



USA RACQUETBALL BOARD OF DIRECTORS
Wednesday, May 25, 2022
Live Meeting with Zoom
Hilton College Station & Conference Center
Board Room, 2nd floor

MINUTES

Blue = Board votes

Green = Action items

Called to order by President Dan Whitley at 8:32 am CT

Roll Call – Secretary Cheryl Kirk

Attending in person: Steve Czarnecki (Treasurer), Michelle De La Rosa (Athlete Representative - ExCom), Cheryl Kirk (Secretary), Danielle Maddux (Athlete Representative - USOPC AAC Alternate), Maurice Miller, Charlie Pratt (Athlete Representative - USOPC AAC), Stewart Solomon (Vice President), Cindy Tilbury, Mike Wedel (Executive Director), Dan Whitley (President)

Attending via Zoom: T. J. Baumbaugh, Todd Boss, Laura Pesek, Terry Rogers

Not attending: Mike Grisz

Additional attendee: Jake Bredenbeck (incoming Athlete Representative)

A quorum was achieved. President Whitley provided prior notice of the meeting. The Secretary reminded Board members to be mindful of conflicts of interest relative to decisions being considered. Recusals must be recorded in official meeting minutes.

Approval of Minutes

Motion by Stewart Solomon to approve the April 25, 2022, Board meeting minutes forwarded prior to this call.

Seconded by Steve Czarnecki

Discussion: None

Vote: Passed unanimously

Finance Update (Treasurer Steve Czarnecki)

Following worse than projected financial performance in the first quarter of 2021, the Finance Committee met multiple times between the April and May Board meetings to develop an updated forecast for 2022. The updated forecast included lesser than budgeted membership revenue and national championships net profit being less than budgeted. The forecast was driven by membership numbers that appear to have plateaued after recent increases following the downturn experienced during COVID and the related reduction in sanctioned events. The need to postpone National Doubles and combine it with National Singles, as well as less participation in the combined event than anticipated, also negatively impacted the forecast. In total, the current forecast for 2022 is for financial performance to fall short of the 2022 budget by more than \$100,000. The Finance Committee recommended that USA Racquetball focus on increasing revenue in the areas of membership, championships, sponsorship, and charitable donations, as well as consider options for a business model that can operate in an environment of reduced revenue in the short and medium-term.

The President thanked the Finance Committee and Treasurer for presenting the financials in an easy-to-

absorb manner.

Action Item: The Treasurer asked staff to amend championship forecast formats to reflect the Finance Committee/Board format.

USOPC Sport Benefits Statement

President Dan Whitley provided a high-level overview of the 2021 Sport Benefits Statement, which highlighted the vital support USA Racquetball receives from the United States Olympic & Paralympic Committee (USOPC), both in direct financial support as well as value-in-kind provisions for athletes and/or the association.

Presentations by Executive Director Mike Wedel

Mike provided six documents via flash drive to in-person attendees. Remote attendees received the documents via email.

Main Deck

1. M. Wedel USA Racquetball PPT

Supplemental

2. 2022 Hall of Fame Celebration Flyer
3. Current USA Racquetball Bid Packet
4. USA Racquetball Sponsorship Deck US Open.pdf
5. USA Racquetball Sponsorship Deck US Open.pptx
6. USAR Org. Chart 2022

Presentation Topics

Fundraising and Sponsors (discussion focus on USAR Sponsorship and Fundraising Solutions)

US OPEN and National Championships (including Overview of week at College Station)

US OPEN location and sponsorship discussion; U.S. Performance Center athlete training opportunity being offered in June; staffing needed to effectively execute event planning; business model adjustments to address current challenges.

Membership

Discussion surrounding new Membership Committee roster and goals. Mike is preparing a full analysis to present to the newly-formed committee.

Topics discussed included fee structure; concentration on leagues (value proposition); complexity vs. ease of use on the tournament management system.

Staffing

Discussion on present challenges (workload) and future growth (staffing for strategic plan initiatives).

Strategic Plan Discussions (Stewart Solomon/Laura Pesek/ Steve Czarnecki/Cheryl Kirk)

Particular focus on Marketing/PR; Fundraising; US OPEN.

Define Goals and Objectives (Determine Key Metrics)

Stewart Solomon presented a KPI (Key Performance Indicators) PPT deck.

Discussion topics included Building/Preserving Courts; Developing Collegiate Programs; Fundraising (with Athlete Advisory Council [AAC] and elite athlete involvement to benefit both the U.S. Team and individual athletes); common objectives of certain committees (e.g., Fundraising/Finance; Fundraising/U.S. Team Committee); Marketing & PR; communication/collaboration with State Associations; tracking of KPI's -- who

generates, how tracked (e.g., red/yellow/green), possibility of automation; next steps for measures trending both successfully and unsuccessfully

Action Item: Cindy Tilbury and Cheryl Kirk to analyze efficiency and effectiveness of Quarterly Calls: Review the invitation list for quarterly State and TD calls; provide advance notification, including social media; ensure ease of access to the calls; keep dialogue going.

Leadership/Presidential Council

Laura Pesek presented Strategic Planning PC and USAR President's Council PPT decks -- how leaders in the sport can be leveraged to help ensure the future of Racquetball.

Organizational Collaboration (Board/Staff)

Discussion surrounding how critical tasks of staff responsibility can be supplemented with the experience and skills sets of Board members and others, to relieve some pressure on the staff in the near term.

Board members are willing and able to perform services such as donation tracking and thank you's; calculating and administrating quarterly rebates to states; *Serving Up the News* newsletter production; etc.

Committees currently perform valuable functions: scholarships, referee program, rules, rankings, coach/athlete delegations for international championships, women's draws/admin for national championships.

A process was formulated by which tasks and responsibilities are analyzed for current staff priority; identification of supplemental assistance Board members and others can provide, what tasks committees can start/stop/continue; identify other volunteers with needed skill sets.

Meeting Conclusion

Steve Czarnecki and Mike Wedel, along with the rest of the Board, recognized the three departing Board members for their contributions: T. J. Baumbaugh, Cheryl Kirk, and Dan Whitley. All provided parting comments of appreciation and support for the new Board about to convene.

Adjournment

Motion by Dan Whitley to adjourn

Seconded by Cheryl Kirk

Adjourned 3:20 pm CT

Materials/information provided prior to the meeting

Administrative

Annual Meeting Agenda (Dan Whitley)

Board Minutes 4/25/2022 (Cheryl Kirk)

ED Update for 5 25 2022 Board Meeting (Wedel)

Financials (Steve Czarnecki)

Finance 1 - Memo to Board (2022-5-20)

Finance 2 - Championships Budget and Forecast 5 20 2022

Finance 3 - 2022 US Open Budget and Forecast (Connor - 2022-4-29)

Finance 6 - Balance Sheet April 2022 v SPLY

Finance 7 - PL Through April 2022 v SPLY and SP2020

Finance 8 - PL v Budget Through Jan-Apr 2022

Strategic Planning

2022 Strategic Planning PC (Pesek)

2022 USAR President's Council (Pesek)

KPI PPT deck (Solomon)