

United States of America Deaf Basketball (USADB)

Retreat October 14 – 16, 2010

Summary of the Retreat

Note taker: Diana Herron

* Topics are not necessarily listed in the order it was discussed. Unofficial minutes

Ira Hendon and Houston Deaf Club

Shirley Platt will meet with Ira Hendon to and report to John Scott and Executive Board to establish an action plan and a timeline to recoup lost funds. An updated report will be made at 2011 HOD.

Audit

Audit is in progress; expected to complete it by December 1, 2010.

Online Registration – Joey Baer

- Overview of the online registration – <http://deafworld.com/sports/>
- Player registration, data flows to registration, program book, etc.
- Program has a potential of storing more complex information such as individual pictures, bios, profile, fundraising, etc.
- The information and statistics from the database can be immediately shared with local media
- Concern was raised how some people are not technically competent to be able to input data in the database.
- Give access to database to the region rather than teams
- Need appoint an official from the region to be responsible for records
- Develop auto email distribution to regional secretary (time stamp, too) copy of the registration.
- Protect from double identity or input in database --- check for duplication
- Need to develop password for each individual
- Time stamp deadline February 1, 11:59 pm
- Paper form is the official document – mandatory
- Future – input database then arrive at sports complex and sign the form
- Feb 1 – each team is responsible to send in registration form on time

Insurance

- Keep working with the same agent
- Refer to Chuck Wallace to organize and purchase insurance policies or riders
- Chuck to send a guideline
- USADB provide insurance guideline
- USSSA (usssa.com)
- need to use existing organizations' insurance rider i.e. ASDB in AL
- need to have a contact person with USSSA
- need player and fan coverage
- DHH Insurance (Gary Meyer, Insurance Agent), through the Philadelphia Insurance Company

Possible insurance scenarios:

1. Each host pays \$100 per tournament and each team pays a one-time annual \$25 policy and play as many time as they want
2. Region purchase insurance for the entire sports program
3. Pay USADB a flat rate of \$200-\$300 annual fee

Decision: Chuck Wallace to gather all information relation related to various scenarios and provide a cost breakdown for each scenario and present to the USADB board.

Tourney Bidding and Organizing

Note: see separate document for report from Jack and Chuck on 2011 Tourney Plan in Minnesota.

- The bidding process and arrangements have changed; USADB is the official host. We no longer use club bidding process. It's not always possible to lock in the plans for 4 years.

Youth and International Programs

- No four year plan, very superficial
- USADB needs a 4 year plan of its own to guide committees
- International and Youth groups can follow or merge with the USADB's 4 year plan
- Bottom-line we are responsible for fundraising
- Require ICSD sanction to invite teams like Mexico, PR and Canada
- Need to establish a youth program to recruit for next generation

- Need a way to pass information to the young generation....international committee needs to somehow get information out to public but there's no way to get information out?
- Closed communication at committee level –this is wrong --- needs to be open to ensure everyone has an equal opportunity to participate on teams and in programs. Need to share player talents among recruiters. Do we need to develop new talents locally (USA)?
- Need clear guidelines/criteria for selection of national and Deaflympics team
- Question needs to be resolved – is current process giving a person an opportunity or do they need to perform well to be selected on the Deaflympics team?
- Should have tryouts? Hearing Olympics have good PR to recruit try outs
- Need better recruitment of mainstreamed graduates who are skilled at elite level
- Fundraising commitment by players is a problem. They should not sign agreements to repay funds if player has no money/job. They can sign and if not follow the agreement, they will be suspended
- Approaching players and following policy procedures: This should be a training topic for coaches and regional reps
- Need a policy and operating procedures for players – qualifying conditions, health and weight maintenance, skills maintenance, etc.
- International issues
- Must have oversight committee to follow procedures

Decision: Executive Board to monitor the youth and international programs but not be actively involved at this point. Executive board will use their best judgment when making decisions on these matters. This issue needs to be developed and added to the 4-year plan.

Hall of Fame

- Hall of Fame – the ball seems to have been dropped and needs to be resumed
- Historical preservation of athletic films: PR Director wants to preserve the films on DVDN format. Questions of ownership--USADSF & CSD --50 percent; or 1/3 and include producer Peter Wolf? DVDN format allows editing, some of the many videos contain tournament highlights
- Storage issues – who is responsible?
- Does anyone have the Hall of Fame role, function and procedures?
- Need to establish priorities to establish USADB HF?
- Need to document information of leaders, athletes, etc.

Decision: None noted. Refer to 4-year plan?

Reports, Records and Storage

- Note: Need a historical clarification on the transition from AAAD to USDB in the 1990's.
- Myron Greenstone has files of USADB history documents, needs a place to permanently store documents
- Must have storage now, then scan documents and save on DVDs
- Keith has 20 boxes; 20 binders
- Shirley Platt has some files, so does Joey Baer
- Where to store? How?
- Give to Utah Valley University's Deaf Studies Program to scan and archive documents
- USADSF 1987 to 1997 in Ogden, UT; relocated to South Dakota at CSD. CSD has temperature control environment for storage. Nobody goes up there, it's out of the way. Best location is near high traffic cities i.e. Chicago.
- AT CSD...unable to access info, stats, etc for HOF. Needs to solve the problem.
- EB discuss and decide on procedures....not much can do right now.

Decision: Refer to the Executive Board to follow up on this issue and develop a plan of action.

Media

Deaftv.com Presentation

- Brian Eldridge and Wing Butler, Co-owners of Deaftv.com
- Objective: Right to sell – package deal, make then give to company use their name....right to sell and details can be worked out....what do you need to win for you ...win-win deal percentage agreement on right to sell
- Company sponsors of Deaftv.com – i.e. Pepsi, Nike, Underarmor, etc Fortune 500
- Proposed a plan for show TV programs of USADB activities – exposure to outside world
- Compose a package to sell to sponsors, have voice over, students of ASL,
- Media marketing – stats, membership info etc....establish need
- Content – filming, good story which could apply to the sponsor's image
- Short term plan – ways to make money, survive, Long term plan – project plan
- Only on national level? Can regional level? Response from owners....regional stories welcome as long as part of the national package.

Decision: Leave up to Jack and Executive Board to use judgment; however, strong preference shown towards Sportsmx.com.

Website

- needs to be maintained and updated regularly with most recent information
- Tom Meitner, webmaster
- board give info to Tom, everyone on board, regional need to submit stories

Governance Committee/Grievance Procedure

- Governance committee must act on any recommendation...cannot make decisions today
- Grievance must act now not wait until meeting
- Two duties – maintenance of bylaws and grievance committee
- Finance committee has not met for years
- Grievance committee separate or part of the Governance Committee?
- Governance committee focus on bylaws and grievance can make proposal to governance committee
- RFA – referred to governing committee, board discuss asked for feedback from committee.
- Need clear boundaries or authority of the board in between meetings
- RFA issue is dead because it is not approved by HOF
- The by-laws clearly states the board has the power to make reasonable decisions
- Players/team still refer to Delegates for decisions
- Seems board is not practicing the procedure
- Board feels they have to do as much as they can before arriving at the national tournament
- Rumors flying that Board making decisions --- USDB board forgot to do their job. Need to establish finance committee
- Need clarification regional support players or team, etc?
- Conflict in bylaws – Article board empowerment and article 6.02 guidelines for amendments
- Need to work on bylaws- polish up clean up and reorganize
- Communication structure needs to be clear between region and players, membership roles?
- Need a region affiliation agreement
- Graphic representation of how USADB works with region and teams and players
- System would work if have full support of the 8 regions
- Joey already formed a grievance committee of 3 individuals
- Need a formalized, developed grievance procedure

- Suggest copy USADSF grievance procedures
- SEAAD has a procedure – file complaint 30 days before tourney,
- Question...appeal process? Grievance committee final decision?
- It should be regional responsibility re: fees owed
- Should regional give copies of grievance docs and decision to USADB?
- East has a procedure that grievance filed at the start of the tourney meeting. If USADB made a decision prior to regional, then follow USADB decision
- Should regions align procedure with USADB? General consensus- yes
- College player issue...different rules from region and from USADB
- If player suspended in one region, can play for another region?
- Can a suspended player be a fan?
- Can USADB override region decision to suspend the player?
- Seems to be territorial chain of command in the decision making process when it comes to region and USADB
- Does the deputy have authority to make final decision on recommendations from region and from USADB on grievance outcome?
- Need to have copies of each region's procedure and policy on suspension and grievance procedure?

Decision: Follow USADSF grievance procedures and adapt to USADB HOD

Proposed action plan:

- Board refer to Governance Committee; board decide tournament-related action
- Fix the bylaws
- Get an outsider to help fix the bylaws and organization structure and operating system.

Restricted Free Agent Rule (RFA)

- Trial 2 years
- RFA was not decided on at KY meeting
- Board decided to go ahead with RFA for 2011
- RFA is allowed --- let's give out same info --- it was decided by the board.
- Should go ahead with this because no one is complaining
- The decision making process used such as the RFA needs to be reviewed and determined how to handle next time.
- Each region to discuss RFA to revisit at HOD to vote to accept or rescind
- If vote at the HOD, when does it become effective, immediate at the tourney or the following tourney?

- Bylaws stipulate that the motion approved is effective after the closing of tourney . Some felt the RFA issue is out of order.

Fees

Team fees:

- All teams should pay \$300, including championship team
- Should pay entire fees for tourney, the money would be refunded after the closing of tourney and all bills paid
- Suggest teams go ahead to pay early bird fees like in January, prior to the March deadline to help organize the tourney better
- Need to support early registration to be able to organize number of teams needed for gym space, referees, etc.
- Early bird at reduced rate of \$250 dollars --- “non-refundable”
- Championship – money given back to the winning team if they show up
- If USADB cancels a division, then must refund the money
- Perhaps charge \$300 as early bird and late fee \$325

National Center on Safety Initiatives

1. Background check on coaches, staff, etc. for youth teams and programs to protect youth players
2. Background check will only show red light or green light, no details. Green light means the person is cleared
3. Should be for youth and international programs
4. For regions....18 plus officers should not have to have background check
5. Should USADB board go through NCSI for background checks?
6. General consensus – go for it

Note: See Appendix A and C for raw lists of parking lot issues.

REGIONAL ISSUES

Decisions:

-New England issue:

- USADB can offer to assist with negotiation process
- NEAAD and EAAD need to work directly with each other

- Players need to go to NEAAD meeting to communicate their needs

-Minutes/record keeping issue:

- Experiment w/different processes – allow the secretary come up with a process for submitting minutes at the expected deadline

- Resources for team players – not discussed

- Champ Team and Fees

Note: See Appendix B for region's fee schedule.

- Affiliation fee due October 1 of each year (to be proposed at HOD)

USADB ISSUES

Decisions:

-2011 Tournament fee

- \$300 up to February 1, 2011 is according to the motion from previous HOD
- PR and Board to determine the fee for 2011 tournament

- College player/ABA

- Clarification on policy on allowing college and ABA players
- College are not allowed to play for USADB
- ABA playing for USADB does not seem to be a problem
- Add to the agreement to release USADB of liability

- Archives/storage

- Leave to EB to develop an action plan for this
- Include a sign out procedure to keep track of property

- Flowchart of committee – refer to 4 year plan

Recommendation:

Executive Board to establish a 4-year plan committee and an oversight committee

It was understood that USADB Commissioner and the Executive Board may establish any committees such as USADB Ad Hoc Committees as per to USADB Constitution, Article Eight. - Committees; Section 8.02 - Ad Hoc Committees. and USADB By-Laws, Chapter Ten. Ad Hoc Committees. This includes a proposed USADB Executive Committee consisting of eight (8) regional presidents/commissioners and any other committees as needed.

Strategic Four Year Plan

- Right now there is no four year plan, very superficial
- USADB needs a 4 year plan to guide committees
- International and Youth groups can follow or merge with the USADB's 4 year plan
- SEAAD has a 4 year plan

Note: See Appendix C-1 for the 4-year plan list.

Decision: Refer to the Executive Board for a follow up plan on initiate the 4-year strategic plan process. The group indicated a retreat is needed for this.

Appendix A - Parking Lot Issues

(raw list)

Resources for members/officers, training, skill development

Club members vs. non club members

Sense of entitlement

Resources

For team vs. club

Minutes-reports-delayed-inaccurate

Recreation tourney (division 2)

Restore faith in USADB

PR needs work (4 year plan)

Insurance coverage

Website/network – FB

New England

Recruitment plans

International service

Tournament update

Revisit organization proposal committee

Appeal procedure guidelines

Tourney fee structure

Ira Hendon case - Benchmarks for timeline, outcome and expectations

Procedures for Deaflympics, try outs, PR, training

Archive – historical data storage

Chain of command – organizational structure relationship

Appendix B – Regional Fee Structure

(raw list)

NWADB fee structure

USADB - 20

NWADB - 20

1st place - 3

2nd place - 2

Host Club - 5

FAAD - \$300 per team + \$20 USADB fee

SEAAD

USADB – 20

PP – 25

Team fee – 200

\$4.00 (2/men, 2/women) Fans fee

\$1200 - \$1400 – 1st pl team

CBAD

USADB - 20

CBAD - 20

Team member fee - 25

Entry fee – 25

Men	Women
1 st – 3,000	1500
2 nd – 1500	1000
3 rd – 1000	
4 th 500	

EAAD

USADB – 20

EAAD – 20

Entry fee – 200

Prize money

	Men	Women
Team 1 -3	250	250
Team 4 – 7	500	500
Team 8 – 12	1,000	1,000

SWBAD

USADB – 20.00

SWBAD 15.00

Entry fee 125

Fan and player fee – take out \$8.00 split Women men \$4.00 each for champ

MAAD

All teams

\$20 per player USADB

\$25 per player MAAD

Club team - \$75.00 team entry

Independent team-\$175 team entry & \$100 refundable security deposit

Prizes

1st # of teams

1 – 5 start at 500

6 – 9 depend on #

10 or more at \$10000

2nd half of 1st place

Appendix C – Categorized/Prioritized List from Parking Lot Issues

(raw list)

1. Four year plan:

resources

training

programs

PR network

Website

International

Procedures for Deaflympics participation, team tryouts, PR, training, fundraising, etc.

Recruitments

Restore faith in USADB

Sense of entitlement by athletes

Philosophy of the organization – i.e. deaf only? Hearing? Youth? Values?

Operating guidelines

2. Regional issues

-New England

-insurance

-minutes/record keeping

resources for team players

consistency among reps,

-champ team

-fees

-affiliate fee

3. USADB

-flowchart of org committee

-grievance process, guidelines

-Tournament fee

-archive historical data

-communication chain of command and org structure relationship

College players/America Basketball Association

Appendix D – Reflection on Art Kruger Interview (videotape)

- Never negative about deaf people
- Only one 100% manage organize
- Positive attitude
- Always helpful to officers
- Without him we would not be here today
- Encourager
- Positive leadership
- Prepare young people for future
- Important to keep connection with international
- Need to be patient with leadership with their organization
- Clear that Art considers himself the founder of AAAD (note: Elliott and Kruger are co-founders)

USADB Gold Exclusive Sponsor Revenues are as the following:

The Z , Sprint Relay & CSD

Possible future USADB tournament sites as the following:

2011 - MAAD - Bloomington/ Minneapolis, MN - March 30 - April 2, 2011

2012 - SWBAD

2013 - EAAD

2014 - NWADB

2015 - NEAAD

Possible Regional Participating Teams for 2011:

	MEN	WOMEN	POSSIBLE TEAMS GO TO USADB		
			MEN DIV. I	MEN DIV. II	WOMEN
CBAD	9	2	2	0-2	2
EAAD	8	3	2	2-3	2
FAAD	16	2	2	3	1

MAAD	8	3	2	2-5	2
NEAAD	2	1	2	0	1
NWADB	9	3	2	1	1
SEAAD	16	5	2	2	2
SWBAD	9	2	2	2	1
TOTALS	77	21	16	12-18	12

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