

**United States Handball Association
2011 Winter Board Meetings
Radisson Hotel, Tucson, AZ
Saturday, January 22, 2011**

Meeting was called to order by President Mike Steele at 8:04 a.m. Present were Steele, Vice President LeaAnn Martin, Secretary Joe Hagen, Treasurer Mike Driscoll and board members Gary Cruz, Stan Dunlavy, Steve Dykes, Howie Eisenberg, Bob Kass, Jarrad Krueger, William Polanco, Carl Porter, Tom Sove, Mike Tanner, and Chris Tico, and USHA staff members Vern Roberts and Matt Krueger.

Dunlavy/Tanner moved to accept the June 2010 Board meeting minutes as written. The motion passed unanimously (12-0).

Board members introduced themselves, for the benefit of new members.

Steele asked for confirmation of candidates running for officer positions (Secretary and Treasurer), which would be voted on Sunday.

President's Report: Mike Steele

Steele provided a report, including comments about major USHA initiatives over the past year, and comments from the SWOT analyses that were submitted by board members. Steele spoke to the need for board members to become more engaged and follow through on commitments. Related to this, he reiterated his request/recommendation that each committee hold monthly meetings or conference calls. Krueger suggested that committees are generally too large and difficult to manage, and may be more effective if they contained fewer members. Dunlavy suggested that committees be more focused, and have more defined goals.

Steele also spoke of the need to follow up on recommendations provided by Harry Beckwith. Cruz reiterated this need, as Beckwith had proposed the USHA narrow its focus and try to do a smaller number of things very well.

Porter concurred that the current board organizational structure that filters down to Regions/States, etc. has been unsuccessful. Cruz suggested that the Executive Committee be tasked with coming up with a more effective committee structure.

Porter mentioned that the USHA should work with the WPH with respect to promoting the pro game. At this time, the board agreed to pass a resolution that detailed each group's support for each other, especially in the areas USHA and WPH would focus their efforts.

Roberts explained that committees should not hesitate to move forward with a good idea even if only a few people show up for a conference call.

Treasurer's Report: Driscoll

Driscoll noted that sales of balls, gloves and memberships were down significantly in 2010 compared with previous years, resulting in an overall net loss of \$68,868 in the general operations.

There has been a significant drop-off in ball sales since 2004-2005. Roberts mentioned that most YMCAs and clubs no longer sell handballs. Driscoll added that there are now fewer players, and balls are also lasting longer. Eisenberg suggested allowing clubs to sell balls on consignment, whereby they would not be required to pay for a ball until it had been sold.

Discussion ensued about the availability of balls, the pricing model, etc.

Martin suggested that we consider offering lifetime memberships for \$1000 each. Steele noted that this should be addressed within the Services/Revenue Committee.

Membership in income was budgeted at \$170,000 for 2011.

Dykes read some statistics about membership fees for other sports (table tennis, croquet, boomerang, squash, etc.), as a means of benchmarking. Discussion ensued about USHA membership fees, and the merits of increasing fees. Matt Krueger noted that the most recent increase occurred in 2009.

Discussion also ensued about reducing the number of annual magazines from 6 to 4 per year. Board members gave varying perspectives about the importance and value of the magazine and the continuing need for content.

A deficit of roughly \$60,000 remained in the proposed 2011 budget. A task force consisting of Hagen, Tico, Porter, Tanner, Krueger, Driscoll, Roberts and Steele was assigned to create a proposed balanced budget by the following day.

Another suggestion for cutting costs was to reduce or eliminate pro prize money. This was discussed in some detail: some board members argued that reducing prize money would detract from national tournaments; others argued that this would be a prudent measure, and we may be able to raise funds independently.

Game committee report: Sove

Sove read the nature and results of two recent infractions that were handled by the committee. He also explained that a recent rule change for one-wall was discussed, but not adopted.

Services and Revenue: Krueger and Cruz

Krueger and Cruz proposed a new structure of subcommittees under the Services and Revenue Committee, as follows:

- Marketing
- Member Services
- Revenue

Cruz recommended that no more than 3-4 members serve on any one of these subcommittees/focus groups.

Tiered memberships were also introduced. Krueger and Cruz suggested the following:

- Executive (although Roberts indicated that Booster memberships are already available)
- Regular
- Event-Only
- No magazine

Website changes were also discussed. The committee would like to see the ushandball.org URL parsed into separate pages for each region. Also, the idea of utilizing Facebook to provide custom handball pages will be researched.

Krueger outlined responsibilities for goals that will be undertaken by each of the groups listed above. Krueger spoke of the need for more accountability from volunteers (board members, state chairs, regional commissioners).

Cruz mentioned the idea of member rewards, in which a member would earn points by making donations, playing in tournaments, volunteering, etc. This was compared to an airline frequent flier program, or a hotel "points" program. The goal would be to offer more tangible rewards and value for USHA members and supporters.

Other ideas discussed included changing the commission structure for selling handball gear.

Clinics and other means to help players improve and enjoy the game were discussed. Material has been added to the ushandball.org site, including videos.

The idea of lifetime memberships was again discussed. The pros and cons were argued. Dykes suggested that, if the USHA does decide to make lifetime memberships available, only a limited number should be offered. Porter pointed out that lifetime memberships were only a short-term budget solution that effectively would "mortgage our future." Roberts pointed out that many of the lifetime memberships sold several decades ago are still "on the books." Roberts suggested that any gains over and above the budget could be allotted to the USHA contingency fund.

Promotions: Hagen

Hagen read the schedule of major USHA 1, 3 and 4-wall events scheduled for 2011.

Roberts briefed the board on efforts to potentially work together with the Sky Bounce organization to hold its event in conjunction with the USHA nationals. These discussions are still in process.

Roberts and Hagen explained, and made a plea to Board members, that the 4-wall nationals will be a success only with the support of board members, who are asked to sell advertisements for the tournament program within their respective regions.

Roberts provided details about the upcoming National Masters Singles, Women's Classic & Hall of Fame Singles, and 1-Wall and 4-Wall WPH pro qualifier and stop, scheduled for March 31-April 3 in Tucson.

Venice Beach wants to host a major fall 3-wall big ball event. Cruz briefed the board on efforts for the USHA to sanction this event.

Eisenberg discussed the idea of offering a lower-priced membership. This was considered and discussed as an option for big ball players and others who may not be interested in receiving a hard copy of the magazine.

Eisenberg suggested that members could be offered a \$20 membership. This would entail a one-time fee for an "event membership," or they can pay \$45 for a regular USHA membership. (This potential initiative would not require a vote).

Development: Cruz

Cruz covered the following topics via slide show:

- Clinics and Workshops: he reviewed the sites visited in 2010 (MN., OR., MS., N.M., and several sites within the greater Los Angeles area), and those slated for 2011
- New Instructors: Cruz discussed the numbers and locations of certified instructors, and reviewed what is involved in certifying people, and how we can increase these numbers in the future.
- Phone Clinics: Cruz explained that remote clinics, conducted by phone, vimeo, or other technology, may be a good option to consider in order to reduce expenses.
- Alliances: Cruz and Martin explained the USHA's relationships with the following groups, involved with teaching handball within schools:
 - Up2US
 - Character Counts
 - Presidents Council
 - Various After School Programs
- Research is being placed on the Website that shows the benefits of youth handball and exercise.
- Cruz informed the board that instructional material featuring current and past pro players is now available online via Vimeo.
- Collegiate Nationals review: discussion included optimism about working together with the WPH on the 2011 tournament in Tempe, along with some concern about potential of court time/scheduling problems.
- Junior Nationals review

Cruz described various efforts to promote player development, including an interactive Google map that shows the locations of certified instructors throughout the U.S.

He also played an interactive video that is being used as part of the effort to conduct "phone clinics," where he and/or others conduct handball clinics remotely.

Cruz discussed the upcoming juniors events (one wall in NY, 3-wall in Venice Beach).

Cruz summarized his presentation by reiterating the need more Level 5 instructors, refining a collegiate template, networking and communicating with BOD and Regional chairs, and continuing to seek/enhance other alliances.

Steele asked the minutes show a heartfelt thank you to Cruz for the great job he does.

M. Krueger presented Annual First Ace Grant recommendations. There were 11 programs applying. A total of \$9,200 was recommended to be awarded. Dunlavy/Tico moved to accept the recommendations as written. The motion passed unanimously (15-0).

1-wall: Eisenberg

Eisenberg provided the following report:

1. Annual 1-Wall Committee meeting is held in Brooklyn. Various issues are discussed and recommendations made. Alethia Mendez elected 1WC chair to augment efforts of the 1-wall commissioner.
2. USHA National 1-Wall Championships held
3. USHA National Big Ball Championships held.

4. Met in London with Peter Cohen, English handball activist, and jointly propose strategies for promoting handball (big ball) for application to World Games and Olympics.
5. Arranged and played in exhibition and clinic for Maccabi Association in Paris. President of French Maccabi Association agreed to incorporate handball into French Maccabi programs and help spread it to all 60 countries in which the Maccabi has a presence.
6. Team USA competed against 15 other national teams in Imperia, Italy. Team USA won the women's and was runner-up to Puerto Rico in the men's.
7. Represented the WHC along with Con Moore of Ireland in meeting with the president of the CIJB (20 countries), officials of the GAA (55 countries, 35 of which play handball), Italian FIPAP officials, and an English Rugby Fives officer to devise a cooperative effort to promote big ball to World Games, European Games, Pan American Games, and the Olympics. Agreement in principle reached to form an umbrella organization over the others whose charter is promotion of handball onto the world stage.
8. A timetable is devised in which handball will be demonstrated at the European Maccabi Games in Austria in July 2011; the Olympic Committee invited to watch the 2012 WHC World Championships in Dublin in 2012; demonstrated at the World Games in Cali, Columbia in 2013, demonstrated at the Olympics in Rio de Janeiro in 2016; and achieve Olympic status in 2020.
9. Follow-up meeting is scheduled for late February in Valencia, Spain, to form the umbrella organization. The USA is invited as an entity in addition to the WHC to participate in that formulation.
10. Mendez initiates monthly 1WC conference calls to foster continuity in promoting the game.
11. One-Wall Player of the Year (1WPOY) Awards were created and named after great achievers in each category. 1WC votes for:
 Tyree Bastidas Ken Davidoff Male Junior POY
 Sandy Ng, Anna Calderon Female Junior 1WPOY
 Peewee Castro Steve Sandler Male 1WPOY
 Danielle Daskalakis, Sheila Maraschick Female 1WPOY
 Willie Polanco was voted Sportsmanship award
12. A dinner is scheduled for Feb. 19 at the Elks Club in Queens to honor the award winners. It will be in conjunction with an exhibition featuring the best male and female 1-wall players in the country playing with the Red Ace and big ball.

Eisenberg also provided the following recommendations from the 1-wall committee:

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1. Offer USHA membership sans hard copy magazine for \$30. Cheaper membership options will add to numbers of entrants in USHA tournaments and to increasing membership
2. Offer USHA membership at Big Ball tournaments sans hard copy magazine (even membership). This will greatly facilitate inroads into the Big Ball community which includes many thousands of players and many hundreds of frequent local tournament participants
3. Recommend to the WHC that each member country have a representative on conference calls.
4. Recommend that the WHC bylaws be changed such that officers do not have a vote.
5. Recommend 1-Wall funding requests
 Partial airfare for 9 people to an international tournament, uniforms and entry fee, annual 1WC meeting and travel expenses, subsidy for juniors cost in National Big Ball, National 1-Wall (Red Ace) prize money, National Big Ball prize money

Eisenberg/Polanco moved to recommend to the WHC that each member country have a representative on conference calls. The motion passed 14-0-1. Sove abstained.

Eisenberg/Dunlavy moved to recommend that the WHC bylaws be changed such that officers do not have a vote. Krueger/Tanner moved to table this recommendation until the WHC bylaws were examined. The motion to table passed 14-0-1. Sove abstained.

Eisenberg then discussed the one wall funding requests. He relayed the 1-wall committee's recommendations that the USHA send a U.S. representative to a conference (meeting of various countries) in Valencia, Spain. The goal of the conference is to discuss making handball an Olympic sport. Concerns were raised about travel expenses being discussed after the budget had been presented, particularly because the 2011 budget already showed a deficit. It was agreed that any new budget items (not previously funded), be forwarded to the director and treasurer by Dec. 31 for inclusion in a "new" section of the budget for consideration at the annual meeting. Proposals should include specific dollar amounts.

Planning: Steele

Discussion ensued about the agreement between the USHA and the WPH. Martin applauded work that everyone put in to arrive at this resolution. Several other board members also commented positively about the agreement that was reached.

Cruz mentioned that it should be clarified that the USHA remains the national governing body.

Steele directed five teams form under the planning committee for planning objectives:

1. Ideas to promote pro handball: Eisenberg, Kass, Porter, Hagen
2. Ideas to promote the amateur game with player and program development: Cruz, Dunlavy, Martin
3. Create a plan and schedule for First Ace Road Shows: Cruz, Dunlavy, Sove, Dykes, Hagen
4. Create a plan for improving the ball: Krueger, Porter, Martin, Cruz, Dykes, Driscoll
5. Create a plan for growing membership via USHA organizational structure: Cruz, Krueger

Porter/ Cruz moved that planning sub-committees move forward with their objectives. The motion passed unanimously (15-0).

Discussion about the ball and potential improvements were discussed.

Awards subcommittee: Dykes

Dykes said that nominations for coach, organization and volunteer of the year will be accepted until the June meeting. Roberts mentioned that nominations are currently being solicited via Court Shorts.

Cruz mentioned James Coronado for Coach of the Year.

Dykes mentioned Gene Schneider for Coach of the Year.

Roberts mentioned that two people would be inducted to the HOF during the summer nationals, Bob Hickman as a contributor and Steve August as a player.

Eisenberg explained that the HOF committee has decided that inductees needed to be inducted in the order of their election to the hall.

The Board has been asked to provide names of suggested Hall of Fame Committee members to that group. Several following names were mentioned.

Investments: Steve Dykes

Dykes gave a report of the investment activity, including the USHA's planned giving intentions for the coming year.

Dykes/Sove moved to launch the planned giving initiative as presented. Motion passed unanimously (15-0).

The language was approved as follows:

Because the USHA has a Mission to Grow the Sport of Handball, and

Because the USHA has an Endowed Legacy Fund as one method to financially support its mission, and
Because the USHA has recognized this method as essential to the longevity of its mission; therefore,
Let it be resolved that the USHA hereby launches a Planned Giving Initiative to increase contribution commitments to this fund each year forthcoming, and
Let it also be resolved that the Chair of the Investment Committee for the USHA, the President of the USHA, and its Treasurer shall share responsibility for this initiative, and
Let it further be resolved that donation methods include wills, charitable remainder trusts, insurance, pooled income funds, annuities, and other similar vehicles.

Over the next six months, this committee will develop a plan for how they will promote planned giving.

Personnel evaluations

Dunlavy presented and reviewed the annual evaluations of and for staff. After discussion, a revised proposal was created for staff salaries. Steele/Porter moved to accept the staff salaries. The motion passed.

Sunday, January 21, 2011

Steele called the meeting to order at 8:33 AM.

Steele spoke of the potential budget/spending changes.

Tico explained the proposed changes to the budget:

- 4 magazine issues will be mailed in 2011, instead of 6. (This saves \$9,000 per issue, so **\$18,000** total).
- Up to 60 lifetime memberships will be sold at \$1000 each. The first **\$20,000** will go to the 2011 operating fund. Anything above \$20,000 (20 memberships) will go to contingency fund.
- Pro prize money is reduced from \$48,000 to \$32,000 (savings of **\$16,000**). The breakdown is now as follows: \$22,000 for four-wall nationals, \$5,000 for one-wall nationals, \$5,000 for three-wall nationals.
- Employees on the USHA health insurance will pay a portion.

Porter/Cruz moved to accept the plan presented by Tico (above). Also, a friendly amendment was included: the \$1000 gained from the 21st lifetime membership will be used to cover Board Travel. (Overall Board Travel budget would be increased to \$3,000). The motion passed 13-2-0. (Eisenberg and Kass were opposed).

Porter/Tanner move to accept the personnel committee's recommendations for Executive Director's salary, staff salary, and insurance. The motion passed unanimously (15-0).

The board also reviewed the wording for the joint resolution with the WPH.

Official USHA and WPH Resolution

WHEREAS the WPH and the USHA seek to promote the growth of the sport of handball, and
WHEREAS the two organizations and their members and supporters show a deep love for the game of handball:

BE IT RESOLVED: that the two handball organizations, the USHA as the national governing body of handball, and the WPH, the World Players of Handball Foundation, agree to cooperate to support the innovative promotion, exposure, and development of professional handball, including such means as filming and webcasting. The USHA and WPH also agree to work collaboratively on amateur promotion and development.

The two groups shall work together to achieve a common goal – the growth and development of handball at all levels.

The resolution was affirmed unanimously and was sent to the WPH board for approval.

Sove implored more activity from our BOD and Regional, State Chairs. Sove encouraged BOD members hold Road Shows, play days and solicit contributions for pro fundraising. Cruz added that handball play days or fun days can be held, and can serve to send several messages (fundraising, clinics, memberships, etc.).

Cruz suggested including the local organization in play days. For example, at a Southern California play day, 1/3 of revenue may go to USHA, 1/3 to SCHA, 1/3 to 2012 Nationals.

Steele proposed language for the minutes: "Services and revenue will be looking at membership issues, including fees and rewards."

Steele then discussed nominating chairs for locating candidates to run for fall 2011 elections. The following nominating chairs were named:

- Dunlavy: Central
- Krueger: Rocky Mountain
- Tanner: Mid-America
- Martin/Porter: at large

Hagen announced he would not re-run for Secretary. Krueger announced he would run for Secretary. Driscoll and Martin announced they would run for Treasurer and Vice President, respectively. No other candidates offered to run for these positions.

Eisenberg/Tanner moved to elect Krueger Secretary, Martin Vice President, Driscoll Treasurer. The motion passed unanimously (15-0-0).

A vote occurred for executive committee members. Sove, Cruz, Porter, Dunlavy and Eisenberg were the candidates. Cruz, Porter and Sove were elected.

Steele agreed that definitive language about voting, tiebreakers, etc. should be drafted. Hagen was assigned to draft this language.

The following committee changes were announced:

Krueger: off Investments

Polanco: on Services/Revenue, Game and Development

Cruz: off Promotions

Kass: on Game, Development

Dykes: off First Ace, Awards

Tanner: on Personnel, Investments, Awards. Will serve as new chair of Awards.

Nottingham: off Game

Cruz: Will serve as new chair of First Ace.

The meeting adjourned at 11:30 AM.