

Minutes of the USHA Annual Winter Board Meeting, Tucson, AZ. Saturday, January 20, 2018

President LeaAnn Martin called the meeting to order at 8 a.m.

Present were: Martin, Jim Ward, Treasurer Steve Birrell, Bob Nichols, Jared Vale, Alethia Mendez, Terry Nett, Ken Starcher, Tom Sove, Jeff Wall, Carl Porter, Bill Kelly, Dennis Hogan, and staff members Matt Krueger and Vern Roberts. Rob Pearse gave his proxy vote to Martin. Ralph Fregoso gave his proxy vote to Nichols. During the lunch break, Jamie Simon responded and gave his proxy vote to Martin.

Martin welcomed new board member Hogan and re-elected members Nett and Kelly. Martin noted that Rob Pearse submitted his resignation from the board to be effective after the 2018 Winter Meetings.

Martin asked members to introduce themselves and announce their region, as well as what they have done to support or promote handball since last summer's meeting. Board members also submitted their annual signed conflict of interest forms.

Mendez moved to approve the minutes of the 2017 Annual Summer Board Meeting in New York as published on the USHA website. Vale seconded. Motioned passed 14-0-1.

Martin reminded the board that the meeting follows the Roberts Rules of Order. Martin also reminded that the meetings are audio recorded.

Martin solicited candidates to run for office. Martin explained the officers' duties. Sove will run for Secretary, Birrell will run for Treasurer, Martin will run for President. Potential candidates for Vice-President were asked to prepare a statement for Sunday's meeting.

Martin asked Roberts to review the Executive Committee and/or board decisions since the last meeting. The board voted to:

Fund Martin's travel to the Junior Four-Wall Nationals.

Combine the National Four-Wall Championships with the 2018 World Championships in Minnesota.

Sove asked for board members to respond in a timely manner when asked for a vote via email.

President's Report:

- Martin thanked the board for approving her travel to the Junior Nationals. She commended Don Quinlan on the tremendous job he did hosting the Junior Nationals at the Lattof YMCA, as well as expressing her appreciation for Killian Carroll's efforts in providing clinics.
- Noted combining the Nationals with the worlds was a tough decision and appreciated the efforts that went into finding a host.
- Requested committee members to find ways to keep their momentum going and to stay active between board meetings.
- Requested continuing monthly updates to keep us all informed.
- She may not be able to attend this year collegiate nationals and offered to allow another board member to go in her place.

- She communicates with Dave Vincent and David Fink with the WPH and feels very good about the good rapport.

Treasurer Report: Birrell presented the annual report, highlighting last year's financials and 2018 projections.

- Each of the unaudited financial records were reviewed, as well as each of the individual funds.
- The summary for 2017 included lower ball sales and memberships. First Ace had a \$25K surplus. Revenues would be the main issues to address in balancing the budget this weekend.

Game Committee: Sove addressed the Women's Commissioner position. Martin will reach out to a number of candidates to serve as Women's Commissioner.

The Game Committee considered clarifying the definition of what a hit is versus a carry. Sove noted the committee was clear that there is an element of a "carry" in every swing in handball, and there is no method of defining or quantifying an allowable carry. Therefore we will still rely on the logic and intuition of individual referees in determining a carry. In short, "we don't know what a carry is, but we know it when we see it."

Sove reviewed the status of the eye guard study. It has gone as far as it can with the funds available and there is still work to be done. It is hopeful to procure a grant to continue. Any changes or reviews to specific wording requiring or recommending eye protection, if any, will be on hold until the study is complete.

Investment Committee: Wall reviewed the success of the USHA investment portfolio and Endowed Legacy Funds in 2017. He referenced Birrell's report and projections. In 2017, \$25,000 was used to balance the budget from excess endowment proceeds.

Funding Committee: Ward reviewed a membership drive project in the Southeast, contacting expired members inviting them to rejoin. It has received a positive response. Ward suggested the rest of the board consider a similar effort in their regions.

Ward spoke about other efforts in regards to procuring additional funding. Ward also spoke about the possibilities with Lifetime Fitness.

One-Wall Committee: Mendez announced that the One-Wall Committee needs a new chair. Currently she and Vale are co-chairing and a new chair will be announced soon.

Mendez also reviewed the One-Wall schedule of events for 2018. The awards banquet is usually held at the Elks in February, and this year there may be a tournament added.

Mendez noted that the One-Wall Nationals received very positive feedback. The One Wall Committee's efforts yielded goodwill for the USHA, but no major increase in memberships yet. Also, the "test drive" membership drive last year came too late to be effective.

Mendez appreciated the Magazine's outdoor section and the committee will continue to push to collect information for this section.

The meeting broke for lunch at 12:10 p.m. and reconvened at 1:13 p.m.

Membership Committee: Kelly spoke about the committee's goal of exploring different avenues and levels of membership, to be presented at the summer board meeting. The program will consist of a two-prong element to encompass repeat and new memberships. Marketing strategies will include:

- Members are important and the board does hear their voices.
- What your membership dollars do for the game, and how they are working.
- What the USHA can do for you.
- Emphasis on juniors, but not at the exclusion of other demographics.
- Making new members welcome, such as mentioning them in court Shorts.

Kelly further discussed whether the use of Facebook and YouTube could be worthwhile in garnering memberships; as well as utilizing our ambassadors in this endeavor.

Porter brought up the issue of raising dues annually, with a pre-determined nominal amount each year. Nett gave support to the idea, and made a motion as follows:

Increase annual adult memberships annually, by \$2 in even years, \$3 in odd years, commencing July 1, 2018. Birrell seconded. There was much discussion and debate, after which Nett made a friendly amendment that a \$2 increase be made to adult one-year memberships (\$5 for three-year) effective July 1, 2018. Birrell accepted the amendment. **The Motion failed, 7-7-1.**

Collegiate Committee: Starcher discussed the importance of Martin attending this year's Collegiates. It's likely Tommy Burnett's last year to coach and Martin is a Missouri State alum. It was agreed that Martin should attend to address the banquet.

Martin detailed a proposal submitted by Mike Wells and the Collegiate Committee. They desire to split team awards into two categories: USA and International. Individual awards will remain unchanged.

Porter made a motion to accept the Collegiate Committee's proposal. Sove seconded. Motion passed 12-3-0. Pearse wished to have his opposition vote noted.

Promotions Committee: Sove is the new chairman of the committee. Roberts gave the report for the sake of continuity. The board voted to combine the 2018 USHA Four-Wall Nationals and Worlds. Announcement will be made Monday in Court Shorts.

The committee recommended to transfer the prize money budgeted for the four-wall nationals to the worlds. The board will also continue its usual efforts to raise additional prize money. Birrell will create a crowd funding effort to help support travel expense for Team USA members.

The Awards Task Force is proposing Tommy Burnett as 2017 Coach of the Year, and Nancy Ortiz as 2017 Volunteer of the Year. Martin motioned to accept the awards task force recommendations. Birrell seconded. Motion passed 16-0-0.

The 2018 schedule of events was reviewed.

- Houston Masters Doubles with WPH Pro Stop held in honor of Ron Emberg. Presidents Club will be meeting in Houston.
- Women's Classic will be held in conjunction with the Southwest Regionals in Austin

For 2019:

- There was discussion on the Life Time proposal for a three-year agreement for hosting the national Four-Wall Championships and a vote will be conducted at the next board meeting.
- Albuquerque will be the projected host of the Masters Doubles.
- University of Minnesota will be the projected host of the National Collegiates.

A request was made by the One-Wall Committee to allow the 2017 Wall Ball national B champion be included on the USHA World Team. This was agreed to, with the stipulation it is a one-time deal and all costs, such as uniform and player stipend, will be borne by the One-Wall Committee.

First Ace: Starcher and Krueger reviewed First Ace Grant Applications. There are 10 requests this year, nine returning and one new. The Committee recommended grant amounts of \$9,675 for applicants and \$1,500 for discretionary needs, for a total of \$11,175.

Martin moved to accept the First Ace Committee Grant recommendations. Kelly seconded. Motion passed 16-0-0.

Sove wanted to add to the Grant application a request for data regarding how many players continued to play after participating in the program.

Planning: Martin reviewed the Planning Committee's recommendation to combine Mid-Atlantic and Northeast Regions. Nominal discussion and debate ensued.

Porter motioned to accept the Planning Committee's recommendation to combine the Mid-Atlantic with the Northeast Region, hereafter named the Northeast Region. Nett seconded. Motion passed 15-0-1.

The next subject was determining the meeting dates for the summer board meeting. **Mendez made a motion to hold the meetings before the Three-Wall national tournament, specifically August 29 and 30, 2018. Kelly seconded. Motioned passed 14-0-2.**

Multiple people have offered to serve as an advisory role to the USHA or USHA Board. The Planning Committee refrained from forming a formal advisory board, but encouraged each committee chair to take advantage of outside resources.

The board will have elections for three at-large positions in the summer. The usual slate of two at-large members, and one to serve out the rest of Pearse's term (two years).

The World Handball Council meeting is this summer at the 2018 World Championships, which will include their officer elections. Currently Raquel Murphy is serving as Vice-President and Mike Driscoll is Secretary/Treasurer, and both are eligible to rerun. The USHA was invited to nominate a person for president as that position will be available due to term limits. A nominee was not identified or recommended at this time.

Hall of Fame Committee: Martin noted that Chair Mike Dau is looking for new HOF Committee Members. The committee currently consists of eight and they would like twelve. Ron Cole and Mike Linnik have been recommended to be added to the committee, and Dau is seeking board approval to add both at this time. Both have expressed interest to serve on the committee. **Starcher motioned to approve the addition of Ron Cole and Mike Linnik to the HOF Committee. Sove seconded. Motion passed 15-1-0.**

Technology: Wall began a discussion about the USHA website. He stated that we were in a better place than we were two years ago. The Presidents Club funded the page to be redesigned. Things are stable, but there is not much support from the provider to make major changes. We could be in a better state if we had more expertise. Wall will devote time to that end. Vale offered assistance.

Wall spoke about the USHA handball app. A nominal amount of revenue has been developed. Wall asked the Board to promote and use the app. YouTube videos also generated nominal income for USHA. They are changing their terms. We currently have 1,000 subscribers and who view 4,000 minutes/month. We are close to a desired amount of subscribers, but not in minutes viewing, so we'll likely be removed from the program.

Wall requested board members promote and use Ace Referee and Bracket Ace.

Personnel Committee: Nett discussed the Executive Director's evaluations by staff and the board and noted the high marks on the survey. There was a brief discussion whether a succession plan existed. Salaries were discussed and acted upon.

The meeting was adjourned for the day at 5:35 pm.

Sunday, January 21, 2018

Martin called the meeting to order at 8:30 a.m. All members from the previous day were present with the exception of Ward who gave his proxy to Nett.

Roberts noted that the combined National and World Championships will be the most competitive event in recent years.

Birrell presented a balanced 2018 budget, thanks to some use of excess endowment income and other programs. Discussion ensued on the specific line items as well as ways board members could help raise revenue, including bringing in 6 new members and program and magazine ads.

Kelly motioned that the board accept the 2018 Budget presented by Treasurer Birrell. Mendez seconded. Motion passed 16-0-0. Martin thanked Birrell and the board for their efforts to balance the budget.

Elections

Kelly will serve as the nominating chair for the Summer at-large elections. Fregoso or Nichols will chair the Northern California election, Wall will chair the Southeast and Nett will chair the Northwest. These slates should be filled in early September.

At this time, the board took up the Officers' elections. **Porter motioned that the positions of President (Martin), Secretary (Sove) and Treasurer (Birrell) be elected by acclamation. Starcher seconded. Motion passed 16-0-0.**

Martin discussed the role of the Vice-President. Mendez submitted a campaign statement to the board. Mendez added that she doesn't anticipate Martin stepping down and looks forward to working more closely with the President, the Executive Committee and future endeavors and goals.

Porter motioned to elect Mendez as Vice President by acclamation. Nett seconded. Motion passed 16-0-0.

There were three Executive Committee positions available and Martin explained that these members need to be responsive and engaged. The four elected officers serve on this committee, along with the three elected: **Porter, Vale and Hogan.**

Martin then outlined the committee memberships, including new chairs. Each chair was tasked with contacting each member of their committee to confirm their desire to remain.

In her closing remarks, Martin thanked board members for their time and effort and that she appreciates the cooperative and collaborative environment. She reminded the board of the consensus formed, in that we support all the decisions made once we leave the room.

Further, she reminded the board we have work to do and to please keep the momentum going.

In closing, Martin asked each member to declare what they plan to do for Handball prior to the next meeting.

The Winter Meeting adjourned at 10:52 a.m.

Respectfully Submitted,

Tom Sove, Secretary