

USHA Summer Board Meetings
Hilton Hotel, Costa Mesa, CA
Monday, June 15:

Summary:

Motions approved:

1. Accept the January '09 minutes as written,
2. Induct Steve August as a HOF Player
3. Induct Bob Hickman as a HOF Contributor
4. Approve Dan Flickstein for the Porter Award
5. Approve Ray Leidich for the Porter Award
6. Deny the appeal of suspension for a player
7. Adopt rule changes (wording) for rules 4.3B and 4.3D
8. Create an additional new division higher than 'A'
9. Permit Masters players to play in more than one event at the invitational Masters tournaments.
10. Hold Board of Directors meetings at the beginning of national four-wall tournament.

Motions failed: 0

Motions tabled: Adopt the Simple Green ball as the official USHA big ball.

Task Force Reports due:

1. Financial analysis for new site-August 1.
2. Technology report-August 1.
3. Survey of members-July 1.
4. Membership drive-July 15.
5. Revised website-ASAP.
6. Explore relationship with Harry Beckwith-July 15.
7. Letter for Endowed Legacy-August 1.
8. Cost estimates for advertising-August.
9. White paper response items to items on the WPH message board – ASAP, after the minutes have been circulated to board members.
10. Letters to college coaches and junior players and parents-ASAP.
11. Potential Pro Stop/Qualifiers for 2010 and 4W Nationals for 2011-July 31.
12. First Ace Road shows-after August 15.
13. Promoting international handball-TBA.

Action needed but not assigned:

1. Steele noted that a board member can be removed for cause but there needs to be a definition of cause and a stated method to remove a board member.
2. Review of State Chairs' commitment and/or removal.
3. Infractions will be made public but names will be withheld.

4. Executive Committee will not make decisions or items that have not gone through the appropriate committee process unless time is of the essence and that such interim decisions not be considered precedent setting.
5. Phone call with Joe Garcia regarding Pro Doubles League.
6. Player of the year award.
7. Name for division higher than "A."
8. Dykes and Boyd added to awards sub committee, Cruz removed. A chair is needed.
9. Determination of the appropriate process to establish full board votes on issues arising between board meetings that can be addressed via e-mail.

Monday, June 15

The meeting was called to order by President Mike Steele at 8:00 AM. Present were Steele, Vice President LeaAnn Martin, Secretary Joe Hagen, Treasurer Michael Driscoll, and directors Pat Boyd, Howie Eisenberg, Chris Tico, Ray Leidich, John Nottingham, Rod Watterson, Victor LoPierre, Steve Dykes, Tom Sove, Carl Porter, Steve Grow, Stan Dunlavy.

USHA Staff: Vern Roberts, Gary Cruz.

President Steele introduced John Nottingham who opened the meeting with a prayer.

The minutes from the January meeting were reviewed.

Dunlavy/Nottingham moved to accept the January, 2009, minutes as written. The motion passed.

Campaign statements from the people running for the two at-large positions up for election were distributed on behalf of the following candidates: David Fink, Howie Eisenberg, LeaAnn Martin and Rod Watterson.

Executive Committee Decisions since last meeting

Re.: Board Travel:

The Executive Committee voted to:

1. Fund Steele's airfare portion of his trip to the Semper Fi tournament.
2. Fund Steele's trip to the National Three-Wall.
3. Fund Steele's trip to the National four-wall Juniors.

Re. Masters Invitationals:

The Executive Committee voted to:

1. Award the 2010 Masters Doubles to Allentown, PA.
2. Award the 2010 Masters Singles to Albuquerque, NM.

Others:

- 1) The Executive Committee voted to void the Memo of Understanding (MOU) developed with the WPH.
- 2) The Executive Committee voted to offer a new membership fee of \$25 (plus any shipping cost) to players 23-and-under to include a pair of gloves.

- 3) The Executive committee voted to move forward with webcasting the 4-wall nationals at Los Caballeros.
- 4) The Executive committee voted to approach WPH to do the webcast from Los Caballeros.
- 5) The Executive Committee voted to have Kelly Greene webcast the nationals from Los Caballeros.
- 6) The Board voted to have WPH webcast the nationals from Los Caballeros with new information provided by WPH.

President's General Report:

Steele reviewed Robert's Rules of Order and requested that participants in the meeting follow those guidelines.

Efforts since last USHA Board of Director meeting;

Trips to the USHA Collegiate and Semper Fi Tournament were summarized.

Governance issues, Sub Committee structure and changes to the By Laws were reviewed. Numerous conference calls.

USHA Play Day at Multnomah Athletic Club was hosted.

A phone-a-thon by Pacific University students was organized and held, resulting in 141 phone calls and \$1000 in revenue at a cost of \$84. Steele will create a template for other states/regions to use, but noted that they worked from the Oregon member database, and had a script of 4 sentences

Serving as World's Committee advisor.

Steele has been in touch with a Marketing consultant named Harry Beckwith, from Minneapolis, to discuss future USHA member surveys and other topics.

Discussions with new PU President, Dr. Leslie Halleck, who has many connections to the medical science world.

Drafted and mailed out letters to military service academy which netted one response from Air Force Academy. Cruz noted the efforts to date with the need for organization when military is involved

Comments related to Strategic Planning.

Job descriptions and responsibilities of Executive Director and President as chief spokesperson for the association were read from the USHA by laws. It was emphasized that unless specified differently only those individuals have the authority to speak on behalf of the association.

The need and reason for confidentiality were outlined. It was noted that the Board of Directors must be confident that issues will not be made public prior to the printing of the minutes or any other document. Board members discussed clarifications and issues related to commitment for USHA by board members and others in position of responsibility.

Steele mentioned that the board has to be careful to not "micromanage" the executive director and other USHA staff members, and not preempt the responsibilities of the Executive Director, president and cognizant committees,

The process of consensus decision making was outlined by Steele noting that regardless of the outcome of a decision a board member must honor the decision.

Eisenberg asked for full board votes instead of Executive Committee votes for action needed between full board meetings matters in which all relevant information can be communicated via email. That is, if no executive committee conference call is deemed necessary, poll all board members via e-mail. Steele noted that many issues require multiple emails and conference calls and that large conference calls are difficult. Watterson noted that from time to time that full board votes are requested.

Steele announced formation of multiple Task Forces to work on pending important issues facing handball.

1. A summary of three potential new sites (Seaside, CA, Irvine, CA and Fountain Valley, CA) was unveiled and a group was needed to perform a feasibility study and financial analysis.
 - a. Grow, Driscoll and Dykes
 - b. Report due August 1, 2009
2. The need for the USHA to improve technologically (Facebook, Twitter, webcasting, on-demand, etc.) was outlined.
 - a. Steele, Sove, Tico and Hagen
 - b. Report due August 1
3. It is time to survey our members as to how to best promote, grow and serve handball.
 - a. Hagen, Martin, and Tico
 - b. Report due July 1.
4. Ways to increase memberships are needed.
 - a. Sove, Leidich, and Grow
 - b. Report due July 15
5. The USHA website needs to be revised.
 - a. Matt Krueger and Matt Stamp
 - b. ASAP
6. Consult with Harry Beckwith to investigate marketing/survey opportunities.
 - a. Steele, Watterson and Hagen
 - b. Report due July 15
7. More work is needed on building the Endowed Legacy Fund. LoPierre noted that non-board members may be valuable. A letter needs to be drafted, including First Ace promotional information.
 - a. Leidich, Porter, Driscoll and Watterson.
 - b. Letter due August 1.
8. Ways that the USHA can advertise should be explored along with cost estimates. The upcoming "Strategies" insert was given as an example.
 - a. Martin, Nottingham and LoPierre.
 - b. Draft plan due August 1.
9. White paper response to items on the WPH message board to outline the USHA point of view.
 - a. Martin, Dunlavy, Steele, Leidich, Eisenberg, Grow, Porter and Sove.

- b. Report due ASAP
10. Letters to go to the Collegiate coaches regarding upcoming events and new governance format, including letters to the Irish Handball Council and junior players and parents.
 - a. Cruz and Steele.
 - b. Letters to go out as soon as white paper has been drafted.
11. Potential sites for Pro Stops for 2010 and Four Wall Nationals in 2011 are needed.
 - a. Hagen, Boyd, and Dykes
 - b. Report due by July 31.
12. New First Ace road shows and people to conduct road shows are needed.
 - a. Sove, Dunlavy
 - b. Due after September 1.
13. Promotion of international handball
 - a. Eisenberg, Steele, and, potentially...Albert Apuzzi, Willie Polanco and Rory Moore.
 - b. TBA

Treasurer's Report:

Driscoll reported that in general there was a positive report from the auditors. The only concerns were minor:

There was a suggestion for counting sales at the year-end when inventory was at the four-wall junior event.

They recommended canceling checks not cashed after 6 months.

There was a recommendation to allocate more overhead (administration) to player development rather than operating. It was noted by Steele that this is the opposite of what others have proposed.

It was suggested that a "conflict of Interest" policy be adopted.

The high dollar inventory was questioned for handballs, which the board has directed staff to lower to a level more in line with a six-month supply.

Observations:

1. Membership numbers must increase.
Board members were reminded that they pledged to hold play days as membership promotions to help drive up membership.
2. Ball sales were close to budget
Though ball sales were close to budget, it is important to get the word out better where players can purchase handballs.
3. Total income was \$37,500 below budget for the first six months of '09.
First Ace was \$13,600 under budget.
Pro Tour sponsorships will not reach the full \$20,000 budgeted. Roberts estimated the shortfall will be \$2500.

Driscoll noted that the contingency fund is dependent on income in the general operating fund. Any operating profit or deficit directly affects the contingency fund balance.

Hall Of Fame Report:

Steele noted that holding the board meeting at the end of the tournament, rather than at the beginning of the week, allows Hall of Fame nominations to be discussed at the meeting.

The recommendations from the committee are:

Steve August as a HOF Player (nominated by Ron Moormeister)
Bob Hickman as a HOF Contributor (nominated by Don Stewart)
Dan Flickstein for the Porter Award (nominated by Mark Levine)
Ray Leidich for the Porter Award (nominated by Mike Steele)

The vote for August, Hickman and Flickstein passed. The vote for Leidich passed.

Roberts will work with August and Hickman to determine when and where they would like to be inducted, and will contact Flickstein and Leidich to determine when and where they would like to receive their awards. Roberts will also contact the nominator for each honoree.

Game Committee Report

The committee was asked to reconsider and appeal the suspension of a player that caused a disturbance at a USHA event. The committee recommended to deny the appeal.

Boyd/Dunlavy moved to support the recommendation of the Game Committee. The motion passed.

LoPierre questioned why any infraction incident is not reported and made public. It was agreed that future incidents will be made public but names will not be included.

Rules Changes:

Rule 4.3B was changed to read "a screen serve call stops play, and the server gets another serve without canceling a prior defective serve."

Rule 4.3D was changed to read "any two fault serves that are hit before a legal serve is executed."

Dunlavy/Leidich moved to accept the rule changes as presented. The motion passed.

Sove noted that Executive Committee should not make decisions on items that have not gone through the appropriate committee process unless time is of the essence and that such interim decisions not be considered precedent setting.

Promotion Committee Report

Nottingham provided an update on the Ryder Cup style event between Northern California and Southern California.

A date of January 9 has been selected.

Mark Zamora and John Nottingham have been selected as Co-Captains for So Cal and Wayne Black has been selected as captain for Nor Cal.

Women's and juniors' events will be included.

Steele suggested involving and promoting juniors as much as possible, perhaps including a juniors clinic.

Nottingham will submit the sanctioning request form to the USHA shortly.

There was discussion concerning the need to call the event Ryder Cup or whether something more local, such as California Cup would be appropriate. Eisenberg pointed out that Ryder was a name associated with golf and there was no reason for a handball event to use it. He suggested "Nottingham Cup," as it was John's concept.

Hagen reported on a potential Pro Doubles league that would be similar to World Team Tennis. Joe Garcia has requested a phone call with the USHA regarding the proposed league. Tico, Grow, Hagen and Roberts to be on the call.

Hagen announced that the committee agreed that the USHA shall pursue sponsorship and plan to hold a similar pro season structure as last year: two pro events, with one corresponding qualifying event for each full pro event. Sites and dates TBD.

Hagen reviewed the following other upcoming USHA events:

- Junior one-wall: June 2009
- Junior 3-wall-July 2009
- National one-wall: August 2009
- National one-wall big ball: August 2009
- Three-wall Nationals: Toledo, September 2009
- Worlds: Portland, October 2009
- Four-wall Junior Nationals: Chicago, December 2009
- Collegiate Nationals: College Station, February 2010
- Masters Doubles: Allentown, February 2010
- Women's Classic: Houston, March/April 2010
- Masters Singles: Albuquerque, April 2010
- Four-wall Nationals: Austin, June 2010
- Masters Doubles: Concord, February 2011

The committee also recommended, due to the limited number of one-wall competitions currently used in the rankings, and the popularity of the annual Mayor's Cup, that the Mayor's Cup (a non-sanctioned USHA event) be used for one-wall rankings.

Eisenberg/LoPierre moved to accept the recommendation as presented. The motion passed.

Pete Tyson, USHA Rules Chairman and host of the 2010 four-wall nationals, has requested that two new awards be created and inaugurated at the 2010 4-Wall Nationals. The Jim Jacobs

Award and the Rosemary Bellini Award shall be given to the top male and female players of the year, respectively. It was questioned whether this was pro only or amateur or pro. Hagen agreed to discuss with Tyson.

There was a discussion concerning a proposal to add a pro division to the men's list of divisions. Sove noted that when the Open division became the top division and an 'A' division was added there was a large gap of players who were left without a place to play as the gap between Open (if reserved for Pro) and A was too wide.

The committee recommended adding a men's "pro singles" to the 4-wall nationals, in addition to all other divisions currently offered.

Leidich/LoPierre moved to add another (name TBA) division, below Open, to the 4 Wall Nationals. The motion was retracted.

Watterson/Porter moved to table the motion pending promotions discussion. The motion was retracted.

Martin/Eisenberg moved to create an additional new division higher than 'A' and with the names to be determined by the promotions committee. The motion passed.

Cruz offered "pro open" and "amateur open" as potential names.

The committee recommended that Masters players should be permitted to play in more than one event at the invitational masters tournaments. (For instance, a 41 year-old could enter the 35+, along with the 40+).

Grow/Boyd moved to accept the recommendation from the committee.

Porter voiced concerns about one player dominating for long periods of time.

The motion passed.

One-Wall Committee Report (Eisenberg)

Communications: Many emails, phone calls between 1WC members on 1 wall issues.

National Challengers and Masters Invitational:

A number of emails, calls to plan and implement took place

The event was run by Gary Cruz with help of Dan Flickstein, Graham Palmore, Artie Fuchs and others

There was a disappointing turnout, but overall the event came off well despite having to play some of it indoors when it rained

World 1-Wall Team Championships

Phone calls and emails have been coordinated with Portland planning committee, Vern/USHA, WHC.

Decisions have been made about fees, awards, eligibility.

Numerous contacts have been made with representatives of other countries.

There has been effort to obtain sponsors, in order to defray expenses for participating teams.

We expect the highest number of countries to ever participate in an international handball event.

1-Wall Hall of Fame Subcommittee

A conference call took place to discuss and provide subjective impressions and evaluations of HOF candidates whose efforts were primarily in 1-wall.

A provision of the report was submitted to the USHA HOF committee.

Front Ball (1-wall variation)

An international Front Ball tournament was held in NYC.

Players representing US, Mexico, France, Basque Country, Dominican Republic, Costa Rica, and Cuba participated.

International Pro Big Ball Tour

Discussions with Europeans are currently taking place.

Cities may include New York, London, Dublin, Amsterdam, Turin/Milan, Bilbao.

International Colloquium on Handball, Descartes University, Paris.

Eisenberg recently authored a paper titled "Une Solution Pour La Balle Au Mur" (A Solution for International Court Handball).

Eisenberg asked that the Official USHA Big Ball become the Simple Green Ball, contingent on sponsorship of events. He suggested the USHA could produce, distribute, and sell worldwide green big balls with Simple Green and USHA logos on as well as use the ball at national 1-wall championships, California 3-wall pro event, and World's Big Ball events.

Eisenberg/LoPierre moved that the Simple Green ball, contingent on interest from Simple Green, be the official USHA big ball. The motion was withdrawn by Eisenberg. Discussions will continue between Eisenberg and Simple Green representatives, with the understanding that the USHA Board of Directors supports it.

Hagen noted the need for a new chair and more volunteers to serve on the awards subcommittee. There are currently five awards: two for Player of the Year, (Jacobs, Bellini), one Volunteer of the Year, one Organization of the Year, and one Coach of the Year.

Dykes and Boyd volunteered to be part of the awards sub-committee. Hagen seeks to turn over chair.

Scott Spann, with the recommendation of the Colorado Handball Association, made a presentation to the board during a working lunch regarding his insights into how best to find partners to grow handball and presented a systematic approach to conflict resolution with the WPH.. Scott responded to board questions. Steele noted that Spann's suggested approach would be taken under advisement.

Player Development Report: (Cruz)

Collegiate/Junior Event Report

Cruz asked if everyone had read the report regarding events that transpired at the Collegiate tournament in February. Everyone had read the report.

The students at TAMU have met and voted to move forward with hosting the 2010 tournament. A letter assuring the Recreation Directors that the handball club supports the event has been drafted and sent. Also, a specific letter will be sent to the Irish Handball Council, regarding the collegiate nationals. Ozzie Burke has met with both the players and the recreation center and confirms that TAMU wants to host the event and assures the USHA that it will be a great event. (After the board meeting, it was learned that TAMU Rec Center pulled its support for hosting and the USHA is looking at alternate sites).

Cruz noted that TAMU was approved by the board and announced as the 2010 site several years ago.

The Lattof YMCA with Don Quinlan as host also was announced and approved years ago.

Both hosts for the collegiate and junior events have begun preparations. Cruz noted several suggestions for a new collegiate governance format.

Steele expressed his concern that the recently released "Letter of Intent" was drafted without consultation and is therefore out of order. Board members discussed the letter and no action was taken.

Cruz asked for direction on how best to promote the upcoming USHA Collegiate and Junior events. Board members made suggestions. Porter suggested that a letter be drafted and sent out to each collegiate coach and parents of all junior players describing and promoting the events and follow up the letter with a personal phone call. He also suggested the board members closest to the coach or junior player help with promotion of the USHA events.

Cruz suggested drafting the letter ASAP but waiting to send the letter until the "White Paper" has been researched, written and approved.

Development Committee Report (Watterson)

Due to the changes in grants that were approved for 2009 there has been a learning curve for grants this year. Cruz said that we may have over spent on the Development Grants and under budgeted on event and equipment grants.

Krueger and Cruz will work on necessary changes for 2010.

Watterson read Krueger's report regarding the mid-year reports that are necessary for the program to receive second-half funding.

Only one program was in non-compliance due to a lack of promoting the USHA assistance that has been provided and the use of a competitor's handball in tournaments. Steele and Roberts said that they have sent letters to the director requesting compliance.

Krueger and Cruz were to address the situation and follow guidelines for funding or not funding the second half of the program.

Cruz noted that development grants were intended to provide funding to get new players into facilities and to compensate instructors but without documentation it will be difficult to gauge compliance.

Services/ Revenue (Grow)

Grow outlined ball sales info and noted that we are close to the budgeted goals for 2009 to date. Roberts reported on the manufacturing situation and the board discussed options.

Gloves

Roberts reported that a new glove manufacturer is being sought. Steele noted that inquiries are being conducted.

Nationals' update: Roberts

The regions that took ads in the program to support the tournament were thanked for their support. Cruz estimated that those sponsorships covered the cost of a meal. Roberts noted that each year these sponsorships are sought to help spread the costs associated with the event across the country.

Roberts said that the lotto sales for supporting the webcasting of the event were disappointing.

The income for the Pro seating, Roberts noted, was good considering the fact that only 60 seats were available.

Webcasting

Roberts outlined the timeline on who was going to webcast the nationals. Eventually bids were sought. The original winner of the bid was Greene but the World Pro Handball (WPH) subsequently lowered their bid and was awarded the contract.

Hotel

Roberts indicated that the USHA has a potential bill coming from unsold rooms at the host hotel.

Personnel: Dunlavy

Dunlavy mentioned that a job description for the Executive Director position is available in the by laws and an expanded version is being prepared.

Dunlavy and Leidich did not get the opportunity to work on a succession plan due to health concerns. They will work on it over the summer.

The board will be asked to reply to board meeting evaluations which will be sent electronically.

Investment Committee update: Leidich

Due to an upturn in the stock market, the USHA's portfolio is up for the quarter and up for the year.

At – Large Elections:

There were four candidates for two positions.

1. David Fink
2. Howie Eisenberg
3. Rod Watterson
4. LeaAnn Martin

Campaign statements from each were read.

After discussions about the candidates and the potential for how the votes could be split with each board member getting two votes, it was determined that only one person would be elected on the first pass with a majority of the votes. The winner on the first pass was LeaAnn Martin.

There was a runoff between the three remaining candidates and the winner was Howie Eisenberg.

All candidates were thanked. Roberts was to contact Fink.

It was reminded that Watterson remains on the board until January. Watterson suggested a new Development Committee chair should be appointed.

Regional positions for Sept./Oct. elections:

Nottingham will serve as nominating chair for the Northern California Region (Sove is current incumbent).

Driscoll will serve as nominating chair for Southeast region (Boyd).

Dunlavy will serve as nominating chair for Northwest (Leidich).

Eisenberg suggested that holding the board meetings at the end of the tournament was preferable. Porter disagreed, noting the time commitment necessary for anyone playing in the tournament.

There was discussion about taking a day out of the length of the tournament.

Dunlavy/Porter moved to hold the board meetings at the beginning of the tournament. The motion passed.

Porter/Sove moved to have board members agree to hold private information confidential. After discussion, the motion was withdrawn.

Winter meeting scheduled for Jan. 22-24.

Submitted by Joe Hagen, June 22, 2009