



**USA Racquetball Board of Directors Meeting – MINUTES**  
**Monday, November 18, 2024 7:30 pm ET**  
**Via Zoom**

**Welcome/Call to Order – 7:46 pm ET -- Stewart Solomon**  
 (A quorum was achieved; advance notice was given of the meeting)

	<b>Roll Call</b>
<b>Stewart Solomon (President)</b>	<b>x</b>
<b>_____ (Vice President)</b>	
<b>Cheryl Kirk (Secretary)</b>	<b>x</b>
<b>Sandy Rios (Treasurer)</b>	<b>x</b>
<b>Jake Bredenbeck (Athlete Rep)</b>	<b>x</b>
<b>Ro-el Cordero</b>	<b>x</b>
<b>Steve Czarnecki</b>	<b>X</b>
<b>Tom Fuhrmann (Athlete Rep)</b>	<b>0</b>
<b>Erika Manilla (Athlete Rep)</b>	<b>x</b>
<b>Janel Tisinger-Ledkins (Athlete Rep)</b>	<b>x</b>
<b>Kristin Wattz</b>	<b>x</b>
<b>Mike Grisz (Executive Director/ex officio)</b>	<b>x</b>
<b>Michelle Key (Athlete Rep, Team USA AC Alternate/ex officio)</b>	<b>0</b>

**Roll Call and Approval of October 28, 2024, meeting minutes – Cheryl Kirk**  
*(Minutes were forwarded in advance of the meeting)*

**Motion by Sandy Rios approve the October 28, 2024, Board of Directors meeting minutes**  
**Seconded by Kristin Wattz**  
**Discussion: None**  
**Vote: Passes**

**Conflicts of Interest Review/Reminder – Cheryl Kirk**  
 \*\*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.

**Executive Director Report – Mike Grisz**

*(Written report was submitted to the Board on 11/17/24.)*

Topics covered in the report: Case Statement/Cogeo Strategic Retreat; Josh Gross/One44 analysis; Portland State Capstone class; Social Media working group – Jared Harding; USOPC audit; SafeSport Tier 2 event audit in 2025; Bay Club confirmed for National Indoor (May); Fundraising drive slow start; possibility of 2026 US OPEN; Level 2 IP exam; USOPC funding cuts; staff salary administration.

**Executive Committee Update** – Stewart Solomon

**Boardspan** completion required by all Board members; deadline 12/16/24.

### **Board Makeup/Changes**

In light of two recent vacancies, and with the Election Committee bringing a proposed slate of three candidates to this meeting for a March 2025 election (one being current Board member Sandy Rios and the other two Karen Grisz and Glen Gitterman), there is no reason to hold the March election.

**Motion by Kristin Wattz to approve the 2025 election as called by acclamation and seat all three candidates for their regular terms -- Karen, Sandy, and Glen -- at the May Annual meeting.**

**Seconded by Cheryl Kirk**

**Discussion: By presidential appointment per the bylaws, Glen would fill one vacant spot beginning in December; Karen would fill the other. Sandy would remain in her at-large position.**

**Vote: Passes (Note: Sandy Rios abstained from voting on this motion.)**

**Next Steps:** Cheryl Kirk to report this outcome to the Election Committee. Stewart Solomon and Cheryl Kirk will onboard Glen Gitterman and Karen Grisz.

With one of the current vacancies, the position of Vice President must be filled.

**Motion by Stewart Solomon to appoint Kristin Wattz effective immediately through the May 2026 Annual Board Meeting.**

**Seconded by Sandy Rios**

**Discussion – Positive endorsements were expressed.**

**Vote: Passes (Note: Kristin Wattz abstained from voting on this motion.)**

The outgoing vice president was also the Election Committee Chair. Cheryl Kirk will lead the Election Committee for the rest of this cycle.

Stewart encouraged Board members to attend the National Indoor Championships in Pleasanton, CA, May 14-18, 2025.

Nike APS (U.S. Adult Team Apparel Provider) contract expires at the end of 2024. Cheryl Kirk will contact them for discussion.

### **Leadership Transition Presentation Proposal – Mike Grisz**

Background: At the 10/28/24 Board meeting, a document was presented entitled LEADERSHIP TRANSITION PROPOSAL TO THE USA RACQUETBALL BOARD OF DIRECTORS and a motion was passed for the Executive Director to establish the volunteer Office of the Executive Director with a

projected effective date of January 1, 2025, and an open end date subject to the Board's future determination. The ED was asked to bring a detailed structure to the Board for approval to this 11/18/24 meeting.

*(Leadership transition document entitled Office\_ED\_BOD\_Structure\_11182024 was sent from the Executive Director with this meeting's agenda.)*

**Motion by Sandy Rios to approve the Office of the Executive Director Leadership Transition Proposal as presented to the Board of Directors on November 18, 2024.**

**Seconded by Ro-el Cordero**

**Discussion surrounding specific responsibilities as presented and dual roles that would be held by the OED as sitting Board members.**

**Vote: Passes (Note: Cheryl Kirk and Kristin Wattz abstained from voting on this motion.)**

### **Fundraising Drive Update – Kristin Wattz**

Kristin attended the Golden State Open and enlisted the aid of many helpers to speak with potential donors. Materials were posted in the club.

Tracking of fundraising efforts and results was discussed.

*Steve Czarnecki joined the meeting.*

### **Committee Updates**

#### **Finance Committee / 2025 Budget Proposal – Sandy Rios**

*(Mike Grisz forwarded the most recent revised break-even budget prior to this meeting.)*

USOPC cuts have negatively impacted the proposed budget. Have cut every expense possible. Sponsorships and membership initiatives will be crucial in 2025.

**Motion by Kristin Wattz to approve the USA Racquetball 2025 Budget as presented by the Treasurer and the Finance Committee on November 18, 2024.**

**Seconded by Cheryl Kirk**

**Discussion included a review of 2024 financial position year-to-date. Net loss for 2024. Why are we down for the year? Primarily hosting IRF Worlds and contracting Jared Harding (Tewdilly) for social media/marketing. We made investments in racquetball, need to be turned into additional sponsorships and donations. For 2025, the Athlete Development Program will need athlete support to help fund it via promotions and fundraising.**

**Vote: Passes**

*Erika Manilla exited the meeting at 9:25 pm*

#### **Membership Committee – Ro-el Cordero**

Work in progress. Ro-el presented a PowerPoint slide deck reflecting the committee's work to date and gathering feedback on a new proposed membership structure. Discussion surrounding support of Outdoor members' needs.

*Jake Bredenbeck exited the meeting at 10:00 pm*

#### **Legislative Committee – Cheryl Kirk**

- Committee Restructure Proposed Bylaws Revisions – complete per Board vote on 10/28/24; posted on website (Bylaws and Standing Committees)
- Team USA AC Athlete Election – Erika Manilla is representative/Charlie Pratt is alternate; USOPC was notified of the outcome of the election. Positions are effective 1/1/25-12/31/28.

**Next Meeting:** December 16, 2024

**Adjourn**

**Cheryl Kirk moved to adjourn**

**Seconded by Sandy Rios**

**Adjourned 10:08 pm ET**

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