



**USA Racquetball Board of Directors Meeting – MINUTES**

**Monday, August 5, 2024, 5:30 pm MT**

**Via Zoom**

**Welcome -- Stewart Solomon**

**Meeting called to order 5:33 MT**

(A quorum was achieved; advance notice was given of the meeting)

**Roll Call – Cheryl Kirk**

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

**Approval of Minutes 6/24/24 – Cheryl Kirk**

**Motion by Sandy Rios to approve the June 24, 2024, Board of Directors Annual Meeting Minutes**

**Seconded by Slemo Warigon**

**Discussion: None**

**Vote: Motion 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. The Board will be formally trained on this topic by the USOPC at our Board meeting on October 7<sup>th</sup>. The meeting requires 100% attendance.

**Executive Committee Update – Stewart Solomon**

The Executive Committee met in June and had a routine discussion that included future strategy and the need for a Board Appointed director.

## **Executive Director Update – Mike Grisz**

### *National Events*

- Sandy Rios sent out the latest National Event P&L.
- Did not make money at Intercollegiates but did on all other events
- Next year Cascade Club in Oregon can go under consideration along with NC State
- For National Indoor in Pleasanton, a second club will be necessary
- Minneapolis is finalized for National Juniors. The Junior Committee wishes to contribute by providing hospitality
- Determined to have the events in good shape by the end of the year.

Safe Sport audits are completed successfully for 2024.

USOPC audit is slated for Fourth Quarter 2024. The first call with auditors is scheduled for September 5.

Financial audit is complete for 2023. The 2022 audit was finalized in April. The 2023 audit was \$7-8k cheaper. We were dinged on controls due to prior staff mistakes. Our books are now handled by Bestow (Altruic). Things are going well. The challenge will be the budget after Worlds.

Planning group for IRF World Championships principally consists of Jonathan Greenberg, Sandy Rios, Cheryl Kirk, and Dean Schear. Striving to make sure we get through this without being too financially strapped.

No call in August due to Worlds. The next Board call will be September 9, 2024, focusing on the case statement and the strategic plan recommendations for the organization. On the October 7 Board call, the Board will receive Conflict of Interest training conducted by the USOPC. Later in October, a strategic retreat will be led by COGEO, addressing the case statement and future initiatives.

A brief discussion took place regarding planning for a leadership transition, i.e., the Executive Director will be departing at the end of the year and the President will be terming off of the Board in May 2025.

## **COMMITTEE BUSINESS / UPDATES**

### **Finance Committee – Sandy Rios**

The 2024 budget and June 2024 financial documents were sent prior to this meeting for Board review. Due to vacations and events, the Finance Committee did not meet in June.

A Board member asked if a more detailed summary can be provided on what budget projections for each category are being met, or not met, and why.

Sandy discussed some of the points regarding USA Racquetball's expenses relative to the IRF World Championships. Food trucks will be less expensive than in the budget. The YMCA is paid except for the reduced price on the tent. Keeping prices down as much as possible. Local businesses are VIK sponsors (signs, etc.).

As previously discussed, Stewart, Mike, and Sandy plan to visit Bank of America in person, as required, while they are both in San Antonio later in August. This will be relative to conducting financial business with the Bank on behalf of USA Racquetball.

A general discussion took place relative to finances to date and operational decisions to be made in the fourth quarter to ensure stability going into 2025. Fundraising initiatives via an established plan are vitally important.

#### **U.S. Team Committee – Stewart Solomon**

Recommendation for approval: U.S. Junior Team Delegation to IRF World Junior Championships – Coaches and Staff

#### **Motion by Sandy Rios to approve the US Team Committee’s recommended staff brought by Junior Head Coach Robbie Collins for the IRF World Juniors in December 2024:**

**Head Coach: Robert Collins**

**Esprit Coach: Jen Meyer**

**Assistant Coaches: George Bustos, Bobby Horn, Adam Manilla, Erika Manilla**

**Team Leader: Cheryl Kirk**

**Athletic Trainer: TBD**

**Seconded by Jake Bredenbeck**

**Discussion: How does the size of this delegation compare to the budget? Response: One of the coaches who is going is being funded by an outside contributor (airfare/lodging/per diem). Projected expenses are in line with the budget.**

**Vote: Motion passed**

#### **Election Committee – Tony Prater**

The Election Committee’s responsibilities in collaboration with the USA Racquetball Athlete Advisory group include the coming USA Racquetball athlete election for the USOPC’s Team USA Athletes’ Commission as well as ensuring 1/3 athlete representation on USA Racquetball committees.

Status of Next Election Cycle: Tony described the timing of the process.

Board Appointed Position Recommendation (a cover letter, resume, and notification were provided prior to this meeting for Board review).

Before the motion, each committee member in attendance at this meeting shared what they knew about this Board candidate. Skills, experience, and work ethic were discussed. Confidentiality should be stressed when onboarding relative to existing relationship(s).

#### **Motion by Cheryl Kirk per Bylaws Article VII, 701.0.B, to bring Kristin Watz to the USA Racquetball Board of Directors in a Board Appointed Position effective August 16, 2024, expiring at the May 2027 Board meeting.**

**Seconded by Sandy Rios**

**Discussion: This candidate brings the Independent Perspective, not a player, meets the requirements of 701.0.E.**

**Vote: Motion passed**

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

*Documents received in advance of the meeting, July 20: Whistleblower Policy and Bylaws Revisions.*

**Motion by Sandy Rios to approve the amended Article VII, 701.0.E (Board of Directors – Independent Perspective) bylaws revisions originally brought to the USA Racquetball Board of Directors by the USA Racquetball Legislative Committee on June 24, 2024; tabled for further clarification by the USOPC; and re-presented via notification to the Board of Directors on July 20, 2024.**

**Seconded by: Tony Prater**

Discussion: The director who posed questions\* at the 6/24/24 meeting stated that the answers gained from the USOPC clarified the points of the motion.

Vote: Motion passed

*\* Per the above: Relative to #8, a definition of “protected competition” was requested. Regarding #9, a question was raised regarding membership category language (USA Racquetball does not have multiple membership categories).*

Motion by Sandy Rios to approve the recommended USA Racquetball Whistleblower Policy revisions as brought to the USA Racquetball Board of Directors by the USA Racquetball Legislative Committee on July 20, 2024.

Seconded by: Tom

Discussion:

Vote: Motion passed

Motion by Sandy Rios to approve the recommended Article VII (Elections) bylaws revisions as brought to the USA Racquetball Board of Directors by the USA Racquetball Legislative Committee on July 20, 2024.

Seconded by Slemo Warigon

Discussion: None

Vote: Motion passed

Motion by Sandy Rios to approve the recommended Article IX (903.0.A and 903.0.B) bylaws revisions as brought to the USA Racquetball Board of Directors by the USA Racquetball Legislative Committee on July 20, 2024.

Seconded by Tom Fuhrmann

Discussion: None

Vote: Motion passed

Motion by Sandy Rios to approve the recommended Article XXI (Anti-Retaliation) bylaws revisions as brought to the USA Racquetball Board of Directors by the USA Racquetball Legislative Committee on July 20, 2024.

Seconded by Fuhrmann

Discussion: None

Vote: Motion passed

#### **Case Statement Review (COGEO) – Stewart Solomon**

#### **Review of Actions from One44 Group – Stewart Solomon**

*One44 Group – USA Racquetball Growth & Success Model (May 2024)*

Lengthy discussion took place regarding the creation of these tools, potentially combining the two, and the Board’s commitment to using them to take USA Racquetball into the future.

Key topics included fundraising, membership, recreational players, athlete development, collegiate racquetball, and more. The Board buys in to the case statement and success model. The key question is moving to “how”, i.e., building actionable items to take us forward. As a Board member articulated, “it comes down to accountability, sending out feelers, grabbing volunteers, aligning with the case statement.”

**Job Description Review (Stewart Solomon)**

Tabled for future discussion.

**Next Meetings** – September 9 and October 7;  
Proposed October 28 (COGEO retreat)

**Motion to Adjourn –**  
**Sandy Rios moved to adjourn.**  
**Seconded by Cheryl Kirk.**

**Adjourned 7:22 pm MT**

**###**