlete positions are open for elections. Mike Guidry is chairman of this nominating committee and will recruit other qualified individuals (been on team within last 10 years or competing at US team level) to identify potential candidates. The committee will present names to USAR office by December 1st and the USAR will administer the election in early January. Discussion: Randy will name a nominating committee. We have a very short time to get this done and bring forward a slate to the board... Stephanie to let Randy know within the next three days whether or not she is interested in being a nominee. Note - the skill matrix mentioned above will assist the Nominating Committee in performing their job effectively. There was also discussion on whether the nominees that are brought out of Committee are voted on by the BOD as a "slate" (that is as a group) or individually. Jim felt that it had been	Randy to name the Nominating Committee according to the criteria in the constitution

	communicated to him in the past that it was a slate, but we need to find it in the Constitution and ensure that we are in compliance so that there are no questions.	
Regional Proposal	3. Regional Proposal – You all received a proposal originally submitted by Debbie Bryant asking for a "non-participation fee" for players that do not want to play regionals. The reply from the board was limited and divided. Some thought it would hurt regionals, others thought it was a great idea. The Executive Board discussed a possible "mileage exemption". For example everyone who lived over 200 miles from their designated regional would pay an extra $75 on their National Entry. The on-line questions indicates players feel regionals are important but there was no questions regarding exemption fee. Discussion: Jim Garner wanted to know how this would impact the seeding at the Nationals. Jim H. did not think that it would be any more of an issue than it is today with people who do not play regionals. Frank felt that a Blue Ribbon Committee should study it and bring forth a recommendation at the BOD meeting in May. Others felt that it would be better to take action now. There was some support for the mileage option, but also concern about how the Regionals and Nationals would be impacted.	
LPRA	4. LPRA – Randy has spoken and discussed the situation with Claude. The Executive Board has discussed the situation extensively and will make comments. Randy feels that since nothing will happen before the Open, and there are some agreements in place between Doug and the LPRA regarding the Open, that it may be better to wait until after the Open to reveal our intentions. Discussion: Claude told Randy that the last two LPRA events went great. Claude has fulfilled his obligation to the LPRA for the US Open. Randy recommends that we sit down with Claude at the US Open. Claude will be invited to present the status at the Board meeting at the US Open on Friday morning. It was discussed that a proxy such as Chris Wachtel would not be acceptable to the BOD as a substitute.	Randy to communicate with Claude and extend an invitation to him to present at the BOD meeting
Junior Team Update	5. Junior Team Update – Everyone received Kelly's report regarding fundraising for the event. Luke has visited the area last week and his report is also attached. *- I will get a full report to you this week. However in the meantime I can assure you that the La Loma is all that it was supposed to be in 2000. Carlos has fulfilled his High altitude-*	

	training center and it has everything you could think of. The Hotel is the 5 star Holiday Inn that we used in 94 --not the Reale Plaza that was used in 2000. *Transportation to and from the club will be every 15 to 30 minutes.* *Carlos has built a great staff that is totally committed to the junior Worlds.* *The club now has 9000 members--it's all families plus the resident athletes. He has the apartments and is building a dormitory for future athletes. In addition he is building a Camino Real Hotel on site that we can use in future years.* *We also discussed having a top 3-challenge tournament similar to what we did in 90 at Lynmar--It would be televised on TTC.* *One area that I think you should push is getting the team booked for the Worlds. There are two ways in other than through Mexico City--San Antonio--Aeromar--propjet and Houston--Continental--40-passenger jet. This will be a very demanding time of year. I think that you can book but not ticket--for I know that money is a serious issue.* *Also all food can be bought at the club and it is safe and cheap--just a little higher than Ecuador, which isn't much.* *Discussion: Adam will check in with Kelley and get the list of who has given so far so that their charitable donation slips can be sent out. Lorraine and Malia are going to the Gathering of the Greatest in PA next weekend. They will solicit donations and talk to Julie Nicola about it. The entire BOD was encouraged to make a donation if possible.*	Adam Katz will send the address for donations to all BOD members so they can donate if they wish. He will also obtain the current status of donations from Kelley.
Club Program	6. League Program – You have all received and reviewed the new club program and it was included in the last magazine. We need to discuss a price for "League members". The recommenced fee is $10. Discussion: All league players must be members. The players would be a league member and their rankings would be posted on the National Site. We'll have a league ranking section on the website. Trying to get players to know what USA Racquetball is and hopefully they'll upgrade to a full league membership. Malia isn't sure that she could convince the YMCA that they should pay the league fee.... Jim covered all the benefits. There was some lengthy discussion about how to ensure that the program was actually implementable.	
Finances	Randy talked about the $$. Jim pointed out that it was much worse than the BOD members think it is. He pointed out that we are not making payroll again this week. Doug indicated that he had already given us the 40% of estimated profits... Jim does not agree with this. Randy and Doug will talk about it on	All BOD members are encouraged to become lifetime members and help

	Friday. Malia talked about linking with a charity.	the Association gain more of them. The charity idea will be explored further since the consensus was that it was a good idea.

Motion to close: Guidry
Seconded: Stelma
Vote: Unanimous
The meeting was closed at 10:18 pm CDT

Respectfully submitted: Geoff Peters
Secretary
USA Racquetball

Date: November 19, 2004

Meeting Called to order at 8:20 am, CST

Format: Informal Board Meeting at the US Open

Present: Stafford, Hiser, Elder (left 9:00am, returned at 11 am), Galloway, Robinson, Garner, Gilliam (9:20am), Guidry (9:25am), Stelma (10:00am), Stephanie Munger (10:40am teleconference), Adam Katz (10:40 am teleconference), Peters

Subject	Discussion	Action
Board Meeting	Randy and Jim let us know that this was not a "required" or formal meeting of the Board of Directors. Minutes will be taken and distributed. Handouts to be distributed: - NGB Membership Fee Comparison - Request for Performance Pool $$ - Lifetime Membership List - Membership Numbers over time - 2004 Pro Forma - 2005 Pro Forma - USOC Response to 2005 Proforma - 2005 Revenue Projections - IT Committee Charter - Breakdown of $30 fees - Projected membership renewal by month	Geoff to take minutes and submit to the ED and President
Budget Discussion	Jim brought the 2005 Cash Flows and the response of the USOC to the projections. (note: Lance, the Finance Committee Chairman was not present during this discussion). Topics of discussion: - Elimination of Luke's staff position next year - USOC funding opportunity of $100K - Membership levels - Board members need to sell lifetime memberships. Geoff pointed out that it would be difficult to sell something that the BOD doesn't have themselves.	Jim will talk to Leo Klimaitis about a $50K donation. Randy to talk about the IRT helping to fund the banquet at the Nationals. Jim and the staff will revise next

	- Most of Jim's estimates are conservative in terms of next year Jim expressed that the BOD is not "vested" in the organization. They are not out raising money, ensuring that the organization is financially stable and moving forward. Jim is trying to run the day-to-day operations rather than being out fund raising and ensuring the future of the association. - The building is on the market, Hoping for $400K+. Profit would be $50K - Association owes Jim a lot of money ($75K) - Jim would be looking to be repaid some of his money out of the building sale - Debt reduction HAS to take place. We owe United and the credit card companies. This is like having two mortgages hanging over our head. Jim believes that we will not be around next year if we do not reorganize the association. Jim has met with Marty Hogan and Scott Hirsch about the future of the sport. The thought process (although the plans are different) is that it will take $3-5MM to get out of our current hole and move the sport forward.	year's budget by the middle of December and re-issue it to the entire BOD.
Hall of Fame Committee	Jim Easterling, Chairman of the Hall of Fame Committee updated the BOD on the nominees for the HOF. The three nominees for this year will be Jerry Hilecher, Dan Obremski and Steve Strandemo. He asked that this information be kept confidential until he has had a chance to notify the nominees. The HOF Committee has been combined with the Awards Committee and will be working on all of the end of the year awards as well. The HOF Committee will be working on fund raising opportunities.	Jim Hiser to forward Jim Easterling a copy of the DVD from last year. The HOF Committee currently is: Jim Easterling Jack Hughes Frank Taddonio Randy Stafford

	2008 will be the 35th anniversary of the HOF and the Committee has resolved to try to get all honorees together. More to come. Jim brought forward two invoices (Anderson and Easterling) that need to be paid. Jim was looking for a copy of the DVD that was made from last year's banquet. Jim would like to have the medallion portion of the award updated before the next award ceremony. Jim expressed his thanks to his committee, not all of whom are BOD, for their willingness to participate and contribute. He particularly noted that Jack Hughes had come in a day early, and Caryn McKinney had come in expressly for the HOF Committee meeting!	Geoff Peters Malia Bailey Caryn McKinney Luke St. Onge (Staff Liaison) National Office to update the HOF Medallion to reflect the USA Racquetball name. Jim Hiser to ensure that the invoices are paid.
AI Presentation (Guests - Usher Barnoff and Peter Charczenko)	AI is the company that works on our on-line membership system. Jim recounted the reasons why we have been working with AI as a company. It is a sophisticated on-line membership system that the National Office feels is a $1MM system. It took 14 months for USA Swimming to develop the system. We paid $15K for the system and $295 per month for technical support and website hosting. Part 2 is the sanctioning of tournaments: AI makes their money on the fees - we get $1 of the $2.95 processing fee and on the $4.95 fee they still get $1.95 and we get $3. Part 3 is the Ranking system which they are hosting for Usher. Ryan has had several technical competency issues which have impacted the ability of the systems to communicate with each other. More of the system is	

	now on the "AI side" rather than on Ryan's side. The new system will be able to work with TMS data. Everyone is encouraged to attend the session tomorrow morning (President's Meeting) to receive a complete update on the system.	
LPRA (Guest: Denny Erardi)	Randy updated the BOD on the LPRA status with Claude Crocker. Denny Erardi visited the Board to discuss the LPRA. She has been playing for 2 1/2 years. Was briefly on the LPRA Board following a small cash contribution she had made to a San Diego tournament. Her background is in Corporate Finance. She feels that: - Athletes should have a say in how things are run, but, - That someone else would actually run the operations - Claude has been an "amazing" financial resource to the tour However, there are some major operational issues with the LPRA and that the current management is neglecting some of the key constituencies: Players, Fans, Tournament Directors and Sponsors. - Communications are poor - Draws are down - The number of players is down. Chicago had 16 players, Pro Nationals had 16 players, Rosy had 29 players - Everyone has some degree of concern, but she is not presenting a consensus view of the status of the organization - Several stops have been cancelled (including Hawaii) - Everyone has the best interests of the organization at heart, but nobody is devoting full-time to the organization. It needs more	Randy to follow-up on Claude's check for the US Open (he is still due to arrive today or tomorrow. Randy to sit down face-to-face with Claude while he is in Memphis.

	attention than that.... - Has discussed with Dave some options about how things might work - Wants to see credibility and professionalism - like having phone calls returned within 24 hours etc.... At the end of the discussion there was no action taken. In fact Ms. Erardi did not appear to offer any solutions or alternatives - and as such her "presentation" was a disappointment.	
Constitutional Changes	Jim Hiser read the proposed constitutional changes to the May 2003 version of the Constitution and By-Laws of the United States Racquetball Association. The changes had been forwarded via email 30 days prior to the meeting for each member of the BOD to review. Jim Garner questioned the immediate implementation of the 200 signature change since it had not been implemented as of yet. Randy suggested that we vote on each issue separately: 1st issue: re: Appointed position; Moved by Lance, seconded by Stelma; All in favor: Unanimous 2nd issue: 801A1; Motion to pass Jan, Seconded by Mike; Passed unanimously 3rd: 801A3 - Allows other voting methods; Motion by Jeff, Second by Lorraine; Passed Unanimously 4th: 801.K - re: Nominating Committee; Motion by Jim, Second by Jan; Passed Unanimously 5th: 801.A.2 - Implementing 200 signature requirement as of 1/1/05 (policy change that people get the form from the office is requested by Derek); Motion by Stephanie, Seconded by Jim; Passed. Jan and Frank voted no, everyone else was in favor.	Voting: Adam Katz and Stephanie Munger by telephone. Jan Stelma has Frank Taddonio's proxy for any votes. For next meeting: need to have a constitutional change to update the name of the association.

U.S. Team	Dave Ellis has applied to be the coach of the US National Team. Mike Guidry spoke in favor of the reappointment for a one year apppointment. Motion from Jim Garner that we appoint Dave Ellis to be the US National Team Coach from 9/04 - 9/06. His position and performance will be reviewed on an annual basis by the US National Team Committee. Seconded by Derek. Passed unanimously. The BOD discussed the fact that the US National Team Committee has not met or provided any input regarding the US Team Coach position (or for that matter on any subject)	Mike and Derek will notify Dave jointly. Jan will work to get an effective US National Team Committee functioning which will help give Dave direction and guidance as necessary.
Committee Assignments	We briefly discussed the dysfunctional nature of some of the committees and the need to reconstitute them. Jan pointed out that everyone had been sent their assignments and also a short summary of their mission. It did not appear from the body language that people had read it and furthermore, no committee chairman appears to have been holding the quarterly meetings requested with the exception of the HOF Committee.	Randy, Jan and Geoff to meet today or tomorrow to go over the committee assignments.
Racquetball's Future	Randy spent 10 minutes running through his vision for the future. It is just a rough draft at this point, but he is looking for additional input to his "Phased approach" for getting racquetball back on its feet. It calls for a significant cash infusion that will be utilized in a very focused way to grow the funding base and foundation for the sport's future.	Randy to continue building and socializing the vision document with the BOD and key constituencies
Nominating Committee	Time is of the essence in developing a slate for next year's election. We have three open positions, and for the Nominating Committee (Chair: Peters, Members: Stelma, Elder and Guidry) to do their job, they need to know first if the current incumbents are going to run. Randy will contact Curt as the first step in the process. This process needs to be complete within the next	Randy to contact Curt Rettke about his plans and advise Geoff and the Committee. Geoff to meet the Committee to develop a slate.

	week to allow any non-slated candidates time to gather their 100 signatures prior to December 31st.	
BOD	Randy briefly updated the Board on the status of Curt Rettke's medical condition.	

Motion to close: Stelma
Seconded: Guidry
Vote: Unanimous
The meeting was closed at 12:40 pm CST

Respectfully submitted: Geoff Peters
Secretary
USA Racquetball