

## **Minutes of the USHA Annual Winter Board Meeting, Tucson, AZ. Saturday, January 25, 2020.**

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

Present were: Martin, Vice-President Alethia Mendez-Caba, Treasurer Steve Birrell, Secretary Tom Sove, Carl Porter, Jamie Simon, Matt Jorgensen, Ben Van Arsdale, Tracy Eubanks, Terry Nett, Ralph Fregoso, Rob Nichols, Denis Hogan, Gary Cruz, Bob DeVleming, Jared Vale, and staff members Matt Krueger and Vern Roberts.

**Nett moved to accept the summer 2019 board meeting minutes as they appear on the website. Mendez-Caba seconded. Motion passed 16-0-0.**

Martin mentioned losing two significant figures in the handball community: Chatten Hayes and Ron Emberg. Mendez-Caba also mentioned Neil Bocian. A moment of silence was held.

Martin first made a few administrative announcements, first confirming the meeting will be conducted according to Robert's Rules of Order. She welcomed new and returning board members, then 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.

Martin announced officer elections and that she would be seeking election to serve her final term as President. Intentions to seek officer positions also included Denis Hogan for vice president, Tom Sove for secretary and Steve Birrell for Treasurer, either by submitted candidate statements or verbal declaration.

This was followed by a review of Executive Committee and board decisions made since the last board meeting. These included: The Board voted to suspend By Law 16 (allowing an unopposed candidate to run) for the elections in the Southern California and Northeast Regions. The Board confirmed that Matt Krueger was to be offered the Executive Director's position. The Board approved the effort to promote handball in China and accept the funding to do so. The Board voted to accept the Game Committee's recommendation on an infraction occurring at the 2019 Wall Ball event. The Board voted to approve the Promotion Committee recommendation to award the 2020 Masters Singles to Nashville. The Board accepted the Hall of Fame Committee's recommendation on Mike Steele's induction as a Contributor. The Board voted to approve President Martin's Travel Expense to the Junior Four-Wall in Tucson. The Board approved administering and accepting additional contributions to the Chatten Hayes Scholarship Fund. The Executive Committee approved the accepting of an anonymous donation to be used to fund Employee Emergency Costs.

### **President's Report:**

Martin traveled to National events and will continue to do so. Martin's most recent trip to the Junior Four-Wall Nationals in Tucson was a very positive experience where she witnessed junior handball players mentoring other (new) junior players.

Martin thanked the Board and the USHA Staff for stepping up in the final quarter of 2019 and at the Three-Wall Nationals when Roberts was injured. Martin noted reaching out to State Chairs and Ambassadors, providing them with news and updates before breaking to the membership.

Martin stated she will continue providing monthly updates, asked board members to keep in touch regarding the goals set during this meeting, specifically noting acquiring new memberships and magazine ads.

**Treasurer's Report:**

Birrell reviewed the financial statements and each schedule in the Board folders.

**Investment / Endowment:**

Martin stated that the committee needs a new chair and asked Roberts and Birrell to update the board on the Investment / Endowment Committee. Birrell—as Treasurer, will become the new chair as well as involving Mike Driscoll (previous Treasurer) to continue serving on the committee with defined guidelines.

**Funding / Revenue:**

Chair Simon talked about an emphasis on social media which would increase awareness and funds.

**Game Committee:**

Chair Sove presented the proposed updated Referee Certification process.

**Martin moved to accept the proposed Referee Certification Program as presented by the Game Committee. Mendez-Caba seconded.**

Discussed ensued regarding removing the requirement for refereeing an Open match.

**Martin accepted an amendment to her motion. Mendez-Caba seconded. Motion passed 15-0-1.**

Sove summarized the committee's discussion regarding the ONE ball and gave the board the following recommendation.

- Proceed with using the ONE ball and 21 ball, allowing tournament directors to choose either as “an approved ball for Sanctioned Tournament use.”
- Obtain more feedback on the ONE Ball by continuing to market it.
- Ask ACE, LLC to work with us in refining the ONE ball, specifically as to making adjustments to initial erratic bounces.
- The 21 handball will be used at all National events through September 2020.
- Publicize our intent to our membership.
- A subcommittee was established to develop a matrix of all pros and cons of each ball, to be presented to the Board at a later date.

**Mendez-Caba moved to accept the recommendation from the Game Committee regarding handballs for 2020. Cruz seconded. Motion passed 16-0-0.**

Sove brought up the need to develop a Concussion Protocol for handball, citing the inquiry by our insurance company and the growing awareness of the symptoms. A subcommittee was created to draft a protocol with the goal to establish a Concussion Protocol by the summer board meeting.

Sove discussed proposed rule amendments. Martin suggested each rule amendment be discussed individually.

Rule 3.4 Referee and Rule 3.7 Appeals

**Birrell moved to accept the amendment to add a reasonable time limit to appeal a previous rally. Porter seconded. Motion passed 16-0-0.**

Rule 4.7 Dead-ball Hinders

**Birrell moved to accept the amendment to an erratic bounce on a ball that wouldn't reach the front wall. DeVleming seconded. Motion passed 16-0-0.**

Rule 4.8 Avoidable hinders

**Porter moved to accept an amendment to change "accidental" to "incidental." Nichols seconded. Motion passed 16-0-0.**

Rule 4.3 Defective serves

**Vale moved to accept an amendment to add the word "including" in the language. Hogan seconded. Motion passed 16-0-0.**

Rule 4.1 Serve

**Nett moved to accept an amendment to change the single bounce language. Van Arsdale seconded. Motion passed 16-0-0.**

Rule 2.2.B.4 weight

**Porter moved to accept an amendment to change specific ball weight variations. Vale seconded. Motion passed 16-0-0.**

Sove will send final revised Game Committee Goals to Martin.

### **Membership Services:**

Chair Cruz stated the committee's goals.

1. Increase Member Services (2020) with a player rating system
2. Improve the Image of the USHA (2021)
3. Explore Incentives for others to Work with the USHA (2022)

In regards to the first goal, Cruz expects to report to the board this summer on a skill rating program, which will be a quantitative system to evaluate players. While recognizing the pros and cons of such a system, the committee believes this would be a benefit to our members.

Following up on the skill rating system would be implementation of a player ranking system. Options may include paying for a licensed program or doing one in-house.

Cruz discussed the committee's desire to increase memberships, enhance what the USHA can do for members, and improve the image of the USHA. A discussion by the board ensued on a range of topics and ideas. At this point Cruz asked for board approval to move forward to explore options of a skill rating system.

**Birrell moved to approve the committee's request to move forward in exploring a rating system. Simon seconded. Motion passed 16-0-0.**

Martin adjourned meeting for lunch break at 12:02 p.m. and it reconvened at 1:00 p.m.

**Martin directed attention to new information and consideration regarding changing the weight specifications of the ball.**

**Upon further review, Carl Porter motioned to rescind his original motion, seconded by Jared Vale, to change the ball specifications until further data on the effect on the manufacturers is gathered.**

**Motion passed 16-0-0**

#### **One-Wall Committee:**

Chair Mendez-Caba and Vale recapped the 2019 Wallball outdoor season in New York. The Wallball Nationals were a success and continued to see growth. Vale noted that 38 new USHA memberships were garnered from their efforts to promote the USHA through referee clinics and the \$20 tournament event membership. Eight players became certified referees; and major tournaments in New York City required eye protection. A request was made to allow the same membership fee for 2020.

**Cruz motioned that we extend the \$20 tournament membership fee for 2020 Wallball events at Wallball Nationals and Three-Wall Nationals. Simon seconded. Motion passed 16-0-0.**

The committee's goals were briefly discussed.

#### **Collegiate Committee**

President Martin gave this report, giving a summary of the committee's activity, and a summary of their goals.

#### **Promotion Committee:**

Chair Sove reviewed the budget for prize money for each national event and reminded board members we need help raising the expected amount.

The Awards subcommittee made recommendations for giving Coach of the Year and Volunteer of the Year for 2019, and asked for a motion to accept.

**Mendez-Caba motioned that we accept the nominations for Coach of the Year and Volunteer of the Year. Fregoso seconded. Motion passed 16-0-0.**

Committee goals were briefly discussed.

The future tournament schedules were reviewed. For 2020, the Wallball Nationals dates were confirmed to be June 26-28; the Junior Three-Wall Nationals were confirmed for Venice Beach on July 16-19, and the Junior Four-Wall nationals were confirmed for the Lattof YMCA, December 26-30. The schedules for 2021 and 2022 are still unconfirmed.

The committee presented a proposal to implement a split venue plan for the Four-Wall Singles and Doubles as soon as 2023. However, there are complications in possible hosts in the near future and the topic was tabled to the summer meeting.

### **First Ace Committee:**

Chair Hogan and Krueger presented the Bill Bohr First Ace Grants recommendations from the First Ace Committee. Board agreed to increase funding for four programs that were seen as a priority for additional funding.

**Simon moved to accept the Bill Bohr First Ace Committee Grant recommendations. Eubanks seconded. Motion passed 16-0-0.**

The Bucket of Balls junior instructional program was described to the board.

Hogan reviewed the committee's goal of retaining collegiate players.

Martin adjourned the meeting for a break at 3:05 p.m.

Martin called the meeting to order at 3:15 p.m.

### **Hall of Fame Committee:**

Lisa Fraser-Gilmore's induction ceremony is to be held in Minnesota at the 2020 Four-Wall Nationals.

Mike Steele is being inducted as a contributor with his ceremony schedule for 2021.

### **Technology Committee:**

Martin indicated the Technology Committee needed a new chair. The USHA web site was designed five years ago, and is due for a review.

### **Planning:**

Chair Martin proposed the 2020 summer board meeting be switched from the scheduled one-Wall nationals to the three-Wall nationals, September 2, 3. The switch was at the one-wall committee's request for more time to plan and schedule. There was no opposition.

A brief discussion ensued regarding the voting protocol when a region has only one declared candidate. No change was made.

The by-laws do not provide a method for removal of a board member for non-responsiveness or other malfeasance. The president and secretary will develop recommendations by the summer board meeting.

A protocol for board members to return email votes was set. In the absence of a specific deadline, the default deadline shall be three days. In addition, all board emails requesting a vote will include a phone text prompt to check email for the vote message.

Goals for 2020 were discussed, centering on a vision for the future. Included were topics of communication with non-members; establishing a Player Recruitment and Growth task force dedicated to partnering with clubs and obtaining new members; and improving the welcome package to new members.

### **Personnel**

Chair Nett discussed the committee's work in replacing our retiring executive director. Matt Krueger was offered the position and he has accepted.

**Nett made a motion to accept Matt Krueger as our Executive Director in 2020. The motion was seconded by Porter. Motion passed 16-0-0.**

A brief discussion ensued on the transition period. Roberts' retirement and Krueger's selection will be made public at the end of this meeting. A job description for Krueger's replacement will be developed and made public.

Employee compensation was discussed and decided confidentially. A motion to accept the Personnel Committee's suggestions regarding employee compensation was made by Simon, seconded by Porter. Motion passed 15-1-0.

A separate motion regarding bonuses to staff was made by Mendez-Caba, seconded by Hogan. Motion passed 16-0-0.

The meeting was adjourned at 5:26 pm.

Sunday, January 26, 2020

Martin called the meeting to order at 8:30 a.m.

Present were: Martin, Vice-President Alethia Mendez-Caba, Treasurer Steve Birrell, Secretary Tom Sove, Carl Porter, Jamie Simon, Matt Jorgensen, Ben Van Arsdale, Tracy Eubanks, Terry Nett, Ralph Fregoso, Rob Nichols, Denis Hogan, Gary Cruz, Bob DeVleming, Jared Vale, and staff members Matt Krueger and Vern Roberts.

Martin thanked the board for their work over the weekend and will follow-up with staff and other board members on the ideas presented during the brainstorming session that closed the meetings on Saturday.

#### **Budget Finalization:**

Chair Birrell opened by noting that we face a projected \$30,000 deficit. Discussion segued to increasing membership dues by various amounts.

**Nett moved to raise the adult one-year membership dues to \$59. There was no second, so the motion died.**

**Jorgensen motioned to raise the adult one-year membership dues to \$57. Porter seconded. Motion failed 8-8.**

**Nett motioned to increase the adult one-year membership dues to \$59 and revisit the increase in two years. Simon seconded.** Discussion ensued and resulted in a consensus there was no need to have the increase dependent on a revisit in two years. **Subsequently, Nett amended his motion to increase the adult one-year membership dues to \$59. Simon concurred. Motion passed 10-5-1. Vale and Mendez-Caba requested to be on record as opposed.**

**Porter motioned to make the dues increase effective June 1. Nichols seconded. Motion passed 14-0-2. Vale and Mendez-Caba requested to be on record as abstained.**

Birrell reviewed changes to attain a balanced budget. Included was a discussion to move \$56,000 in excess ELF funds to the Contingency Fund. Sove made a plea for a larger amount the in Promotion budget for nationals prize money.

**Sove motioned to move \$46,000 to the Contingency Fund and \$10,000 to Promotion prize money. Mendez-Caba seconded. Motion passed 10-6-0.**

**Martin motioned to approve the resulting proposed balanced 2020 Budget. Hogan seconded. Motion passed 16-0-0.**

Martin addressed the at-large positions whose terms expire this summer (Cruz and Van Arsdale), and assigned nomination chairs. Search for candidates for Van Arsdale's at-large position is Mendez-Caba. Fregoso will search for Cruz'. For the Regional positions up for election: Matt Jorgensen will be the nominating chair for the Central Region (Simon), Tracy Eubanks will be the nominating chair for the Rocky Mountain Region (Nett), and Jared Vale will be the nominating chair for the Mid-America Region (Hogan).

Campaign Statement deadlines are the summer meeting for at-large positions and September 1 for regional positions.

The slate for USHA officers were announced:

President: LeaAnn Martin  
Vice President: Denis Hogan  
Treasurer: Steve Birrell  
Secretary: Tom Sove

**Porter motioned to accept the slate of officer nominations by acclamation. Nichols seconded. Motion passed 16-0-0.**

**A slate was formed for election to the Executive Committee and a vote ensued with the three winners announced: Jared Vale, Carl Porter, and Ralph Fregoso.**

Committee composition was reviewed with various changes by board members. Of note:

- Van Arsdale was selected chair of the Technology Committee;
- Birrell was selected chair of the Investment Committee;
- Vale was selected new chair of the Awards Committee;
- Crowd Funding Task Force was closed;
- Player Recruitment and Growth Task Force was created, Van Arsdale as chair;
- Wall Ball Subcommittee was renamed Big Ball and will be responsible for 1-, 3- and 4-wall big ball.

Martin made her closing remarks, thanking the board for a good meeting. She was happy we took the time for a brainstorming session and appreciated the energy of the board. She thanked the board for reelecting her, and confirmed her goal to find more collaborative things to do with the WPH and continue growing and solidifying that relationship.

**Martin adjourned the meeting at 11:11 a.m.**

**Submitted by  
Tom Sove**

**Secretary**