

# **Pueblo El Mirage Pickleball Club**

## **Board of Directors Meeting**

**March 3, 2020**  
**South Card Room**

- I. Call to Order: President Randy Bode called the meeting to order at 4:06 p.m. Present were: Randy Bode, Lynn Retzak, Janett Hampton, Doug Gibbs, and Rich Baumann.
- II. Approval of Minutes: The minutes of the February 4, 2020 were approved unanimously. The February 6, 2020, Board meeting minutes were approved unanimously after the correction to the date of Gary Pike's resignation date.
- III. Treasurer's Report
  - A. Janett Hampton provided a handout of the report as of March 3, 2020.
  - B. Current balance: \$53,590.30.
  - C. Profit and loss based on this season: \$65,480.26 in total income; \$55,708.91 in Operating Expenses (includes Accounts Payable). \$9,771.35 profit this season.
  - D. The Treasurer's report was approved unanimously.
- IV. President's Report
  - A. The Mission Statement and Guiding Principles were adopted and are posted on the website.
  - B. Policies and Procedures Manual: Randy met with Gary Pike, who will continue to work on the manual.
  - C. Membership Meeting Agenda: Randy reported that the timeline he provided worked to keep the membership meeting to one hour.
  - D. The Capital Improvement Committee has been formed.
    1. Members are Rich Baumann, Doug Gibbs, Dean Jensen, and Mike Golden.
    2. The committee has been meeting and looking at items needed, such as new benches and additional electrical outlets for mounting cameras and powering lights during tournaments.
  - E. The proposal for additional courts is still on hold.
  - F. The joint board planning meeting is tentatively scheduled for April 7, 2020.
  - G. Randy provided a Financial Activity handout that provided a financial outlook for 2020/2021.
    1. Club dues and fees covered expenditures for club activities during the current season.
    2. The Karl Kunz Tournament provided a profit of \$761.
    3. The Kokopelli Klassic was profitable (\$10,183), and the committee held a debrief that included a discussion about this year's expenses and potential changes for next year.
  - H. The PEMPC player rating system will be revisited in 2020/2021.

- I. Randy received an email from a member requesting sanitation for pickleballs and equipment. Rich will place a hand sanitizing bottle in the central area of the main courts.

## V. Committee Reports

### A. Training: Jody Tieken-Holecek

1. Jody was unable to make the meeting due to illness. She provided inputs and responses to expressed concerns below.
2. Doug and Rich expressed concern that some trainers want to end the training early because they have tournaments and therefore are unavailable to provide training. They suggested that training should run through March, and that there should be a consistent approach for moving players up a level.
  - a) Training started in October and will end March 23rd. We had an amazing group of Training Leads and Teams! We've all noticed the quality of skills during play and the Karl Kunz Tournament. The Trainers and their Teams poured their hearts, skills and time into training PEMPB Members. We need new leads and more new training volunteers next season.
  - b) Beginner Training will be held on Monday, March 16th and we currently have 4 beginners signed up. There will be a final session on Monday, March 23rd if there are any new beginners.
  - c) The final 2.0-2.5 training will be on March 23rd and no events were cancelled. The four lessons per month and additional testing days were hectic but, rewarding.
  - d) The final 2.5 training will be on March 23rd and no events were cancelled. Jane McKesson and Jim and Maryse Nelles did an amazing job leading the training team. The numbers of trainees this month is low.
  - e) Shannon and Mike did an outstanding job overseeing Training as the Chair and Co-Chair. Shannon provided a Training End-of-Year Report that will be provided to the former and new President and all board members for discussion during our combined Board Meeting. (The report is attached to the end of the minutes.)
  - f) Jeff Tomlinson and his team did a great job with Tuesday's Skills & Drills. Attendance dropped off significantly during February and March. It has been a very effective skills enhancement training for our 3.0-3.5 players.
  - g) We plan to revitalize and establish the Mentor Program next season.
  - h) We need to include Gary Retzak in Training discussions as our new Training Lead for 2020/2021 Season.
  - i) Our in-house training program tests each player to ensure they are ready to move up a level and only those players who pass testing are moved up. All other skill rating changes are based on the established and approved Skills Rating System and Protocol. The provisional skills rating system is the one area we need to improve. See comment below in paragraph B.2.

### B. Organized Play: Jody Tieken-Holecek

1. Jody reported that organized play is running smoothly and will end March 31, 2020. The plan is to use the 2019/2020 fall and winter organized play schedules at the beginning of the 2020/2021 season.
2. The one concern is how players' provisional ratings are being reviewed and processed. Ron Craig and Jody agreed that a more proactive role by Ron and Organized Play Leads needs to be taken regarding the provisional ratings assessment and decision process. Additionally, if a new member arrives without a rating and states they aren't sure if they are a 3.0 or 3.5, for example, they will be placed in the lower provisional skill level initially.
3. Rich requested that a TrackitHub discussion item be added to a future Board Meeting agenda to discuss whether TrackitHub is essential for scheduling all activities, or whether there is another program that can be used.
  - a) Jody agrees that the use of TrackitHub needs to be discussed. The program will no longer be free, and the cost of TrackitHub will likely be too high for the club to maintain. This is a cost decision that needs to be discussed during the combined Board meeting.
  - b) The club needs an automated system based on the sheer number of PEMPC members who participate in organized play and training.
  - c) The board needs to include Jeff Jameson, the 2020/21 automated tracking lead, in TrackitHub discussions and decisions.
4. Doug described a data loophole that is sometimes created during the Monday orientation.
  - a) Before the orientation starts, many new members fill out a registration form with their contact information, including email.
  - b) Later in the orientation, members create a TrackitHub account, where they must have an individual email address; some new members are required to create a new email account separate from their spouse.
  - c) The new email information goes to TrackitHub (Peter McClean), but doesn't go back to our club roster (Doug Gibbs). Therefore, the roster has the old (and therefore incorrect) email address for that member, or no email address at all.
  - d) Randy will contact Peter to obtain the new email addresses from TrackitHub.
5. The New Member Orientation is one of the most successful new programs we established this season. Gary Retzak did an outstanding job of collecting inputs, establishing the schedule and format, and developing the briefing. Peter McClean did an amazing job of working one-on-one with new members to establish their TrackitHub accounts to ensure they received invitations to training and organized play events.
  - a) Orientation allowed a single point of new member information and dues collection, establishment of TrackitHub accounts, and sharing PEMPC training and organized play information.

- b) Jeff Jameson will take over TrackitHub next season and by including him in the discussions we should be able to close this loophole.
  - c) Peter McClean trained both Jeff Jameson and Gary Retzak on TrackitHub and will remain as an administrator in order to assist from home.
- C. Skills Ratings: Jody Tieken-Holecek
  - 1. Skills rating continues to be our biggest challenge and cause of angst within the club. We established the Skills Rating System and Protocol, briefed it to the membership, and posted it online as well as at the courts.
  - 2. The International Pickleball Teaching Professional Association (IPTPA) skills rating system was adopted by the club at the end of the 2018/2019 season based on rater and ratee disagreements and disruption. The IPTPA Rating Certification process takes the rating assessment and decision making outside the club for all members wishing to move to 3.5 and above.
  - 3. While the IPTPA is not the perfect system, the USA Pickleball Association (USAPA) rating system is problematic because it would prevent the majority of our members the opportunity to progress as recreational, non-tournament players.
  - 4. There has been discussion about establishing an in-house skills rating group. A second option would be to hire a professional (such as Dee Ahern) to lead the club's training, rating, and organized play program.
- D. Operations: Rich Baumann reported an issue with the training equipment room keys.
  - 1. Rich has found the equipment room unlocked on several occasions.
  - 2. Rich will work on a solution, which might include changing the lock.
- E. Tournaments: Rich Baumann
  - 1. Kokopelli Klassic: Rich provided Don William's handout with details about the tournament; the handout is provided at the end of the minutes.
  - 2. Karl Kunz: Details are provided in Don's handout. Next season the tournament will be organized by a separate committee so that one person isn't responsible for both.
- F. Membership/Communications: Doug Gibbs
  - 1. There are 415 paid members as of the end of February.
- G. Nominating Committee: Lynn Retzak
  - 1. Lynn listed the voting options for 2020: In person, by proxy, and electronic.
  - 2. Lynn reviewed the names of the candidates for each office and listed the dates of the next steps.
  - 3. Banquet Committee: Gary Pike announced that the agenda is ready, and that the event will be run similar to last year.
- VI. Good of the Order: Nothing to add.
- VII. Upcoming Meetings/Events
  - A. Annual Banquet/Election 3/11/20
  - B. Combined Board meeting for the 2020/2021 season April 7, 2020
- VIII. Meeting adjourned at 5:15 p.m.

# **Tournament Committee Report**

## **Don Williams**

### **Kokopelli Klassic Tournament**

In my opinion this three-day tournament and training clinic were very successful. We had 56 PEM players compete with several winning medals, and had a total of 601 players. Our net profit was \$10,183 and would have been higher if we had not had to pay \$3,300 for portable lights that PEM has paid for in the past. Our costs were also higher because we paid our referees a higher wage and we had to officiate more games because we had 102 more players than last year. Before registration started in November our committee decided to include in the \$65 registration fee a free shirt for each player, which added about \$7,600 to our expenses. We purchased 80 extra shirts to sell, and along with Kokopelli Klassic visors and PEM Pickleball club visors we earned \$2,249 in sales. About 100 volunteers worked the three days contributing 1,300 hours of work. Many more hours were spent in cleaning the courts, set up and take down, and all of the planning beforehand and after. PEM did not contribute the Pro Bars like in the past, but we did receive \$1,909 as our share of the profits from PEM for the Snack Shack sales. Several of the vendors have said they will be back and several sponsors should return. Overall, it was a lot of work, profitable and enjoyed by many.

### **Karl Kunz Memorial Tournament**

The decision to hold one two-day event instead of two separate one-day events was a good one resulting in less setup/cleanup effort and the largest participation ever, 150 players. Plus, we had 12 more in the "tournament intro experience" event at \$5.00 each. We had expenses for snack food, pizza, computer operation, software rental use, and medals for a total cost of \$1,619. We charged \$10.00 for each event a player entered for a total revenue of \$2,330 for a net profit of \$761! Some snack food and oranges were left over from the KKT and used and shirts and visors were sold, however those monies went into the KKT revenue. Referees from PEM donated their time to ref some lower level matches to give those players the "full" tournament experience and they refereed all gold medal matches. All other matches were self-officiated. The KKMT was held just 10 days after the KKT but with next year having two separate committees it may be less of a problem. One problem we may have is both people who have handled the registration and tournament play software program will not be available next year.

## **Training 2019/2020**

### **Shannon McClean**

#### **Goal:**

To offer balanced and progressive skills training for 1.5 – 3.5.

Training will provide a venue for players to progress from a Beginner level to an Intermediate level through a program designed to teach specific skills and strategies for advancement of those skills.

This program is meant to be Specific, Measurable, Achievable, Relevant and Timely.

We adopted the IPTPA program used at Sun City Festival and adapted it to our needs.

#### **Training:**

The number of players allowed in each session was flexible due to the number of people at PEM. The numbers in January and February reflect the peak of the season when the park is full.

We encouraged players to work on their skills outside of training.

Players were encouraged to review the training material before coming to class.

#### **Lessons:**

Beginners: Karen Issacs organized the Beginners lesson and Round Robins. She moved them to the next level when she felt they were ready.

2.0: Mike Golden

2.5: Shannon McClean

Skills and Drills: Jeff Tomlinson

#### **Method:**

It was decided that we needed a way of introducing PEM Pickleball Club to people coming to the resort who were interested in Pickleball.

We established “*Orientation*” led by *Gary Retzak* on Monday afternoons, followed by an introduction and sign up for “*TrackitHub*” led by *Peter McClean* in the Computer Lab.

This allowed us to monitor the people coming to the park and to get them into the “*TrackitHub*” system, thereby giving them access to organized play and training.

Karen attended nearly all these sessions and gave a “face” to the person Beginners would be meeting.

**I believe Orientation is one of the most successful new programs we introduced this year and should continue into the future.**

## 2.0 and 2.5 Skills Groups:

A four- week program was used following the IPTPA method. The players progressed from Lesson 1 to Lesson 4 over a four- week period. Testing was to be done on the last Monday of the month.

### 2.5

Once we embarked on this program in January, we quickly discovered that we had to adapt our tracking methods in order to move players from one week to the next and accommodate those players that were entering the program as newly arrived (or moved up from 2.0, as it later came to be).

It was also discovered that players were not ready to be evaluated at the end of four weeks, or they did not want to be evaluated. What to do with them required ingenuity and flexibility. In my 2.5 group, another lesson group was created to keep those players who wished to continue the lessons beyond the four-week period.

I also believe the Trainers were instrumental in facilitating the success of those who moved to 3.0. Jim Nelles spent 3 weeks with seven players who extended their participation in 2.5 Training under “Follow Up Training” and are now good 3.0 players.

Jane McKesson taught Lesson 1 (Dinking) all winter session. Maryse Nelles and I worked with players in Lessons 2 or 3. They brought their experience and knowledge to training and the players are the beneficiaries.

Karen and Chris Hallam did the first evaluations before Christmas and this paved the way for our methods of evaluation in January.

### ***What We Learned:***

It is not realistic to limit the number of players at each session. People like training!

When you have 8 (or 15) players wanting to attend each lesson the understanding is that players will have to “wait their turn” to participate in the drills.

8 courts are required when all four lessons are running concurrently.

Each lesson describes clearly the skills to be worked on that day. Players have commented that they found this year’s lessons to well organized and helpful.

Skill Evaluation should be an ongoing event for all trainers teaching the lessons. We must evaluate skills constantly to ensure we provide the best feedback we can to help players progress through the skills successfully. The drawback to a four-week program is that players believe they are ready for testing to move to 3.0 after 4 weeks. That is just not realistic unless the players spend time outside training drilling for the skills required.

Evaluations require time and personnel. This means either an extra day of the week or only a three- week program with the fourth week being a testing day. I would

recommend the latter. “Dinking” (Lesson 1) could be incorporated into Lesson 2, and this would shorten the program by one week.

Move people immediately to 3.0 when they come to the first lesson if they display the skills required to participate successfully in the 3.0 group. Do not make them go through the four-week process. Be flexible. Many players are coming to our club with skills acquired elsewhere or have skills from other racquet sports.

Trainers should be at a 3.5 USAPA level or above. This gives the program credibility and enables a trainer to spot those players ready to move on immediately.

***In Summary:***

I believe the 2.5 Training Module (Module 3) provides a comprehensive overview of the skills required to move to 3.0 with success.

Training helps our club in many ways; elevates the level of play, introduces a social element, and brings us together as a community.

Training also requires a commitment from a large group of people and in this we should be mindful of the time we ask of our trainers.

I would recommend that we have limited, or no training before Christmas and wind up the year the week of the Banquet in March.

I have enjoyed the Training Program; especially the 2.5 group. They are enthusiastic and keen to become better Pickleball players.

The success and growth of the players is proof the program’s goals are specific, measurable, achievable, relevant and timely.

It has been an honour to work with such a wonderful group of people and I am grateful to have had this opportunity.

Shannon McClean

Training Lead