



**USA Racquetball Board of Directors
MINUTES
July 21, 2025
5:30 pm MT**

Pre-reads

- 1 - BOD Conflict of Interest Consolidation (rev)
- 2 - BOD Minutes 06232025
- 3 - Social Media Report (June 2025)
- 4 - Financial Report
- 5 - Legislative Committee – Audit Remediations
- 6- Proposed Admin Fee for Donations

Welcome/Call to Order – Kristin Wattz 5:34 pm MT

Roll Call – Cheryl Kirk

	Roll Call
Kristin Wattz (President)	x
*Karen Grisz (Vice President)	x
*Cheryl Kirk (Secretary)	x
Sandy Rios (Treasurer)	x
Jake Bredenbeck (Athlete Rep)	x
Ro-el Cordero	x
Tom Fuhrmann (Athlete Rep)	x
Glen Gitterman	0
Erika Manilla (Athlete Rep)	x
Janel Tisinger-Ledkins (Athlete Rep)	0
Cindy Tilbury	x
Charlie Pratt (Athlete Rep, Team USA AC Alternate/ex officio)	0

* Office of the Executive Director

Conflict of Interest Review/Reminder – Cheryl Kirk (P-1)

Directors were reminded to abstain/recuse themselves on topics that are a conflict of interest. Each Board member has the duty to adhere to the USA Racquetball Conflict of Interest Policy as an Affiliated Person.

The revised annual (or more frequent as needed) Conflict of Interest spreadsheet—that lists all Board members and their submitted disclosures—was forwarded with the agenda for this meeting. At their meeting on Friday 7/18/25, the Executive Committee reviewed Board of Directors’ individual conflicts of interest.

The Secretary has the responsibility to send a letter to each Board member identifying their disclosures along with any Executive Committee advice or direction on Conflict of Interest mitigations.

Approval of 6/23/25 Minutes – Cheryl Kirk (P-2)

Motion by Sandy Rios to approve the June 23, 2025, USAR Board of Directors meeting minutes of 6/23/25.

Seconded by Karen Grisz

Discussion: None

Vote: Passed

Executive Committee Update – Kristin Wattz

The Executive Committee met Friday, July 18, 2025. Topics covered:

- Junior Working Group Restructure: Karen Grisz has become the lead.
- Pre-discussion on administrative fee proposal to bring to the Board (*see Development Group, below*)
- Erika Manilla suggested and with ExCom approval is gathering quotes to secure a Team USA-centric videographer/photographer for the early September tournament in Highlands Ranch, Colorado. Content on the U.S. Team will be valuable to the Marketing group 2025-26.
- In light of the recently published USOPC Athlete Safety Policy and USOPC NGB Safety Policy, the Executive Committee has asked the USAR Legislative Committee to conduct a review of the published documents and report back after analysis.

Office of the Executive Director Report – Karen Grisz / Cheryl Kirk (P-3)

Karen Grisz:

- As a cyclical initiative, Karen has connected with committee chairs asking them to submit updated rosters and gather completed Confidentiality and Conflict of Interest documents for themselves and their committee members.
- National Rules Committee met last week, forming recommendations for the Board's consideration.
- Jim Easterling is resigning as HOF Committee Chair. Replacement not identified as yet.
- National Events Advisory Group Recap – status on the four 2026 tournaments; HS in STL; Phoenix National Indoor date may change to two weeks earlier. Golf tournament during our original dates. Club is available. Working with Group Housing to see if we can get rooms. Working to get the word out quickly.
- Social Media Report (P-3) – Continuing with current campaign— Why do we Love Racquetball—and in two weeks will kick off a Meet the National Team campaign: videos (two-minute interviews) and photos. The campaign will begin with Naomi Ros and Jake Bredenbeck since they will be traveling to China in early August to compete in The World Games.

Cheryl Kirk:

U.S. Junior Team Update

- The 2025-2026 U.S. Junior Team was formed from National Junior Championships team qualifying results in Minneapolis, Minnesota, the last week of June. Thirty-five athletes (including two alternates) comprise the team. States represented are: California (10), Texas (10), Missouri (7), Illinois (2), Nevada (2), Florida (1), Minnesota (1), Nebraska, (1), and Tennessee (1).
- Handbooks/contracts nearly 100% complete, and a Zoom meeting was recently held with qualifying athletes and their families to provide details for the upcoming IRF World Racquetball Championship trip to Santo Domingo, Dominican Republic, December 5-13, 2025.

- Junior Coach Robbie Collins has contacted U.S. Team Committee Chair Larry Haemmerle to propose the coaching staff for World Juniors.
- The official invitation is about to be sent to the countries, and the commitment-to-participate deadline is August 15.

The World Games Chengdu Update

- Head Coach Pablo Fajre, athletes Jake Bredenbeck and Naomi Ros, and four accompanying travelers depart for China in fewer than three weeks.
- Preparations have been underway since directly after the National Indoor Championships in mid-May, and the Social Media Group has plans in place for coverage.

US OPEN Sponsorship Update – Cindy Tilbury

Cindy delivered details to the Board encompassing a number of preparatory activities: press conference on June 10; facility visits; social media plan; website; hospitality plans; sponsor pitches. Tournament website, social media pages, and R2 site are up and running.

Committee/Group Updates

Finance Committee – Sandy Rios (P-4)

May reports were sent as pre-reads to the Board. Positive cash flow achieved.

A meeting with the USA Racquetball accounting services provider took place on 7/18 to review and analyze accounting processes.

Development Advisory Group – Kristin Wattz (P-6)

Stewart Solomon is contributing considerable work on present and future fundraising initiatives. Nearly \$5,000 has been raised to help cover costs for TWG Chengdu (see above).

Silent auction fundraising idea spurred by news of a possible donation of artwork.

Motion by Cheryl Kirk to approve the implementation of a policy to allocate 10% of all incoming donations—both restricted and unrestricted—to cover administrative and indirect costs of operating the organization. The policy will take effect September 1, 2025.

Seconded by Sandy Rios

Discussion: Do we have a list of categories people can donate to? The Development Advisory Group is working on category development.

Vote: Passed

Legislative Committee – Cheryl Kirk (P-5)

Relative to the remaining remediations covered in the Report to the USA Racquetball Board of Directors, the USA Racquetball Legislative Committee met the 15-day notification requirement and subsequently brought the final Bylaws, policies, and/or related revisions to the Board of Directors for approval at this meeting. The deadline for all remaining submissions for the 2024 audit is July 25, 2025.

See motions and approvals on pp. 4-5 below.

Next Steps – Having achieved the Board’s formal approval on the above-named revisions, the Legislative Committee will submit the required remediation responses via the USOPC’s processes on or before July 25, 2025.

Erika Manilla exited the meeting.

New Business

Compliments to Cindy Tilbury on the success of the July NMRA tournament in Colorado Springs.

Next Meeting: August 25, 2025

Adjourn

Cheryl Kirk moved to adjourn

Seconded by Sandy Rios

Adjourned 6:54 pm MT

Legislative Committee Motions for Board Approval

	Motion/Second	Discussion/Vote
Background Check Policy	Motion to approve the USA Racquetball Background Check Policy recommended for adoption by the Legislative Committee in accordance with C.3 a in the USOPC 2024 Implementation Guide for NGB Compliance Standards.	Motion Karen Grisz Second Sandy Rios Discussion: None Vote: Passed
Athlete Safety Requirement	Motion to approve the creation of Article XXII (p. 34 of the Bylaws, as recommended for adoption by the Legislative Committee in accordance with C.2 a in the USOPC 2024 Implementation Guide for NGB Compliance Standards).	Motion Karen Grisz Second Sandy Rios Discussion: None Vote: Passed
Event Sanctioning Standards	Motion to approve the Event Sanctioning Standards document brought by the Legislative Committee in accordance with D.3 b in the USOPC 2024 Implementation Guide for NGB Compliance Standards).	Motion Sandy Rios Second Karen Grisz Discussion: None Vote: Passed

Bylaws Article VIII, 806.0.B.1 and 3	Motion to approve the Legislative Committee's recommendation to revise USAR Bylaws Article VIII, 806.0.B.1 to clarify National Rules Commissioner selection process and responsibilities.	Motion Sandy Rios Second Karen Grisz Discussion: None Vote: Passed
Bylaws Article XIV Discipline and Grievance Rights	Motion to approve the Legislative Committee's recommendation to adjust USAR Bylaws Article XVI, p. 30, #5 and #11, to include certified mail and email delivery options and removing personal delivery as an option (per Grievance Policy revision, for consistency).	Motion Sandy Rios Second Karen Grisz Discussion: Cindy pointed out a typo that was then rectified Vote: Passed
Grievance Procedures Policy Certified mail or email delivery; remove personal delivery	<p>Motion to approve the Legislative Committee's recommendation to adjust USAR Grievance Procedures Policy</p> <p>p. 3 V. Hearing Panel Composition and Administration: First paragraph – Articles 6 & 7 discuss athlete representation, not Section 8</p> <p>p. 4 VI a. Notice. Paragraphs 4 and 7; adjust to include certified mail and email delivery options and removing personal delivery as an option.</p> <p>p. 5 VI d. Post-Hearing Procedures. Adjust to include certified mail and email delivery options and removing personal delivery as an option.</p> <p>p. 6 Addendum A – Add line for Date Submitted</p>	Motion Sandy Second Karen Discussion: Kristin p. 6 – Date Submitted is vital to compliance with the stated timeline. Vote: Passed