Board of Directors Nomination Committee Processes
Effective September 2026

In conjunction with USA Racquetball Bylaws Article VII and with Article IX (Standing Committees, 903.0), open seats for Appointed positions on the USA Racquetball Board of Directors will be filled in the following manner:

To support the Board of Directors in populating Board seats with professionals, specialists, or subject matter experts in specific areas of need, the USA Racquetball Board of Directors Nomination Committee will utilize search and selection resources, including but not limited to:

- Appeal to individuals in the racquetball community who possess needed skills and experience as identified by the Board of Directors, either as potential Board candidates or as part of assembled advisory groups* to assist in vetting candidates in their areas of expertise.

- Appeals may include outreach to leadership groups in the racquetball community such as state directors, tournament directors, current Board members, past Board members, other leaders/key volunteers, etc.

- Leverage the USOPC's database of independent professionals, specialists, or subject matter experts who are willing to participate on sport national governing bodies boards of directors on a volunteer basis.

- Leverage assistance from additional outside resources.

*Use an approach where non-voting consultative/advisory groups comprised of members with relevant specialized backgrounds are recruited to help the Nomination Committee with vetting processes. These perspectives would provide additional feedback for the Board to consider when in the process of approving of new directors.

As the final step in selection from candidates brought forward for consideration by the Board of Directors Nomination Committee, candidates will be ratified as Board members pending approval via a 2/3 vote of the entire Board of Directors.

FOR REFERENCE -- BOARD OF DIRECTORS POSITION CATEGORIES
USA RACQUETBALL BYLAWS ARTICLE VII

701.0 Board of Directors Position Categories: Selection and Terms

INTRODUCTION

The general rules (processes and timelines) governing selection and terms for the two categories of positions (i.e., seats) on the Board of Directors are described below and in further detail in USAR's Board of Directors Nomination Processes posted on the USA Racquetball website (Governance/Board of Directors).

Statutes of Term Board terms begin, and end, with the Board of Directors Annual Meeting. (See Article V, 501.0.A.)

With the exception of athlete representatives, the total consecutive term of service for Board members is a maximum of six years. The first term will be three years. An additional term is possible pending Board vote with a 2/3 majority.

After six years of consecutive service, no member of the Board of Directors can be considered for future Board service for at least one year after their departure.

Following at least a one-year departure from the Board, the individual may be nominated by the Board of Directors Nomination Committee and appointed again by a 2/3 majority vote of the Board of Directors.

Athlete representatives' term limits are a maximum of eight consecutive years (the equivalent of two quadrennia). (See also Article VI, 601.0.A.2.b/Terms of Service)

The terms of the Team USA AC Representative and Team USA AC Alternate are four years with a maximum of two terms served. Terms served are subject to the timeline of the bylaws of Team USA Athletes' Commission. (See also Article VI, 601.0.A.2.b/Terms of Service)

BOARD OF DIRECTORS POSITION CATEGORIES

A. Board of Directors – Appointed Directors

1. Based on needed skill sets and experience, the Board of Directors Nomination Committee (see Article IX, 903.0) serves to identify, research, and present candidates for Appointed positions for ratification by 2/3 majority vote of the entire Board of Directors.

B. Board of Directors – Athlete Representative Directors

See also Article VI, 601.0.A.2.b – Athlete Representatives

USA Racquetball adheres to processes that ensure the number of athlete representatives equal at least 33.3% on the USAR Board of Directors, the Executive/Ethics/Personnel/Grievance Committee**,** and any other governing entities as required by the Act §220522(13) and Section 8.5.3 of the USOPC Bylaws.

Athlete representatives will meet the relevant requirements for their position. USA Racquetball's Secretary of the Board of Directors and an assigned staff member are jointly responsible for maintaining records that reflect the athlete's election/selection date, term, and the event they participated in (or qualified for) that meets the criteria for their position (i.e., the representative's qualifying event[s].)

Athlete Elections

Athlete Representative elections are conducted by the USA Racquetball Board of Directors Nomination Committee utilizing procedures supplied by the Team USA AC Bylaws. The Nomination Committee and the USA Racquetball AAC are responsible for the preservation of athlete representative election documentation and results in the association's records.

a) All athlete representatives (10 Year and 10 Year+) to the USA Racquetball Board of Directors must be directly elected by the pool of athletes who meet the requirements as 10 Year Athlete representatives for USA Racquetball.
b) The USA Racquetball AAC and the Nomination Committee will collaborate to identify and vet candidates to serve as 10 Year and 10 Year+ Athlete representatives.
c) The Team USA AC Representative and Team USA AC Alternate (the latter serving ex officio with voice but no vote) and are elected consistent with Team USA AC requirements. *https://www.usopc.org/teamusa-athletes-commission*

Processes for Athlete Representation on the Board of Directors

Immediately following an athlete representative election, the elected athlete representatives to the USA Racquetball Board of Directors will collaborate with any existing athlete representatives to the USA Racquetball Board of Directors to determine who among them will serve (or continue to serve) on the Executive/Ethics/Personnel/Grievance Committee.

C. Board of Directors - Independent Perspective

The current members on the Board of Directors must include at least one voting Board member who can provide an independent perspective under the following criteria.

A Board member cannot provide an independent perspective if, within the preceding two (2) years:

1. the individual is/was employed by or held any governance position (whether a paid or volunteer position) with USA Racquetball, the International Racquetball Federation, an international regional sport entity, or any sport family entity connected to USA Racquetball;
2. an immediate family member of the individual is/was employed by or held any governance position (whether a paid or volunteer position) with USA Racquetball, the International Racquetball Federation, an international regional sport entity, or any sport family entity connected to USA Racquetball;

3. the individual is/was affiliated with or employed by USA Racquetball's outside auditor or outside counsel;
4. an immediate family member of the individual is/was affiliated with or employed by USA Racquetball's outside auditor or outside counsel as a partner, principal, or manager;
5. the individual is/was a member of USA Racquetball's Athletes' Advisory Council or any constituent group with representation on the board;
6. the individual receives or received any compensation from USA Racquetball, directly or indirectly;
7. the individual is/was an executive officer, controlling shareholder, or partner of a corporation or partnership or other business entity that does business with USA Racquetball.
8. the individual is/was the parent or close family member or coach of an athlete that has competed in a Protected Competition; or
9. The individual is/was a member of USA Racquetball who has participated in Protected Competitions.

The member must maintain an independent perspective by maintaining the requirements above for their entire term and any successive term with the exception of holding any governance position with USA Racquetball or International Racquetball Federation and reimbursement of expenses related thereto.

D. Board of Directors - Affiliated Member Position

At least one Board position will be made available for affiliated member(s) as defined in the Ted Stevens Olympic and Amateur Sports Act of 1978. If there are no organizations that meet the definition in the Act, the affiliated organization board seat may remain vacant or otherwise filled by another board member, so long as a seat remains immediately available if an affiliated organization qualified to elect a member is identified. (See 601.0.A.2.c)

E. Appointments to Vacated Seats/ Board Service by Former Employees

1. Appointments to vacated seats Mid-term open Board seats filled by Presidential appointment [per USAR By-Laws 804.0.B and 804.0.D] will be tracked on the basis of term length. If the vacated Board seat has 18 months or more remaining in its term, the replacement appointee will be considered to have completed a full term of service. Subsequent "second term" appointments will be processed on that basis [601.0.A.3]. If the vacated Board seat has fewer than 18 months remaining, the replacement appointee will be viewed as "interim" and a subsequent "first term" appointment ~~bid~~ may be sought.

2. In the event that any USAR employee wishes to be considered for service on the Board of Directors after his/her employment with the association ends, they may do so after a two-year period has elapsed (see 601.0.A.4)