

2015 SABR Election Guide

Thank you for reading the 2015 SABR Election Guide.

On the following pages you will find one proposed by-laws revision, statements of the candidates for the offices of President, Secretary, and Director, and the candidates' responses to the three questions posed by the Nominating Committee. We hope reading the candidates' own words will allow the SABR membership to get a better idea of who the candidates are and what each stands for. These are grouped by question and by office so you can easily compare the candidates and make a more informed decision. You are also encouraged to contact the candidates directly to ask them any questions that will help you decide your vote. To facilitate this, an e-mail address is given for each candidate at the top of his/her biographical section.

All members who have renewed for 2015 and who have an email address on file as of April 1, 2015, will be registered for online voting and will be sent an invitation to vote on April 15, 2015, and will receive at least one reminder email before April 29. The email contains a unique link to the ballot that allows the Tellers Committee to know who does and who does not vote online (while keeping votes completely anonymous). Any paper ballots received from members who have already voted online will be discarded. **You can vote either online, or with the paper ballot if you do not have an email address on file with us, but not both.**

Printed below are the functions of each office according to the current SABR bylaws.

ARTICLE 3 — OFFICERS AND EMPLOYEES

Officers and Directors. SABR's elected officers shall consist of a President, a Vice President, a Secretary, and a Treasurer, who along with four Directors shall collectively comprise the Board of Directors. All elected officers and directors shall have been individual members of the Society continuously for four years prior to taking office. No person may hold more than one seat on the SABR Board. Any incumbent officer or director elected or appointed to a second office or director's position shall be deemed to have resigned the first office immediately upon assuming the second position.

President. The duties of the President, who shall be elected in odd-numbered years to a two-year term, shall include: a) Presiding over the annual business meeting and chairing the Board of Directors; b) Working with the Executive Director to ensure that the organization maintains positive and productive relationships with media, funders, donors, and other organizations; c) Signing contracts and letters of agreement approved by the Board of Directors. The President may delegate signatory power, as appropriate; d) Ensuring that the Board of Directors and its members: 1) are aware of and fulfill their governance responsibilities; 2) comply with applicable laws and bylaws; 3) conduct board business effectively and efficiently; and 4) are accountable for their performance; e) Such additional duties as may from time to time be assigned by the Board of Directors; f) Except as otherwise provided by the Bylaws or explicitly delegated by the Board of Directors, the President shall have no greater authority than any other member of that body.

Secretary. The duties of the Secretary, who starting in 2006 shall be elected to a three-year term, shall include: a) Taking minutes at the annual meeting and at all Board of Directors meetings, distributing these minutes promptly to all Board members and making them available to the membership; b) Maintaining and recording all changes in the policy manual; c) Maintaining corporate files and records, either directly or by supervisory authority at the discretion of the Board of Directors; d) Having the authority to certify the bylaws, resolutions of the members and Board of Directors and committees thereof, and other documents of the corporation as true and correct copies thereof; e) Such additional duties as may from time to time be assigned by the Board of Directors.

Directors. The four Directors, who starting in 2004 shall be elected to three-year terms, shall serve on the Board of Directors and perform such duties as may from time to time be assigned by the Board of Directors.

***The deadline for your vote to be received is
11:59 p.m. Mountain Standard Time on April 29, 2015.***

By-Laws Revision: Section 1.2

The Board of Directors proposes that the membership adopt the following amendment to the SABR By-Laws:

Shall the Society amend the language of its By-Laws Section 1.2 to read:

1.2 Objectives. To foster the study, discussion, and understanding of all aspects of baseball, including its history, its data, its role as a social institution, as a business, and as a global sport.

Yes No

Reason for Proposed Change:

The SABR Board of Directors is proposing a change to the wording of our organization's mission. The purpose of the proposed change is twofold: First, to reconcile the vision of the founders with the evolution and developments in the game of baseball over the recent decades. Second, our intent is to simplify the existing mission to be more concise and direct, so that it can serve as a meaningful guide to our organization's actions.

Deadline for votes to be received is 11:59 p.m. MST on April 29, 2015

For President

Vince Gennaro

Member Since: 1996

E-mail: vagennaro@aol.com

SABR Experience: Current President of SABR and chair of the SABR Board of Directors (2011-). Formerly Secretary of the Board of Directors and officer of SABR (2009-2011). Member of the Business of Baseball committee and former member of Yoseloff-SABR Research Grant committee. Ten-time presenter at SABR National Convention. Two-time winner (2008 and 2013) of Doug Pappas Award for best oral research presentation. Published articles in *Baseball Research Journal* and *Outside the Lines*. One of the chief architects of the SABR Analytics Conference. Active fundraiser for SABR and active in identifying and developing strategic alliance opportunities for SABR within and outside of the baseball community.

Other Relevant Experience: Author of *Diamond Dollars: The Economics of Winning in Baseball*. I am featured regularly on MLB Network TV studio shows about baseball analytics (*Clubhouse Confidential*, *MLB Now*, *Rundown*). I am also the host of the first "SABR" weekly national radio show on SiriusXM—*Behind the Numbers: Baseball SABR Style*. I have authored articles on baseball for The Hardball Times, Maple Street Press' Preseason Annuals, Boston Baseball, Yahoo! Sports and the Wall Street Journal. My analysis of baseball analytics has been featured in Forbes, CNNMoney, CNBC, Wall Street Journal, NY Times. For the last ten years, I have consulted with Major League teams on matters ranging from the dollar value of players to ticket pricing strategies. I've developed the Diamond Dollars Case Competition series, as a way for college students to apply analytical tools learned in the classroom to real world baseball problems. I am also the Director (and Adjunct Professor) of the Columbia University Graduate Sports Management Program.

Education: University of Chicago-MBA, 1977; Seton Hall University-BS in Business, 1973

Occupation: Baseball Consultant to MLB teams; Baseball author/researcher; I am the Director the M.Sc. in Sports Management program at Columbia University, as well as teach sports-related courses in the program. Former Division President at PepsiCo, where I enjoyed a 20-year career in marketing, sales, finance and key general management leadership roles.

Candidate Statement

I believe I have three personal attributes that are essential for a SABR President to be successful over the next two years. First is a passion for SABR's mission and its organization and for baseball itself. Baseball is not only my passion, it's also my second career. I have the privilege of spending nearly all my professional time in the baseball world—consulting, writing, researching, teaching, hosting my baseball case competitions, and leading SABR. I'm passionate about both baseball history, as well as SABR's history and legacy. A second important trait is the ability to develop and communicate a vision to lead SABR into the future. In my four years as SABR President, I have played a key leadership role, partnering with the Board and our Executive Director to identify and analyze SABR's strategic, financial and organizational issues. This has led to many changes, some of which were born out of financial necessity, while others represented untapped opportunities for SABR to broaden the reach and impact of our valuable research assets. During the time that I have been President, SABR's revenues have grown from \$591,000 (2011) to \$868,000 (2014), reversing 4 consecutive years of deficits which totaled over \$300,000.

A third important attribute in today's SABR is the willingness to dig in and do the work. Building an organization that is well-positioned to serve our membership and the baseball community over the next decade, while managing day-to-day operations, presents a challenging work load for our highly-capable SABR staff. This places a premium on having a President that has ample time and is willing to step up and lead some of our major projects. In my tenure as President, I have been a close partner with Marc Appleman to share a leadership role in many of our key initiatives, including advancing our industry alliances and raising funds, through donations and new events, that have served to turnaround our financial situation. In my role as SABR President, I'm fortunate to have strong relationships within the baseball community, which is a key asset in helping SABR advance its mission.

Deadline for votes to be received is 11:59 p.m. MST on April 29, 2015

For Secretary Todd Lebowitz

Member Since: 2000

E-mail: tlebowitz@bakerlaw.com

SABR Experience: Secretary, Board of Directors, 2011-present. Pro Bono Legal Counsel to SABR on various matters, 2005-present.

Other Relevant Experience: Professional: Legal representation of several baseball-related clients over the years, including in intellectual property matters, contract drafting and negotiation. Provided legal advice to SABR in a variety of matters to protect the best interests of the Society. Psychology Thesis: *The Effect of Financial Rewards on Intrinsic Motivation: A Study of Long-Term Contracts in Major League Baseball*, 1993.

Education: J.D., University of Michigan, 1997. B.A., University of Michigan, 1993.

Occupation: Attorney, Baker & Hostetler LLP, 1997-present. Certified by the Ohio State Bar Association as a Specialist in Labor and Employment Law

Candidate Statement

I have been honored to serve as Secretary on the Board of Directors during the past four years, a period in which we have developed strong ties in the baseball industry, including the formation of our relationship with Rawlings for the Gold Glove Award and the Platinum Glove Award, our content deal with MLB Advanced Media, and the tremendously successful Analytics Conference. I have provided legal services to SABR (pro bono) over the years, including on matters related to intellectual property, contracts, and other matters, and through my Board service, I have been in a position to advise on the drafting and development of SABR's contracts with our industry partners. I have also been able to advise the Board on various legal matters to protect the organization as we consider new industry opportunities and relationships.

As Secretary, I have updated and maintained the Policy Manual and By-Laws, including initiating a project to ensure that previous Board actions were incorporated into the Manual. I also make it a priority to draft and circulate the minutes promptly after the conclusion of Board meetings to ensure that the Board members can review and comment upon the draft minutes while the meeting is still fresh in everyone's mind.

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For Director

George R. Skornickel

Member Since: 1996

E-mail: Georgeskornickel@gmail.com

SABR Experience: Chairman Forbes Field Chapter (Pittsburgh Area). Ballparks Committee. Biography Project Committee. Educational Resources Committee. Negro League Committee. Oral History Committee. Presentation Abstract Reviewer 2013, 2014, 2015. Presenter, Jerry Malloy Negro League Conference, 2015. SABR Leadership Mentor.

Other Relevant Experience: President, Vice President, Board member: Western Pennsylvania Council of Teachers of English. Co-Director: Western Pennsylvania Writing Project at the University of Pittsburgh Teachers Institute. Director: Western Pennsylvania Writing Project at the University of Pittsburgh Young Writers Institute. Director: Western Pennsylvania Writing Project at the University of Pittsburgh Professional Development Program. Author: *Beat 'em Bucs: the 1960 Pittsburgh Pirates*.

Education: B.S. Elementary Education. M.S. Elementary Education.

Occupation: Retired Educator. Coordinator of Gifted Education.

Candidate Statement

I have been a member of SABR since 1996. I joined because of a life-long love of baseball. This has carried over to SABR and the many scholars and friends I have met along the way. I have seen the growth and improvement of SABR since I joined and I want to be a part of its exciting future.

SABR is an outstanding community of baseball enthusiasts and researchers willing to share their knowledge. I would encourage the creation of a cadre of speakers, who, with financial help from the national, could present at local chapter meetings. I would support a research and presentation mentor program teaming experienced SABR members with members wishing to take part in two of our most vital areas. This would be most helpful to younger members in SABR.

I would continue to support the leadership mentor program where experienced leaders assist new leaders with issues facing all chapters.

We still need to address the issue of our aging membership. Young people need to become aware of what SABR is and does. As Forbes Field Chapter chairman I have addressed these issues with my local group.

I plan to attend as many SABR events as possible including local chapter visits.

I feel we have raised the level of awareness about SABR within the baseball community. The analytics conference offers additional research opportunities and a new way to share the work being done.

As a board we need to listen and respond to members and their concerns. We need to realize that our membership has a variety of interests in baseball and find ways to support these various interests in the game.

SABR is baseball and research and should remain the focus of all we do.

I would be honored to serve in the role of director. I may not have all the answers, but I will listen and work hard to make decisions that will benefit the membership and continue to meet and exceed the purpose and goals of SABR. want to do my part to continue the growth and success of SABR.

Deadline for votes to be received is 11:59 p.m. MST on April 29, 2015

For Director Ty Waterman

Member Since: 1996

E-mail: tywaterman1918@gmail.com

SABR Experience: SABR Board of Directors since 2012. Founding member of the Smoky Joe Wood, Connecticut SABR chapter. Member of the Boston SABR chapter. Member of the Rhode Island SABR chapter. Founding member of the SABR games and simulation committee. Speaker at various chapter meetings including Quebec and Vermont in the past 15 years. Creator and leader of the Great American Fantasy League (GAFL): A baseball simulation game comprising 30 SABR members as managers. We give a free SABR membership to new SABR members. Performed the role of Paddy Livingston, (dead ball catcher) at the Toronto SABR convention, a baseball musical written by Gene Carney. Four-time Team Trivia champion at SABR conventions.

Other Relevant Experience: Co-author “The Year the Red Sox Won the Series”, 1999: The 1918 world champion Boston Red Sox. Currently researching and writing “The Year of Babe’s Golden Left Arm” – the 1916 world champion Boston Red Sox. Season Ticket Holder: Pawtucket Red Sox (AAA). GAFL (baseball simulation game) was featured on MLB-TV special in 2012. TV special on New England Sports Network – re: 1918 Boston Red Sox. Presentation on 1918 Red Sox at Baseball Hall of Fame: 199

Education: Bachelor’s degree: University of Maine (Orono) – Physical Education. Master’s Degree: Boston University – counseling.

Occupation: Social worker for 30 years. Worked for the state of Massachusetts and a private agency in Boston serving clients with developmental disabilities.

Candidate Statement

I’ve been impressed with the progress of the SABR Board during my first term. We developed the SABR Analytics Conference, which has been a great teaching event. The conference brought SABR into a growing relationship with MLB and the wider baseball community, while increasing SABR’s revenues.

I am very excited by SABR’s involvement with the Rawlings Gold Glove Award and the development of the SABR fielding index. Meanwhile, SABR is producing about one new E-book per month. We continue to experience a solid increase in SABR female members, who have added a great deal to SABR’s mission and diversity. We also have developed SABR memberships within universities and high schools that have brought us younger members.

Our chapters continue to be the lifeblood of SABR. Most member’s primary involvements and friendships are through our chapters. I attend as many chapter meetings as possible, giving updates on SABR/Board priorities, fielding questions, and listening to our members. I’m delighted that SABR is hiring a fifth staff person in our Phoenix office to focus on chapter support. This was one of my highest priorities!

I assisted the 19th Century, Deadball, and Games/Simulation Committees in 2014 with the creation of an all-star baseball game. We drew a good crowd at the Houston convention. Unfortunately for the 19th century team, John McGraw’s fielding was lacking that day. Supporting our committees is a priority for me.

In the coming year (s), I plan to work on a Board initiative to retain a higher percentage of new members after their first year with SABR. We will work through our local chapters in this project; contacting our newer members, inviting them to SABR events and listening to them.

I am always open to assist any member or chapter and invite you to call or E-mail me at any time.

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Question 1: How do you propose to address the balance between statistical-based activity and research-based activity? Are you satisfied with the balance as it currently exists? And, in what specific areas could the Board take a more active role in guiding the research committees?

Vince Gennaro

The distinction that is suggested between "statistical-based" and "research-based" activity is a bit unclear. I consider myself an active baseball researcher, with many of my research projects falling into the area of statistically-oriented research, or "analytics" research as it is more often referred to today. Regardless of the definitions, the second and third parts of this question raise an important philosophical issue that deserves attention by the membership and leadership of SABR.

To frame the issue as I see it, there are at least two mindsets. The first mindset is that SABR's research efforts should be entirely organic. They should emanate from the membership based on the interests, passion, availability, etc. of those that engage in research. Under this model, it might not be appropriate for the Board to play a role in guiding the activities of volunteer researchers, who are driven by their own motivations. Under this approach the Board's role would be to ensure that organic research efforts are supported, not guided.

The alternative mindset is to suggest that SABR as an institution is a valuable asset to the baseball community, not simply a collection of independent researchers, with an obligation to provide value to baseball's interested parties—fans of all ages, other historical associations and research organizations, the media, etc. This approach tends to be a bit more "top down" and less based on the energy of individual researchers. In this research model the leaders would be monitoring the interests of the baseball community and attempting to match them with members' interests to charter research projects.

Having been a SABR member for about 19 years, I infer that our culture is most comfortable with the first, "organic" approach. I personally do not have an opinion, nor do I think I should impose my view on a matter so central to who we are as an organization. I will add that I believe there is no "right answer" to this question—it gets plenty of attention at the Board level—but it is an important one that would benefit from the viewpoint of the membership.

Todd Lebowitz

Although projects related to analytics tend to bring SABR more publicity and recognition than non-statistical research, both are equally important. The heart of SABR beats strongest with the tremendous work that SABR members perform in connection with the numerous committees, book projects, BioProject, Games Project, the BRJ and TNP contributions, and elsewhere. Non-statistical research is a critical part of who we are, and as a Board member, I will continue to support initiatives that promote and encourage baseball-related research of all kinds. It is not the role of the Board to direct the research committees as to what they should be working on. Rather, the Board's role with respect to research committees is to ensure the continued existence of the support system necessary so that research projects can continue to flourish under the SABR umbrella.

Question 1: How do you propose to address the balance between statistical-based activity and research-based activity? Are you satisfied with the balance as it currently exists? And, in what specific areas could the Board take a more active role in guiding the research committees?

George Skornickel

I feel an excellent balance has begun to exist between statistical-based activity and research-based activity within SABR due to the success of the Analytic Conference in conjunction with the already proven successful SABR National Conference. Even though they are separate entities, they complement each other by enabling the members to pursue their new areas of inquiry. As a Board member I would strongly support the continuation of statistical-based events along with more traditional research. SABR must continue to be open to and proactive concerning all current as well as new areas of research, especially due to the current surge of interest in and the use of sabermetrics.

SABR's partnership with Major League Baseball Advanced Media, Bloomberg Sports and Rawlings have risen its position to a new and higher reputation in the field of statistical-based research similar to its already universal acceptance as a research-based organization. SABR is presently doing an excellent job of addressing the balance, and should be able to continue with its success.

As far as research committees are concerned, the Board can take a more active role in guiding them by encouraging mini-conferences where their members discuss their research findings. This could possibly be done on-line as a video conference so that all members would have the opportunity to participate.

The very successful annual Jerry Malloy Negro League conference is an excellent example of a committee based conference.

Only a hand-full of committees are current with their newsletters. The Board could help in this matter by offering advice on how to maintain this very important line of communication. A uniform set of standards for newsletter production could be provided with suggestions for producing and maintaining first-rate newsletters.

The key factor for successful research committees is communication. Committee chairs and members should recognize that the Board is there for them to assist in any way necessary for the committees to be an important aspect of SABR

Ty Waterman

A) SABR fosters baseball research of players, teams, social issues, songs, poems, media, business of baseball, differing cultures, women in baseball, and much more. Within SABR, there is also room to engage and discuss sabermetric issues, statistical analysis, baseball simulation games, music, and the rich history of our national pastime.

We started a SABR analytics conference in 2012 and have over a thousand members in our Statistical Analysis Committee. Many members research and write player bios from all eras of our sport. And of course, SABR members are writing E-books and articles on every subject under the baseball sun.

SABR has something for everyone. Whether we have a perfect balance, I cannot say. But I believe every SABR member can discover some aspect of baseball research that is fulfilling and fun.

B) I think the Board of Directors should systematically talk with the leadership of each SABR committee to learn their concerns, issues and plans. Board members are in touch with committee chairpersons on an on-going basis but this approach would be more extensive.

I was approached by two committee chairpersons during the past year and brought their concerns in front of the entire board. Likewise, each of us periodically shared committee or individual concerns with the rest of the board. But I am suggesting we formally have a liaison with three committees apiece and regularly report back to the Board.

Deadline for votes to be received is 11:59 p.m. MST on April 29, 2015

Question 2: Do you believe the Board is in appropriate contact with the membership or might it be improved? How would you as a Board member, maintain contact with the membership?

Vince Gennaro

I feel there will always be room for improvement in communications between the Board and membership. While we do have some formal communication processes, much of the communication today seems to happen through informal channels, rather than structured processes. All of us on the Board are in frequent contact with members, because we ourselves tend to be engaged SABR members, involved in activities, local chapters, research projects and attend events. We all receive frequent emails or phone calls from members with questions, comments, or suggestions about the organization.

I have every intention to continue to be easily accessible and responsive to members who have comments and questions and I will always make an effort to respond on a timely basis. As a Board member I am certainly open to suggestions as to how communication can be improved.

Todd Lebowitz

As a Board, we have several avenues through which we communicate with the membership. These include the posting of the minutes of each meeting, the membership-wide emails from Marc and Vince as to developments within the organization, and information posted to the membership through This Week in SABR. In addition, each Board member's personal contact information is available to the membership on the members-only portion of the website, and I would encourage anyone with a question or concern to email me or any other board member. The reason for our existence is to serve and protect the organization. Any ideas for how we can improve are welcome.

Question 2: Do you believe the Board is in appropriate contact with the membership or might it be improved? How would you as a Board member, maintain contact with the membership?

George Skornickel

Even though the Board gives the membership access to the minutes of their meetings and conference calls, a better way might be to send the minutes directly electronically to the local chapter leaders who can then pass on the information to their members directly.

Quarterly questionnaires might be sent to leaders to prompt more interaction between the Board and local chapters. This also could be done electronically.

Chapters could be separated into regions with specific directors responsible for keeping open lines of communication between chapters, members and the Board.

Although some chapters send records of meetings and events regularly, all chapters should be strongly encouraged to do so especially targeting Board members.

Electronic responses by Board members to chapter leaders could also help to strengthen the bond.

As a Board member I would try to form a personal connection with as many chapter leaders and committee chairs as possible by attending national conferences and as many local chapter meetings as possible/

I would propose a link titled: "Ask the Board Members" that could be instituted to help leaders, chairs and members who might have specific questions or issues. This would become a part of the weekly, "This Week in SABR."

And of course members are always free to access the Board members personally. Email addresses are obtainable easily through the membership directory providing a direct link to specific Board members.

On the whole, the Board does a good job keeping in touch with the membership and as a Board member I would strive to continue to do so.

Ty Waterman

It's always possible to improve Board contact with the membership. I believe our current Board is already in regular contact with some SABR members, depending on the chapter, committees, or issues we are connected with. Some of us interact with writers of E-books and player bios, others connect with members doing statistical research, and some of us relate to deadball or 19th century issues. But I am suggesting we structure a more formal liason with SABR committees and chapter leaders.

As for myself, I talk with members of the three chapters I attend, the 30 SABR members I play baseball simulation games with, fellow Board members, and certain committee chairs that I have shared projects with. When I attend the national convention I intentionally seek out people who are new to me and engage in conversations.

I am looking forward to starting the "member retention project" because it will put me in touch with many newer members from other regions.

My phone (508-455-1918) is always open if any SABR members want to contact me. Or you can E-mail me at tywaterman1918@gmail.com. I want to know your interests and concerns.

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Question 3: Since the turnover among members of the Board is infrequent, would you endorse amending the by-laws to establish term limits for officers and board members? Please explain why or why not?

Vince Gennaro

I've given a lot of thought to this question over the recent years. In principle, I support the concept of term limits because it legislates fresh thinking, which is healthy for any organization. At the same time, continuity can be a valuable attribute of high-performing work units, which is what the Board aspires to be. The Board will add the greatest value to SABR only if there is accountability, a high level of trust among Board members, and mutual respect, among other important attributes. The combination of these elements form a foundation for productive conflict—respectful, but spirited discussion about the issues facing the organization—which is the key to functioning as a high-performing team. These conditions tend to occur more readily when people have invested the time to get to know their colleagues and work with one another over a period of time. With that said, I do think there are ways to manage Board turnover so that we preserve some of the continuity and momentum, while still bringing in fresh, innovative thinking.

The bigger question is would we have a robust candidate flow to continue to give members great choices to replace out-going incumbents? In recent years we have had relatively few candidates in our elections. Some of that may be in response to the tendency towards re-electing incumbents, but it is not the only reason. There have been open Board seats (resulting from an incumbent not choosing to run for re-election) that have been won by a new candidate running uncontested. There have been other open seats that have been contested by just two candidates.

The bottom line is that I very much support the concept of term limits, but would want to be confident that legislating term limits would not place the Board in a vulnerable position of lacking candidates to do the important work of the Society, including governance.

Todd Lebowitz

I would disagree with the premise that Board turnover is infrequent. I joined the Board at the conclusion of the Long Beach convention, four years ago. If we compare the current Board to the Board of 2010, we have a new President, a new Secretary, and new non-officer Board members in three of the four seats. It is important to strike a balance between infusing the Board with fresh ideas and maintaining historical knowledge and continuity. I think the membership has done precisely that in its elections over the past five years. The historical knowledge that the longer-serving Board members provide is essential to ensure that we, as a Board, understand the origin of policies and procedures that we may be reviewing or considering updating. The long-standing relationships that some Board members have with chapter and committee leaders is also important, as we strive to ensure that the decisions we make are in the best interests of the organization and take into account what we have historically done and why. The Board would be significantly weakened if deprived of its historical knowledge because of term limits. I would encourage any members who seek change to run for a seat on the Board. Having a strong slate of candidates each year is the best way to promote the infusion of fresh ideas. It would be detrimental to SABR to force strong, long-term contributors out of office merely for the sake of change.

Question 3: Since the turnover among members of the Board is infrequent, would you endorse amending the by-laws to establish term limits for officers and board members? Please explain why or why not?

George Skornickel

Turnover among the members of the Board is infrequent due to several reasons. First is the obvious assumption that the members are satisfied with the efforts and leadership of the current Board members. This may be the reason why some positions, particularly the officers, are running un-opposed in most cases. Continued support infers that the person must be doing a commendable job,

Term limits might also stifle the progress of some of the Board's initiatives. Officers, especially, need the opportunity to continue with programs they might desire to initiate.

I agree that often times new blood is needed to energize an organization. There is ample opportunity with the structure as it currently stands to allow new members access to the position of Board member.

Natural attrition also gives the opportunity for new members to join the Board. Often times a Board member will just decide not to run, for whatever reason, and this provides an opening for a new candidate to appear.

With the terms of office as they stand there is the opportunity for new candidates to vie for the positions as terms expire. It is a natural way to add new members to the Board.

Term limits in a sense exists with the current lengths set for the individual terms. There is a regularly scheduled attempt to allow new members to come forward and run for office. So a form of term limits already exists. The choice, however, being the choice of the membership whether to continue a Board members term or terms of service, or elect someone new.

For these reasons I feel a formal amendment to limit the terms of service is not needed.

Ty Waterman

Actually, there has been a steady turnover since I was elected to the Board of Directors in 2012. Three Directors have resigned since 2013 and two newer directors have joined the Board. The Board is more diverse now with two women and more of a mix of ages.

I will bring up the issue of term limits at our next full business meeting this coming June in Chicago. The Board needs a chance to air their thoughts and questions about term limits with one another. The membership can attend this Board meeting and hear the discussion if you are coming to the 2015 convention. Members can also bring up their thoughts about term limits at the Chicago business meeting.

Should the Board and the SABR membership decide to set term limits, I would be glad to abide by the new by-law. Our Board should always welcome new and interested SABR members. A mix of experienced and newer Board members is healthy for SABR.

Right now, I want to help SABR go through the process of examining this issue of term limits. Whenever we consider changing a By-Law we should follow a thoughtful, careful, and democratic process.

Deadline for votes to be received is 11:59 p.m. MST on April 29, 2015