

## **2010 Winter Board Meetings**

**Radisson Hotel, Tucson, AZ**

### **Saturday, January 23, 2010**

Meeting was called to order by Mike Steele at 8:00 am. Present were Steele, Vice President LeaAnn Martin, Secretary Joe Hagen, Treasurer Mike Driscoll and board members Stan Dunlavy, Steve Dykes, Howie Eisenberg, Steve Grow, Jarrad Krueger, Victor LoPierre, John Nottingham, Carl Porter, Tom Sove, Mike Tanner, and Chris Tico, and Staff Vern Roberts and Gary Cruz.

#### **Old Business:**

The minutes from the June, 2009, Summer meeting were reviewed. Steele requested more use of bold type to highlight headings for easier reading.

Dunlavy/Nottingham moved to accept the minutes as written. The motion passed unanimously (15-0).

Steele introduced Tanner and Krueger as the newest Board members, from the Southeast and the Northwest regions, respectively.

Sove's re-election in the Northern California region was recognized.

Procedures, confidentiality, transparency and consensus procedures and policies were reviewed and agreed upon.

Eisenberg requested that individual board members' votes be indicated in the official minutes. Porter suggested that dissenting votes be recorded when requested by the dissenter.

Tanner suggested following Roberts Rules of Order by calling for a roll call when votes are to be recorded.

**Dunlavy/Eisenberg moved to record roll call votes for any non-sensitive votes. Sove noted during discussion that a system was in place but to do that on case by case basis.**

**The motion was defeated by a count of 3-12. Eisenberg and Dunlavy asked to be noted as in dissension.**

Eisenberg asked for a definition of what is confidential. Steele offered that personnel issues, contract negotiations and strategic planning would be good examples.

Steele requested the names of any Board members wishing to run in the officers' elections on Sunday (for positions of President, Vice President, Secretary and Treasurer). The incumbent officers each stated they planned run for reelection.

Steve Dykes volunteered to chair the Investment Committee unless someone else has the interest and the skills.

**Steele read the Executive Committee Decisions since last meeting. The Board voted to, or approved, the following:**

- Conduct formal discussions with the WPH
- Finalize the version of the “White Paper,” that resides on the website.
- Have First Ace support the big ball nationals in the amount of \$1,000 due to junior events being offered.
- Fund raising efforts by the Greater Cincinnati Handball Association to build a three-wall handball court in Cincinnati.
- Agreed with the Executive Committee recommendation to hire Harry Beckwith as a marketing consultant.
- Conduct a second regional election in Northern California with Tom Sove and Emmett Peixoto contesting.
- Continue to call the highest level of men’s singles competition “Open” at the four-wall nationals and the new event offered for players below Open and above A as “Contenders.”
- Re Board Travel-
  - The Board approved funding of President Steele’s travel to:
    - EGBAR Golf outing in Orange County, CA
    - Jake Plummer event in Boise, ID
    - National four-wall juniors in Des Plaines, IL
  - The BOD approved funding One-Wall Commissioner Eisenberg’s travel to New York for the one-wall committee meeting.
- Approved the suspension of a player stemming from an infraction during the big ball national championships.

**President’s general report**

Steele reminded everyone to consider his/her committee selections which are made on Sunday.

Steele requested that board members be more diligent with following through, specifically address task forces formed at the summer 2009 board meeting. Steele noted the need for board work in recruiting volunteers to work on growing membership. Specifically, USHA “Play Days” should be scheduled regionally to generate awareness and interest.

Steele addressed some BOD other specific updates and items for the Board to consider

- Ball sales proceeds
- Fund raising
- Contingency fund
- Incentives for membership
- Foundation to develop youth programs that is not handball specific.
- Video library
- Better marketing on the sport
- Options for new site
- Endowed Legacy Fund help from SCORE
- Advisory board

Steele asked Board members to read the sports marketing information found in their information binders. He highlighted the following ideas and questions:

- Have we identified the needs and wants of potential participants?
- How do we sell a memory, an illusion?
- Should we access sporting goods stores?
- “Tipping point”
- Liven up the product
- Pro vs. amateur
- Outreach to pro teams
- How many buy USHA
- How do we nurture the consumer
- Bar code membership card for history
- Member profile
- Bundling
- Access a segment
- Marketing the full experience of handball
- Media coverage crowds offer creditability
- Do 100 things 1% better
- Ambush marketing / appropriate placement
- Location-portable court
- Blending of media
- Fun is the mission, affordable, accessible

In discussing work to date with Harry Beckwith, Steele outlined demographics provided by Beckwith:

- K-9 ages are where habits are formed
- College age is good demographic but not as good as K-9
- Baby boomers are set in their habits and a difficult demographic to reach with a new activity.
  - Nottingham stressed that group is large and untapped
  - Steele noted that 70% of action is from word of mouth.

## **Treasurer’s Report (Mike Driscoll)**

### **2009 Year – End**

Driscoll reviewed fund balances that totaled a \$64,000 loss in 2009. The majority of the loss was in the Operating and Pro Funds and largely due to a decrease in glove sales, ball sales and membership.

- Membership dues shortfall
  - Board members asked to contact those needing renewal
  - Cruz noted the commission available to organizations

- Tico requested script
- Get credit card number and give to USHA
- Dunlavy requested schedule
- Eisenberg suggested email link
- Nottingham noted an instance of magazine/product not promptly delivered.
- Eisenberg suggested most recent magazine provided to new member
- Nottingham suggested ambassadors help
- Elite and rollout gloves sales down due to no inventory
  - Problems with manufacturer
  - Reached out to past manufacturer
    - Increased cost
- Ball sales down 6%

The Development Fund was budgeted to raise \$200,000 in 2009 but only raised \$140,000. Driscoll implored the Board to promote First Ace.

### **2010 Preliminary Budget**

The replenishing of the Contingency Fund was not included in the 2010 budget despite the strong need to build up this important area.

Driscoll noted the need to improve financial performance in the following areas:

- Dues
- Ball sales
- Gloves

Driscoll noted that 2010 budget currently has a shortfall of \$14,000. Some increase in revenue or decrease in expenses needs to be found to balance the budget. He asked for board members to review all the budgeted items and to help with balancing the budget. He noted that the membership estimate may be too high

Driscoll suggestions

- Sell the name for tournaments and events
- Fundraise more
- Membership required for more tournaments/events
  - Dykes and others noted membership requirements in their areas
- Play days need to be expanded.

### **New Business:**

#### **Game/Infractions Committee Report (Tom Sove)**

Two infractions to report:

1) Four-Wall Nationals incident. A controversial call during a match resulted in a confrontation between referee and player. Each submitted a written infraction complaint. The Infraction Committee researched and convened and decided upon a letter of potential sanctions (warning) to the referee. An appeal was filed requesting specific explanation of certain items and inquiring

whether the committee was properly informed by the chair. The Committee reconvened and addressed all issues. The Committee also confirmed its protocol that all requests for information on the deliberations of the Infractions Committee shall be routed exclusively through the chairman.

2) Big Ball nationals incident. A player misbehaved during and after a match, including profanity and threats. The Committee decided on a two-year suspension which was ratified by the Executive Committee per USHA protocol.

Dykes noted that public awareness of infraction (no names) should be made in the magazine.

Eisenberg noted that a procedural change on calling the score was given to the game committee but was tabled and should be addressed. The procedure didn't apply to tournament play.

## **Services and Revenue (Steve Grow)**

### **Gloves**

Grow described a shortage of gloves due to issues with the supplier. He continued that new inventory is due at the end of the month.

### **Ball**

Ball sales are down, and it wasn't clear as to how much an impact a competitor's ball had on the sales of the Red Ace.

Misinformation is prevalent when it comes to information about the ball. A group will be formed to address and answer false information that is made public.

Hagen noted the packaging difference, including the former use of USHA lids. Royalties were supposedly paid but it is unclear how much was paid or to whom.

### **Technology**

Matt Stamp made a presentation of the new website that will be unveiled soon. Stamp indicated that the new site would be easier for users to navigate.

Tanner asked if the message board would be improved. Roberts noted security issues with an open message board.

Martin asked if hits per page were recorded. Staff will research which pages are viewed and consider removing pages visited infrequently.

Dunlavy noted that the counting of hits is usually related to removing non used pages.

Grow noted that the USHA could learn how people reached site. Knowing if someone reached the USHA via link from another site would be helpful.

Roberts noted that Handball Magazine has been available online. Discussion ensued about giving members the option of “opting out” of receiving the hard copy of the magazine. This led to another discussion related to a free or reduced rate junior membership that did not include the magazine.

**Eisenberg/LoPierre motioned to offer a free USHA membership for players 23-and-under who choose to not receive a hard copy of the magazine. Tico asked for an amendment making this dependent on whether this is truly revenue neutral. Eisenberg amended that any difference be charged to the member.**

**Discussion:**

Porter noted the fact that this strategy would devalue the perceived value of a membership. Krueger suggested this be offered to Juniors in the K-9 age group rather than up to 23 and under.

Martin inquired about how this would impact grant funding and sanctioning benefits where USHA memberships are required.

Dykes noted that increased junior membership may make USHA more attractive for grants.

Porter suggested subsidizing memberships.

Dykes questioned whether this is a response to the WPH free memberships but it was noted that they no longer offer a free membership but ask for adults to pay for a junior membership through a mentoring program.

Hagen asked what increases we may see.

Krueger noted the value of a hard copy. Porter noted that the hard copy was a competitive advantage over WPH. Porter recalled that free membership in the club industry did not net long term members.

**The motion was defeated by a vote of 4-11. LoPierre, Krueger, Eisenberg and Grow in dissension.**

Grow indicated that PSAL would be contacted again about the free membership program available to juniors in a program sans the hard copy of Handball Magazine, but with access to the on-line version. This free membership is available to all members of any organized junior handball program.

## **Promotions Committee Report (Hagen)**

### **Ryder Cup Of Handball (California Cup)**

Nottingham reported on the recent event, which featured Northern California players vs. Southern California players. He noted the excitement of the tournament, venue, hospitality and camaraderie. The format was outlined, including divisions and noted that future player picks may

be tied to national and regional events. Regional competitions that are similar in design were encouraged by Steele and other Board members.

Steele noted that the Board commends Nottingham for his efforts. Cruz noted the efforts of captains Mark Zamora and Tom Fitzwater, and the host South End Rowing Club. Write ups from Nottingham, Wayne Black and Tom Fitzwater have been submitted. Steele suggested that a sponsor be sought for future events.

### **Format change for divisions**

The following men's singles divisions will be offered at the 4-wall National Championships, beginning with the June 2010 tournament:

Open  
Contenders (added)  
A  
B  
C

Hagen and Roberts explained the rationale for the "Contenders" event, which is designed for players too advanced for the A division, but not yet ready for the Open division.

### **Hosts for 2010**

**Hagen read the following schedule of major events:**

4W Masters Doubles-Allentown-Feb 18  
4W Collegiates-Houston-Feb 24  
4W Masters Singles-New Mexico  
4W Qualifier-San Diego/Fountain Valley-TBA  
4W Womens Classic-Houston-March 25  
4W Pro-Detroit- May 14-16  
4W Nationals-Austin-June 22  
1W Collegiates-NYC-June 5-(Tentative)  
1W Juniors-July 8  
3W Juniors-Venice-July 23  
1W Nationals-Brooklyn-August 4  
3W Nationals-Toledo-September 2  
4W Juniors-Fountain Valley/San Diego-Dec 27  
1W Big Ball-August 19 (later it was moved a week earlier to the Aug. 19 Weekend)  
1W Masters/Challengers-two sites May 15-17, Coney-Flickstein, Queens. No USHA staffing.

**Hagen/Steele moved to approve the locations and dates as listed. The motion passed unanimously.**

Hagen noted that dates and locations are needed for the following events:

2011 Collegiates (several possibilities include MSU, University of Illinois, UNLV, CSUF)  
2011 Womens Classic  
2011 4W Master Singles  
2011 4W Nationals- still looking for a site, suggestions included Concord, Ca., Minnesota, etc.

### **Nationals update**

Roberts provided a Juniors update, as he summarized a successful tournament under the guidance of Don Quinlan. Roberts noted the need for a new push for the Ardito Fund.

Roberts also provided a collegiate report, in which he summarized the plans for the event at the Houston YMCA site.

Cruz outlined that 125-150 players are anticipated from 12 programs. He estimated another 10 players from independent schools.

Hagen brought up that a team could approach the WPH about working together. Hagen read the emails about the efforts that had been made to discuss matters with the WPH in August, 2009. An email from Steele to Lewis suggested meeting to work together to jointly promote handball and avoid future conflicts, but making it clear these were not negotiations but discussions and that the USHA Board had voted not to “give away” either the Junior or Collegiate tournament. There was a corresponding reply from Lewis that expressed regret and saying that they (WPH) were moving forward.

Hagen asked for feedback from the board on efforts made by the four-person task force to initiate conversations with the WPH. Sove indicated the messages were clear, and a valid effort had been made. Martin noted the series of emails all ended with the door open. Eisenberg also agreed that the messages made clear that the USHA Board was willing to talk with the WPH representatives while stating that it was very unlikely that any change would be made to the scheduled USHA juniors and collegiates. Dunlavy noted the communication captured the intent of Board wishes. Dunlavy also suggested making a second attempt, and to be sure to make the effort public.

Tico said that the communications may have not been speedy enough from the USHA end.

Krueger said that the image is that USHA slammed the door in the face of the WPH and suggested an independent mediator.

Steele asked what the USHA should do about relations with the WPH. He requested Board members write down suggestions and he will read and report back to the Board on Sunday. (On Sunday the responses were too many to address so he said he would provide the summary in a later email).

Nottingham read a couple of responses from Southern California region members regarding the WPH challenge.

Tanner noted the reach of WPH was selective as Florida is not aware of the conflict. He volunteered to mediate. LoPierre suggested two mediators, one from each side.

Eisenberg stated that the response should not serve to butt heads but rather to explore what can be done to better handball.

Sove suggested a USHA position statement be written. This could include revising the white paper, and formulating a plan for better distribution.

Driscoll pointed out the need for trust when negotiating or holding discussions.

Dunlavy noted the need to let members and stakeholders know what is happening.

### **Worlds wrap-up**

Grow reported that 980 entrants competed in the recent World Championships in Portland, OR. Hospitality, souvenirs, transportation all was well done. Final expenses amounted to \$335,000. Steele read a letter from chair of the World Championships to the Board.

The World Championships Committee in Portland sent a letter with Grow and a check to the USHA, from excess income from the tournament, for \$4000.

Roberts stated it was probably the greatest handball tournament of all time and praised the organizing committee. There was an equivalent of 1300 players when you consider divisions offered and played.

Steele expressed gratitude to the Multnomah Athletic Club, organizing and sub-committees as well as USHA staff.

### **First Ace Grant Recommendations (Matt Krueger/Steve Dykes)**

Krueger and Dykes recommended the following grants:

Colorado Handball Association-\$3,000

Dolphin-\$0 (recommended to apply for an office grant)

El Paso Youth Handball-\$1000

Freedom Park-\$1500

Portland Handball Youth-\$1250

ICHA-initially funded but committee noted other funding, past support, and that ICHA will be eligible for sizable event funding

LACER-\$500

Minnesota State-\$600

Mel Korum-\$500

MSU-\$1000

Rockland-\$750

St Johns- \$750

Success4Kids-\$1500  
San Jose-\$1200  
UTEP-\$0 did not meet guidelines

The guidelines were discussed and the current letter that goes to applicants was circulated.

**Dykes/Tanner moved to accept the recommendation of the committee to fund the grants as noted. The motion was approved unanimously.**

Tanner noted the great publicity the funding represented and suggested greater promotion of the funding. Steele highlighted that some grant programs are taking USHA funding but not supporting USHA events and questioned whether that should be discouraged or allowed. Steele proposed language that stated that preference will be given to proposals that support USHA events. Dunlavy suggested that programs be asked how they will support USHA events. The wording should be on the application and there should be a list events, for which the program can indicate its commitment.

Dykes suggested that a better sense of budget for development grants would help the process. He suggested a percentage of First Ace Development grant funding coming from a percentage of total First Ace funding that includes event, equipment and travel grants. Dykes was assigned to further research this.

Cruz read a Program Director Report, which included the following topics:

2009 in review

- Collegiate and junior conflicts
- Impact of the WPH events
- The need for USHA Board, Regional and Local involvement
  - Recruit, Train, Retain
- Schools and college reports
- Youth program reports
- Increase in grant applicants
- A report on past events
- Innovations in networking
  - Facebook
  - GotoMeeting
  - Phone clinics
- Strategies insert
- Curriculum printing
- Video
- The need for research documentation
- Court sports in college recreation centers
- Marketing
  - Beckwith to advise on direction First Ace should take
  - Wiki document

Eisenberg said it was probably the WPH and not the WCCA that should be negotiated with on the events.

Eisenberg suggested that two events that did not conflict could be a good thing and that it could lead to a “Super Bowl” type match. Steele noted that Tommy Burnett and Mike Dau are planning on a dual meet after February.

Tom Sove asked for clarification that he is collegiate tournament manager. Roberts confirmed that and also noted that a smaller field would result in a reduction in the overall tournament budget.

## **Planning Committee Report (Steele)**

### **Bylaw change(s)**

Discussion ensued about language regarding relative to what happens when only one candidate is available for a regional election.

Grow suggested that members in the region receive notification of a pending election rather than just a ballot when candidate(s) have been secured. Eisenberg suggested changing the wording to reflect that anyone can be a candidate. Porter requested that ballots go to a third party for compilation to avoid questions of ballot stuffing. Dunlavy, Eisenberg and Porter agreed to draft the necessary language.

### **Business plan**

Steele began discussion about a long-term USHA business plan, and indicated that a specific plan for dealing with membership growth is needed. He asked for a list of incentives. Grow and services and revenue were assigned to draft a plan.

Steele noted that Harry Beckwith will be asked to shift focus to membership growth.

Ball sales discussion ensued, including the question of whether the percentage of profit dedicated to the pro game should be changed. Since ball sales do not equal prize money and several pros support and advertise another ball it was suggested that the pro player distribution should be adjusted.

Grow suggested that the USHA pay out to the top 8 finishers in a men’s pro event, instead of the top 16. Sove suggested this was a budget matter and not planning. LoPierre noted that pros could be incentivized to buy and promote USHA ball. Tanner suggested reaching to pro level players before any adjustment is made. Krueger suggested reallocating 30 percent away from prize money and into support to key players who promoted the USHA ball.

Steele noted the following items for further discussion:

- DVD library on demand
- Long range plan on sites

- Investment chair to work in elf
- Technology
- Fred Lewis email exchange
- Update and distribute white paper

#### Colorado Handball Association paper

Dunlavy and Steele reviewed key points in the paper, including the following:

- Accountability of the USHA board
- Transparency
- Improved communications
- Assessment of capacity of leadership
- Board voting structure
- Popular vote election of the president
- Executive director performance related to board action or non-action.

Steele noted that the Board meeting is budget driven.

Dunlavy said long-term and mid-term goals are not clearly defined, but that the budget represents the short term goals. Steele acknowledged the need for a long- and short-term business plan, and pledged to incorporate these considerations into future discussions. Webcasting was mentioned as short term.

#### **One-Wall Committee Report (Eisenberg)**

##### Significant past events:

- 1W Nationals (Red/White Ace): Eisenberg noted consistent participant numbers
- 1W Big Ball Nationals-comparable to 2008
- 1W Juniors-growing in numbers
- 1W Masters / Challengers-disappointing in numbers
- Worlds-great success with large turnout of international players
  - Fed Cup: 12 countries competing

##### New events (proposed)

- USHA Northeastern Regional Big Ball-Hector Diaz
- Big Ball Shootout

Proposed dates:

May 1-2: USHA Northeastern Regional Big Ball-Allentown

May 15:-1-Wall Master and 1-Wall Challengers

June 5: 1-Wall Collegiates

June 12: USHA Big Ball Shoot Out

July 8: 1-Wall Juniors

Aug.. 4-8:: 1-Wall Nationals

Aug. 19-22: 1-Wall Big Ball Nationals (later moved a week earlier to Aug. 12-15)

Eisenberg suggested junior and big ball player rankings but agreed that the staff may not be able to handle the workload.

Eisenberg made the funding requests below:

- 1W Big Ball Nationals: \$2,000. In the event that additional funds are not available, reduce the Small Ball Nationals, currently at \$9400, by \$2,000 and provide it to the Big Ball Nationals (One-Wall Committee Recommendation).
- 1W Big Ball Nationals at \$2,000 taken from 1W Small Ball Nationals
- Federation Cup travel money at \$2700
- Federation Cup uniforms at \$1350
- 1W Committee meeting in NYC at \$1000

Requested to add \$5050 to shortfall already present in the budget.

Eisenberg said that since the Worlds are played every three years and always include four-wall which is played by four countries, it precludes the 18 countries now playing one-wall and no four-wall from possibly hosting a worlds. He voiced the recommendation of the One-Wall Committee to hold International or Worlds One-Wall Championships every two years.

**Eisenberg/Dykes moved to recommend that the World Handball Council hold a 1W International Worlds (name TBD) every two years. The motion passed by a vote of 9-3-3.**

## **Hall of Fame Report**

The Board approved Hall of Fame committee recommendations with guidelines of when and where inducted. These include the following:

Chuck Reeve to receive the Kendler Award at Women's Classic.

Ray Leidich to receive Porter Award at the Semper Fi event.

Dan Flickstein received the Porter Award in New York in October.

Details surrounding the Bob Hickman and Steve August inductions are yet to be determined. Stuffy Singer requested that Steve August be inducted in Austin. This would mean a total of two inductions, since LeaAnn Martin is already scheduled to be inducted.

Austin awards so far: Hall of Fame (Martin), Bellini and Jacobs Awards, Volunteer of the Year, Coach of the Year, Program of the Year.

To date elected but not inducted are Martin, Hickman, Albert Apuzzi and August.

**The Board agreed (without a formal vote) that the Executive Director, President, Four-Wall Nationals Host and Hall of Fame Chair shall determine location and date for each inductee.**

## **Investment Committee (Dykes)**

Ray Leidich has agreed to stay on the committee, but requested that a new chair be named since he was no longer on the board. Dykes offered to chair. Steele noted that additional Board involvement is needed in this group.

## **Personnel Committee Evaluations (Dunlavy)**

Composite evaluation of executive director by staff reviewed.  
Ratings were very high and most are higher than last year.  
Communication is one area with room for improvement.

**Dykes/Tico moved to accept recommendations regarding salary increases predicated on balancing the budget. The motion passed unanimously.**

The meeting was adjourned at 5:00 p.m.

## **Sunday, January 24, 2010**

Steele called the meeting to order at 8:30 am with all present from Saturday's meeting.

Steele collected notes and suggestions for how to address the WPH challenge.

The email/letter to and from Fred Lewis was circulated and it was agreed that these correspondences would be added to the white paper.

## **Budget decisions**

Tico, Roberts, Driscoll and Steele met Saturday night for discussions on possible proposals for balancing the budgets. Proposals included an adjustment to entry fees for the 4W Nationals, a reduction in prize money and a \$5000 each fundraising effort by Roberts and Sove. The increase requested by the 1W committee was not achieved.

Hagen asked if the Board members would be willing to use a less costly option for conference calls. Dunlavy suggested a free conference call service. Hagen was assigned research this further.

Steele made a request that Board members submit any requested changes with respect to their committee assignments.

## **Election schedule and assignments to solicit candidates**

Three Regional and two At-Large positions are up for election during 2010. Nominating chairs were requested, and were assigned as follows:

Southern California: Nominating Chair Dunlavy

Southwest: Chair, Tanner

Northeast: Chari, Dykes

At Large: Nominating committee shall consist of the other four at-large members. Tico volunteered and was assigned to chair this committee.

Steele queried Board members up for re-election on their desires (whether or not to run for re-election).

LoPierre indicated he is undecided

Driscoll indicated he will run

Nottingham indicated he will run

Grow indicated he will run

Porter indicated he will run

Steele also noted that Rob Pearse has said that he may be interested in running for a Board of Directors position.

Roberts and Steele noted that Court Shorts will also be used to solicit candidates. Eisenberg suggested more than one post on court shorts. Dunlavy noted that in the promotion it should be noted who to contact (Dunlavy for Southern California, etc).

Tico questioned what to do if a WPH Board member was to run for position. Tanner asked if there was a non competing clause, and Steele noted that a conflict of interest clause is present. Any USHA member in good standing is eligible for consideration. Porter noted that the WPH are economic competitors and an obvious conflict of interest. Grow noted there would be inherent confidentiality concerns if a person served on the boards of two competing organizations.

Consensus was reached to research an independent third party to count votes. Dykes asked whether the USHA should publish results.

Steele reiterated that he would compile notes regarding WPH efforts and send to Board members soon. Dunlavy stressed timeliness is important.

Martin mentioned that she would seek guidelines for the Women's Commissioner that will soon be open as well as all commissioner positions. Martin also noted that there is a candidate interested in serving as Women's Commissioner on an interim basis.

### **Hall of Fame inductions**

Porter noted that the USHA Board of Directors or Hall of Fame Committee should determine induction timing, location and other details.

The Board agreed on the following order of induction, based on the order of election to the Hall of Fame: Martin will be honored in Austin and Hickman and August can be honored at the 2011 national four-wall or another event of their choosing.

Tico suggested since Hickman and August were elected at the same time they both go in 2011 with the potential that one may defer to a later year.

Dunlavy suggested that the Hall of Fame committee draft guidelines for when a player will be inducted, so that future confusion and disagreement may be eliminated.

### **Budget**

Driscoll indicated that the revised budget shows a slight positive in the operating and pro categories. The budget was balanced by projecting:

- An increase in ball income by \$10,000,
- A decrease in membership income by \$10,000,
- An Alive and Well increase by \$4,000,
- An increase to the Nationals entry fee (\$10) for a gain of \$3,000,
- A pro qualifier sanctioning increase of \$1,000,
- An increase of expenses for salary of \$5,000
- A decrease in software expense by \$1,000,
- A Nationals video expense decrease of \$1,500
- Lower national referee funds expense by dropping the compensation to \$10 for most matches,
- An insurance expense decrease of \$1,000.
- A decrease in pro prize expense of \$5,300,
- An increase in ball sale expense of \$5,000,
- The final balance came from Roberts and Sove committing to fundraise an additional \$5,000 each.

Eisenberg questioned what happened to \$5050 requested for 1-Wall initiatives. Driscoll noted cutbacks in other areas. Roberts noted that some funding could come from Board travel votes and that fundraising is always an option.

**Tico/Dunlavy moved to accept the proposed/revised budget. The motion passed unanimously.**

### **Officers Elections**

Statements were circulated for all candidates. The following incumbents all sought re-election:

President: Steele

Vice President: Martin

Secretary: Hagen

Treasurer: Driscoll

Executive Committee: Tico, Dunlavy, and Porter were elected with, Krueger, Sove, and Eisenberg also running.

**Porter/Grow moved that the officers as constituted be elected to office. The motion passed unanimously.**

The Women's Commissioner position guidelines were accepted as written. They will be formatted for all commissioner positions into a report with input to Roberts by June.

It was agreed that Beth Rowley would be asked to fulfill the current term for the Women's Commissioner's position.

Roberts, Steele and Cruz agreed to solicit candidates for collegiate commissioner for election in June.

### **Committee Updates**

It was agreed that Dykes will chair the Investment Committee, but Leidich will also continue to serve in a leadership capacity.

The Marketing Sub-Committee will be chaired by Krueger.

The Regional Organization Realignment Task Force will be disbanded.

The Facilities Sub-Committee will stay intact.

The Player Development Sub Committee will stay intact with the addition of Martin as chair and a request to add Don Quinlan.

Krueger requested to be put on Services/Revenue, Investment and Marketing committees.

Nottingham requested to be added to the Investment and Promotions Committees.

Dykes requested to be added to the Budget Committee.

Tanner requested to be added to the Personnel and Investment Committees.

Grow noted that Service and Revenue has two inactive non-board members and they will be dropped.

Hagen offered and was assigned to speak with Vincent regarding his participation on the Promotion Committee. He will be seeking consultation role for Vincent.

Eisenberg stated Veronica Figueroa is no longer on the 1W Committee and that others will be polled for their interest in remaining on the committee.

Bob Peters requested to be removed from the Game Committee. Sove indicated a desire to remove all non-Board members from the Game Committee except for Pete Tyson and Albert Apuzzi.

The Technology Task Force will be maintained. Porter, Krueger, Steele, and Hagen offered and were assigned to serve on this task force. Kelly Greene will be asked to join the committee as

well as Shauna Nottingham. It was requested to seek help from collegiate community and to add Matt Stamp to the group. Angie Lum and Peter Tran will be contacted to see about their interest in serving on the task force. Steele will convene the committee to search out a chair for the committee.

Dunlavy indicated that a Board meeting survey form will be distributed later.

### **Contingency Fund**

There was concern within the Board of Directors that no funds had been set aside to replenish and grow the Contingency Fund. Most Board members volunteered to make donations to a separate account dedicated solely to the Contingency Fund, resulting in \$6,000 pledged by the board.

### **Business Plan**

Steele expressed regret that long and mid-term business plans were not established at this meeting but said he will continue discussion for the next board meeting.

The next meeting was scheduled for June 21 in Austin, with committee meetings on Sunday, June 20.

Meeting was adjourned at 10:57 am.

Submitted by Gary Cruz/Joe Hagen.