

2016 SABR Election Guide

Thank you for reading the 2016 SABR Election Guide.

On the following pages you will find candidates' statements for the offices of Vice President 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 2016 and who have an email address on file as of April 1, 2016, will be registered for online voting and will be sent an invitation to vote on April 12, 2016, and will receive at least one reminder email before April 26. 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.

Vice President. The duties of the Vice President, who shall be elected in even-numbered years to a two-year term, shall include: a) Assuming all duties of the President in the absence of the President or in the event that the President is unable to accept or perform his or her responsibilities and duties; b) Chairing the Chapter Development Committee and, in this capacity, submitting an annual written report to the membership; c) 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 26, 2016.***

For Vice President

Leslie Heaphy

Member Since: 1988

E-mail: Lheaphy@kent.edu

SABR Experience: Board of Directors since 2010; Chair of Women in Baseball since 1995; member of Negro Leagues Committee and program chair for Jerry Malloy Negro League Conference; Awards committees

Other Relevant Experience: History professor teaching sports and baseball history courses; work with International Women's Baseball Center; Member of North American Society for Sport Historians; Editor of journal Black Ball.

Education: Ph. D in history

Occupation: Associate History Professor

Candidate Statement

I am running for the office of Vice President of the Board of Directors because I believe in what SABR is and the direction the organization is headed. I am interested in continuing to help grow our college and high school groups as well as seeing more activity with our local chapters. SABR membership is key to helping people feel connected and wanting to remain with the organization. As the vice president I will be working as the liaison with chapters and continuing to work with research committees to help them in any way I can. I believe that one of the things we need to continue to do is find opportunities for committees to get involved in projects whether they be writing projects or other kinds of efforts related to baseball. I also think we need to continue to look for relevant resources that can help our members with their research and writing efforts. I also want to help create ways to better recognize and promote the work of all our chapters and research committees so that everyone is aware of what they are doing. And finally I think we need to take better advantage of much of the technology and social media that is available as this will help us get our message out to different audiences. One form of communication does not work for everyone.

Thank you for your consideration of my candidacy.

For Director Barry Bloom

Member Since: 2010

E-mail: boonskie@aol.com

SABR Experience: Vice president, Phoenix chapter

Other Relevant Experience: Member of BBWAA since 1982, Hall of Fame voter since 1992. Member of San Diego Press club and winner of 2014 best column award for coverage of Tony Gwynn memorial service. Also member of Association of for Women in Sports Media and NSSA Sports Media.

Education: Fairleigh Dickinson University, Bachelor's in English Lit, 1973; San Francisco State University, Master's in Mass Communications, 1982; California Western School of Law, finished first year only, 1996.

Occupation: Sports and Sports business writer: San Diego Union-Tribune, 1982-98, Padres beat writer (1983-92); Bloomberg News: 1998-2002, national sports business writer; MLB.com: 2002-present, national baseball reporter and columnist.

Candidate Statement

I love SABR. I love the organization and all of the people involved in it. I really enjoy sharing my expertise and absorbing the knowledge of the wide and varied range of members. It's a tremendous learning experience. For those of you who attend the conventions, you might remember me three summers ago in Philadelphia as the guy who conducted the keynote speech with Larry Bowa, the Phillies bench coach and a close friend. We wrote two books together. Last year in Chicago, you might remember me moderating the well-attended panel discussion about Sidd Finch, the fictitious Mets pitcher, who 30 years ago allegedly threw a 168-mph fastball. Those were fun. A great way to share my contacts and media background with the entire attending group.

As a member of the board, I'd love to continue to learn and share. The game of baseball is evolving quicker than any of us can imagine. In my 40 years of covering the sport, I've been able to do it on so many platforms: newspapers, radio, TV, the internet, social media. In my career, I began writing on a portable typewriter. That quickly made way to every form of computer. And suddenly, I can write a blog and publish it on a small tablet that fits in the palm of my hand. What shape and form of it is coming next? We need to master it. Embrace it. Utilize it to inform our members in the blink of an eye, at the speed of light.

The combination of all this what I want to bring to the SABR board: my experience, my contacts, my foresight. With kindness, friendliness, openness and an ability to move forward, always moving forward.

Deadline for votes to be received is 11:59 p.m. MST on April 26, 2016

For Director

Dennis Degenhardt

Member Since: 1997

E-mail: bovine9@charter.net

SABR Experience: Treasurer of the Ken Keltner Badger State Chapter since 2001

Other Relevant Experience: Active working with non-profit organizations: President of the Board, Washington County Campus Foundation, 7 years (Foundation supports our local 2-year college with over \$150,000 scholarships annually as well as supporting faculty and capital projects); Formally Treasurer Washington County Historical Society; Active with Big Brothers Big Sisters – 11 years, same little brother 8 years

Education: BBA-Accounting, University of Wisconsin-Milwaukee

Occupation: President/CEO; Glacier Hills Credit Union, West Bend, WI

Candidate Statement

Having been an active SABR member since 1997 it is time for me to get more involved and give back to the organization. The primary reason for wanting to do this is because of the concern I expressed during the business meeting at the Chicago Convention, the need for more transparency from the SABR Board. At the time, my concern was the lack of communication on where the next annual meeting would be held, something important to the heart of SABR, our members. But there are other issues that we learn about often last minute, for example the logo change. No complaints on the logo but unless members read the board meeting minutes, no one knew. This concerns me because people don't like surprises and it gives members reasons to gripe about SABR. I don't believe that is in our best interest because we want SABR to be something we enjoy and cherish, not another irritant. Instead, I will be encouraging staff and the board to be more open and communicate more with the members because they are the reason we exist. I will concentrate on maintaining the board's focus that we are a membership based organization while recognizing the primary reason most of us joined SABR was the game and preserving baseball history. I will work to encourage more members to do research and write about the great game we all love. This is important to me because I often hear from non-members "oh sabermetrics, I'm not into numbers" when I mention SABR. Analytics are great and an important adjunct for us but that is not our primary function; research and writing the history of the game is.

Finally, I will bring to the board professional experience from my occupation and non-profit board experience from my volunteer activities. I would appreciate your support to be your SABR director.

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For Director

Barry I. Deutsch

Member Since: 2011

E-mail: barryid@gmail.com

SABR Experience: Judge of presentations – Philadelphia, Long Beach, Houston and Minneapolis; Member, panel of selector of presentations at all the above plus Chicago; Editor of publications for business of Baseball Committee and History of the Detroit Tigers; Contributor, qualifying for donor breakfast, at all of the above except Chicago; Prospective member of the 2016 convention Host Committee; Member of the South Florida Chapter

Other Relevant Experience: Past President of the national Bank Marketing Association; Member, national Board of the American Jewish Committee, American Bankers Association, and the National Association of Automated Clearing Houses; Former President of the Cheltenham Township PA Jaycees; Elected auditor of Cheltenham Township; Chairman, Cheltenham Township Zoning Hearing Board; Member, Monroeville, PA Cable TV Commission; Board member Forbes Hospital System; Board member Pittsburgh Public Theater; Membership Vice President – Temple Beth Torah, Tamarac, FL; President Pompano Beach Duplicate Bridge Club; Board member East Neighborhood Association of Wilton Manors, FL; Master Mason Doric Lodge, Fort Lauderdale FL; 32d Degree Mason, Scottish rite, Valley of Miami; Member, Financial Advisory Committee, Mahi Shrine, South Florida; Member Masters & Wardens Association of Broward County, FL

Education: BS in Economics, Wharton School, University of Pennsylvania; MBA Drexel University; Doctor of Economic Science (hon.) Warsaw, Poland School of Economics

Occupation: Retired – formerly banker, highest position, co-president Bank Pekao, Warsaw Poland; Highest US position – senior vice president and corporate director of marketing Mellon Bank, Pittsburgh; Worked as a consultant for 10 years after retirement from banking in the field of Financial Technology. Clients included Microsoft, H-P, Oracle and the Bank of China, Telus Communications in Canada, Banco America Central in Costa Rica, and British Telecom in London.

Candidate Statement

I am running for membership in the Board of Directors to bring a fresh outlook to the organization, to present a new face to the membership and to strengthen our culture.

More of our members are younger and many are analytically inclined. As you will note in one of the questions that follow, we need to please them as well. We also need to keep our minds fixed on our unique culture. We, along with Cooperstown, are the custodians of the history of baseball; we are authentic in our zeal and hard work. We must press to preserve that culture, not bury it.

Most of our members come into contact with us via the annual convention. We remember some of these conventions with greater fondness than we do others. I would urge maximum effort put into every convention so that every member comes away with a good feeling about our organization, a greater willingness to participate in more of our activities and a great desire to attend the next one.

Our leadership structure calls out for fresh outlooks. We have had a vice president who has served since 2004. He is stepping down this year, but running for a seat on the board. We have had the same treasurer since 2001 and our president and secretary have served for five years each.

Every one of them has been a hard-working, loyal SABR member; but it is not healthy for any organization to have the same leadership for those long periods of time. I am suggesting that new ideas and new points of view will benefit all of SABR. And, I will work to develop a leadership development program to identify our future officers and board members so that we do not repeat this inwardness.

I am convinced that our older members and our newer members need to be brought together to learn from each other and further our love of our National Pastime. New leadership is a necessary link to that goal and I think I can bring that to life if I am chosen to be on the Board.

Deadline for votes to be received is 11:59 p.m. MST on April 26, 2016

For Director Chris Dial

Member Since: 1994

E-mail: pfeiffer86@gmail.com

SABR Experience: Co-creator and developer of SABR growth initiative of Chartered Communities; Co-chair of first Chartered community, BTF Chapter; Former member Nominations Committee; Member of research committee; Member of SDI committee; Developer of RED, a defensive analysis system used to select Gold Glove recipients for MLB

Other Relevant Experience: Developed Runs Effectively Defended defensive analysis system (1996) which is used for Gold Glove selection; Global Director, Analytical research in Pharma, including budget development and tracking; market analysis, sales analysis

Education: BS Chemistry Pfeiffer College 1986

Occupation: Global Director, Analytical; Catalent Pharma

Candidate Statement

I like to think that the last 2 years on the Board I have spent much of my focus working in favor of increased membership, continued improvement on publishing opportunities (on top of the existing great opportunities), and helping to create a better value for the membership.

I believe the role of director means spending time listening to as many members as I can - not an unhappy vocal few - to ask "What can SABR do better for you?" I will continue to have those conversations - at the convention, at other SABR gatherings, to the non-members I chat with, and on line. These conversations mean I take notes, and bring those ideas, comments, and concerns to the Board meeting and introduce the topics to the agenda.

SABR is a great organization that needs to broaden and enhance its inclusivity, and continue to promote research, share research and preserve the history of baseball. I enjoy working on and with the Board in my desire to make SABR a stronger, flourishing group which encourages and assists with the dissemination of baseball related information.

I am committed to continuously improving the value of SABR to its members and to the greater baseball community.

Deadline for votes to be received is 11:59 p.m. MST on April 26, 2016

For Director Bill Nowlin

Member Since: 1994

E-mail: bnowlin@rounder.com

SABR Experience: Vice President of SABR, 2004-present; I was honored with the Bob Davids Award in 2011; Vice Chair, Oral History Committee for several years; Vice Chair for Team Projects, BioProject; Co-editor of several SABR books published or in production, beginning with *The Fenway Project*; Editor or co-editor of several SABR books published or in production, beginning with *The Fenway Project*; Titles include: *Can He Play? A Look at Baseball Scouts and Their Profession* (SABR, 2011); *Opening Fenway Park with Style / The World Champion 1912 Boston Red Sox* (SABR, 2012); *Red Sox Baseball in the Days of Ike and Elvis* (SABR, 2012); *Drama and Pride in the Gateway City / The World Champion 1964 St. Louis Cardinals* (SABR, via University of Nebraska Press, 2013); *Sweet '60/The 1960 Pittsburgh Pirates* (SABR, 2013); *The Year of the Blue Snow: The 1964 Philadelphia Phillies* (SABR, 2013); *New Century, New Team: The 1901 Boston Americans* (SABR, 2014); *The Miracle Braves of 1914: Boston's Original Worst-to-First World Series Champions* (SABR, 2014); *Van Lingle Mungo – The Man, The Song, The Players* (SABR, 2014); *Who's On First? Replacement Players in World War II* (SABR, 2015); *'75: The Red Sox Team That Saved Baseball* (SABR, 2015); *Braves Field: Memorable Moments at Boston's Lost Diamond* (SABR, 2015); *The Team That Time Won't Forget: The 1951 New York Giants* (SABR, 2015); *Nuclear-Powered Baseball* (SABR, 2016); *There Was More Than Game Six: The 1986 Boston Red Sox* (SABR, 2016); *There Was More Than Game Six: The 1986 New York Mets* (SABR, 2016); Author of over 500 BioProject biographies; Convention Committee, 2002 national convention, Boston; Participated with Ted Williams Chapter in San Diego to help moderate during March 2003 regional, and with Boston chapter for September 2003 and January 2004 regionals; Member of most other SABR committees; Active in the Boston chapter

Other Relevant Experience: Author or editor of over 40 baseball books and over 300 articles on baseball. Numerous other books in progress. Researcher for the Library of Congress Bicentennial Local Legacies initiative, which resulted in the book *Fenway Lives*; Former Assistant Editor of Fox Sports' *Diehard* magazine; Adjunct faculty, teaching "Politics and Baseball" for the University of Massachusetts at Lowell; Adjunct faculty, teaching "Sports Reporting" for Lesley University; Organized two themed weekend gatherings at the National Baseball Hall of Fame; Working with author Todd Anton, helped organize "When Baseball Went to War" symposium at the National World War II Museum in New Orleans, in coordination with the National World War II Museum and the National Baseball Hall of Fame; Co-founder (in 2004) of Rounder Books, and original co-founder (in 1970) of Rounder Records, which has produced and released over 3,000 albums of roots music and folk heritage; Several years of experience on the boards of Cambridge Ellis School, Cambridge Friends School, Texas Chapter of the National Academy of Recording Arts and Sciences (the GRAMMYS organization), Passim Folk Music and Cultural Center, and the BoSox Club; Former professor of political science, University of Massachusetts, Lowell

Education: PhD and AB, Tufts University; MA, University of Chicago

Occupation: publisher of music recordings and books.

Candidate Statement

My tenure on the Board has spanned a very challenging period, as successive boards saw the need to "re-position" SABR. Recent years have seen SABR successfully situated in a new HQ in Phoenix, with an active Executive Director, a strong staff (recently expanded to add a staff member dedicated to building stronger chapters), and energetic leadership from SABR's president.

SABR has weathered the transition years and has greatly elevated our profile in the world of baseball, with the proven success of the Analytics Conference, new initiatives with MLB, and collaborations with other groups in baseball, such as with Rawlings for the Gold Gloves Awards.

I recommended the board hire Cecilia Tan as Publications Director and have been pleased to see the Society's publishing program begin to blossom, starting right at the end of 2011. SABR is now publishing a book or journal almost every single month, with all SABR publications available for free to SABR members.

I have taken an active hand in co-editing books drawing on the talents of members of a number of SABR's committees. Including books in the works, these book projects include the work of members of BioProject, Ballparks, Baseball and the Arts,

Business of Baseball, Deadball Era, Latino Baseball, Negro Leagues, Nineteenth Century, and Scouts.

I've also helped work on the acquisition of *The Sporting News* contract cards, which are currently being digitized to be made available to researchers.

As we move forward, it is essential throughout that SABR hold true to our mission and continue to expand upon it, keeping firmly in mind that SABR is a not-for-profit research organization.

I believe that my experience in the non-profit world as well as in private business will continue to offer some background that is beneficial in the board meetings and to SABR.

I consider my primary mission on the Board to advocate for the active researchers in SABR.

The next couple of years look to offer continued growth in what SABR will be offering members (and the world at large) and I hope to continue to try to help serve in that regard.

For Director

George 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, 2014; SABR Leadership Mentor; Local Chair 2015 Jerry Malloy Negro League Conference

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.

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. I 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 26, 2016

Question 1: Recently, SABR expanded its staff to include a Manager of Chapter/Partner Relations. What do you envision to be the role of this new staffer over the next two to three years?

Leslie Heaphy

I see the new staff member working closely with chapter leadership to create opportunities for growth and revitalization of chapters. I envision this person helping to spread the word about activities that chapters are involved in like the Alzheimers effort and other new ideas. I also think the person should create regular forms of communication with chapters whether that be monthly skype opportunities or web chats or phone conferences. I think the person could develop webinars to help leaders with the use of the administrative tools on the SABR website as well as creating leadership training and development. Part of their work will also be in growing our high school and college chapters which will require new ideas and uses of social media such as Instagram, twitter and snapchat and other new methods that come along.

Barry Bloom

I just sat down and spoke at length to Marisa Elliot, a recent Arizona State graduate in sports business who took the job two months ago. She is bright and energetic and has 100 percent of my support as we move forward in this new endeavor.

I can tell you this: When our Arizona chapter had our recent SABR Day extravaganza at Tempe Diablo Stadium her help was invaluable. She pitched in at every angle, setting up and breaking down folding chairs, providing coffee and bagels for our members to nosh on prior to the program, taking pictures and writing a news story about the event that we posted on our site. This is just the beginning of the great job she will certainly do. While she physically may not be available for each of our chapters, I view her as an important resource to help coordinate everything the chapters want to accomplish.

She says she's here for the long term and we have to take baby steps as all of us together help her develop the position. First and foremost, though, let's all set up lines of communications, from the chapters and the board to the national office and her. If a chapter president hasn't heard from her, please pick up the phone and make contact. This is essential. She will be our point person on all things SABR. Get to know her like I'm getting to know her. Give her your ideas. Let's move this forward. As I said above, always moving forward.

Question 1: Recently, SABR expanded its staff to include a Manager of Chapter/Partner Relations. What do you envision to be the role of this new staffer over the next two to three years?

Dennis Degenhardt

With a new position, there is always growing pains and as a board member I would be very interested in developing this person to fill the position with the membership in mind. From the Chapter standpoint in the next two or three years, how can we share chapter resources better? Some chapters are better with research presentation, can these be shared with other chapters still developing those skills? The Manager of Chapter/Partner Relations works closely with chapters sharing information so there is less recreating the wheel, 30 times. Our manager visits each chapter every two or three years talking about SABR and helping with the needed transparency. And this person helps chapters raise funds using SABR's tax exemption for local projects like grave sites, scholarships, etc.

On the Partner side, I would want this person's instincts to be very strongly geared towards what is in partnerships for the members. We are a very important organization for the baseball industry and the Manager of Chapter/Partner Relations should be leading us towards partnerships that meet that status. When partnering with different organizations, we need to make sure SABR is well recognized so that not only members are proud to be part of the organization but we attract new members. If we do not gain members, should we be involved with our good name? In the next couple of years, I would like to see the new manager succeed with adding more member benefits including special offers, pricing and interesting baseball opportunities. Also, help chapters become more involved with local teams at all levels providing services to help the teams with our expertise? And, SABR has a stronger role and recognition with the Baseball Hall of Fame.

Barry Deutsch

Under our by laws the Vice President is to be responsible for chapters. I would expect the new staff member to assist the Vice President in her duties, supporting chapter activities and guiding the weaker chapters with strategies for becoming stronger. Since SABR is constantly adding new partnerships with baseball-related entities, this position will be one of liaison and communications. Some presidents will be stronger and more involved than others and staff support will be invaluable.

Leslie Heaphy, who is running for vice president, has been particularly active in working with chapters. I applaud and support her efforts and I am certain that with the assistance of a dedicated staff member she will do even more to help her clientele. And, I look forward to seeing more new chapters and, new, special interest groups come into being. I will help her in her tasks and I will focus on developing new sources of national leadership from among the chapter and SIG leaders.

Chris Dial

I envision the role to be focused on assisting all chapters to develop, increasing membership through that development, and manage existing partner relationships while looking for new partners that will benefit the organization. Stronger chapters will mean longer term members and sustainable growth.

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Question 1: Recently, SABR expanded its staff to include a Manager of Chapter/Partner Relations. What do you envision to be the role of this new staffer over the next two to three years?

Bill Nowlin

Having served on the Board for many years now, I can say that one of the goals the Board has had for a long time is to be able to augment the staff with someone whose primary role is to build stronger chapters. The reason for this is to help foster increased member satisfaction, and thus help SABR grow – but also to help improve our membership retention rates. (See also my response to Question 3 below.) We have brought SABR back to financial stability and have been able to expand staff to serve the membership. We are pleased that Marc Appleman was recently able to announce Marisa Elliott as this new addition to the staff.

Because SABR has recently reached out more consistently and more successfully to many other baseball entities (the Major League Baseball Players Alumni Association, for example), it also made sense for her to help manage these expanding relationships as well. This is the "Partner Relations" portion of her work. The two are different tasks, but clearly overlap as well.

Her first efforts included simply introducing herself to chapter leaders around the country, and in other countries, and thus to begin to create more of an ongoing dialogue than SABR has ever had in the past. As she gets to know the various chapters (and our chapters are often very different, one from the other), one of her tasks will be to encourage an expanded flow of ideas between and among chapters. Something that works well in one chapter may or may not work well in another; she will learn the idiosyncrasies of the chapters and have an array of suggestions she can share with them, some of which may work for any given chapter. This will include chapter governance, best practices, and chapter initiatives that could help chapters become stronger and offer more to SABR members.

George Skornickel

Ms Marisa Elliot, the manager of Chapter/Partner Relations will fill a much needed position in the SABR community. First and foremost, Ms Elliot can help to coordinate activities of the various chapters. She can network the various chapter leaders to enable them to share the best practices of successful chapter leadership. Through her, problems such as meeting venues, activities, acquisition of speakers and the attraction of and retention of young members as well as veteran members can be addressed more easily.

She can also serve as a direct liaison between the Board of Directors and the chapter leaders and can help to bring issues of concern to their attention. The chapter leaders will now have an avenue to disseminate both their successes and concerns. Ms Elliot can function as a source of information concerning partnerships with Minor League and Major League Baseball and in that way can facilitate possible guest speakers and well as other collaborations.

Ms Elliot will provide some much needed chapter coordination and support.

Question 2: SABR's income streams have greatly diversified, with membership dues comprising a much smaller portion than in the past. In particular, the Analytics Conference seems to be aimed more at MLB, the media, and academia than at SABR members. What will you do to assure that the dues-paying members remain central to SABR and have a say in its programs?

Leslie Heaphy

I believe that the membership is central to who SABR is and will continue to be. SABR members are the only ones who can vote and therefore decide on leadership and other policy decisions. Connecting people to others in SABR will keep the society vital and alive. I think it is also important to recognize the many different activities SABR is involved in and not focus on any to the exclusion of others. SABR's membership is diverse and its programming needs to be as well. Keeping open lines of communication is key.

Barry Bloom

There should not be, and from what I see, there is no division of national and local. I'm fortunate that I live in Phoenix and already have my hand in both areas. I believe a great deal of my value is that I have spent a lot of time the last five years talking with SABR's executive director and the president of the board about the inner workings of the organization and how the national office can help the local chapters. The above manager of chapter relations position is already a good example of how that liaison can work. Things like the Analytics Conference generates national exposure and sponsors ships that help SABR operate on every level.

But the core of SABR is our individual chapter members. So let me tell you how our most recent SABR Day event worked. With the help of one of my closest friends, another sportswriter named Tony DeMarco, we used our contacts to set up a program that was unmatched. DeMarco interviewed John D'Acquisto, a former pitcher who played for the Giants, Padres and Angels. I had a great one-on-one discussion with Roland Hemond, the great former general manager, who at 84 has so many stories to tell. Our colleague Bernie Pleskoff, a writer and former scout, moderated a panel with executives Mike Port and Tony Siegle to discuss how running a baseball team has changed across the decades. We had one of our biggest and most enthusiastic turnouts and our local members were advised in discussions that their voices will continue to be heard.

Remember, I am always open to ideas. From anyone.

Question 2: SABR's income streams have greatly diversified, with membership dues comprising a much smaller portion than in the past. In particular, the Analytics Conference seems to be aimed more at MLB, the media, and academia than at SABR members. What will you do to assure that the dues-paying members remain central to SABR and have a say in its programs?

Dennis Degenhardt

To me, the most important thing we must do is not lose focus on who is SABR? The answer is easy for me, the dues-paying members. How do we do that? First with more transparency from the staff and board. I will insist that we do that as a director. Next, as a board member, I will ask whenever a proposal is made, what is in this for SABR members. As a dues paying organization, that is our #1 priority. It is exciting when we partner with Major League Baseball but is that always in the members' best interest? MLB wants to control all of the money streams tied to the game and is not concerned about SABR members. That is the duties of the board and I will be glad to maintain that focus. As I stated above, Analytics is an important adjunct for us but that is not our primary function. We need those members to provide new and interesting aspects to baseball but over emphasizing that one part of SABR does not show there is more to our organization. The current SABR radio show is a good way to get our message out but are we attracting many new members this way? I would like to propose adding another radio (or TV) show that is about the history of the game like "This Week in Baseball History". The format would include a panel discussing some element of the history of the game for the past or upcoming week with callers adding to the discussion. We have many members who we could call on to fill the panel depending on topic.

Barry Deutsch

I think the history-centric membership is still the heart of this organization. I will argue for greater emphasis on our traditional member-related activities such as the annual convention, the 19th Century Conference, the Negro League Conference and the Arizona Fall League experience. I will also argue for introducing other activities for members similar to the AFL experience, perhaps to Cuba and other non-US baseball venues.

I will argue for an honest, clear and informative annual meeting at our conventions and I will argue for membership voting on fundamental changes to our programs and ancillary activities. Much of the information provided to "insiders" occurs at the annual donor breakfast. There should be no insiders. All of that information should be presented to all of the membership.

I believe that the Board is responsible for monitoring non-member-centric activities. It is the Board's responsibility to ensure that no member or staff benefits privately from any of these diversified activities. It is the Board's further responsibility to ensure that the diversified revenue yields profit to the organization, which, in turn, is used for all the members.

Chris Dial

At all the Board meetings I have attended, the dues-paying members are always at the forefront of every discussion. Every Board member is a dues-paying member and always works to ensure that every program has a benefit to the dues-paying membership. Sometimes it is around access to more data, sometimes more publications, and more opportunities to be published. The Analytics Conference is great for the members because that revenue allows growth in the "apparent" member benefit areas.

I also want to explore how sustainable "other income" can reduce the reliance on member dues, and allow for a reduction, as costs of member services decreases (printing, etc.).

Question 2: SABR's income streams have greatly diversified, with membership dues comprising a much smaller portion than in the past. In particular, the Analytics Conference seems to be aimed more at MLB, the media, and academia than at SABR members. What will you do to assure that the dues-paying members remain central to SABR and have a say in its programs?

Bill Nowlin

Any organization looking to a stable future should want to have diverse income streams. SABR currently encourages a number of annual conferences, each of which appeals to different constituencies. The Analytics Conference tends to attract participation from the three areas mentioned, while "The Fred" appeals to those interested in Nineteenth Century Baseball.

The question as phrased is odd, in that dues-paying members not only have a say in the programs and activities in which SABR engages; members *determine* just what those programs *are*. Only dues-paying members can vote for their representatives on the Board of Directors. The Board has the responsibility to set policy for the Society. Dues-paying members *are* SABR. We may have certain events that also appeal to those outside SABR, but that's only a part of what we do.

It is evident that some of these events produce revenues that help SABR in its mission, that (for instance) helps enable us to digitize the player cards from *The Sporting News*, and so forth.

One should hope that SABR would appeal to historical researchers, students interested in learning more about the game, people in academia, analytically-oriented individuals, those interested in forging more links with baseball in other countries, etc.

Any organization has a tendency to develop imperatives that tend toward perpetuation of the status quo. It is the responsibility of Board members (and one I take seriously) to ensure that the Society remains true to its mission statement, which includes encouraging and fostering research, and disseminating the results of that research. As indicated in my Candidate Statement, I do see my main mission on the Board to be one of advocacy for the active researchers in SABR. Segueing to the next question, I also believe it important to try and inspire and encourage members to undertake, and present, research. In large part, I have tried to do that by inviting people to write for the various publishing projects, but I'm definitely a "SABR booster" and I hope I have helped a good number of you with ideas and encouragement for other activities as well.

George Skornickel

Many SABR members feel strong ties to their local chapters, but feel distanced from SABR at the national level. The annual National Conference and the Analytics Conference are often not within the scope of the average member. Time restraints and financial considerations can be a major deterrent.

Perhaps some sort of regional activities or mini-conferences could help to involve more members. Week-end events in various areas could serve two purposes. Members could increase member participation and succeed in having them feel more involved. These activities could also add to the nationals financially. A prime example of these types of conferences is the successful Jerry Malloy Negro League Conferences held every year. Other SABR Research Committees could be encouraged to sponsor events.

Members could be surveyed as to the kinds of events and activities that would appeal to them and how SABR could better serve them. "This Week in SABR" helps to keep members abreast of what is occurring, but perhaps a device for feedback is needed. Perhaps something along the lines of an "Ask SABR" section could be instituted. Chapter leaders could also aid the process by regularly asking their members for feedback concerning how SABR can better serve them. More input from the general membership is crucial.

Question 3: Experience has shown that the key to building long-term membership is retaining new members for a second and third year of participation. What would you do to help instill the "culture" of SABR into young, analytics-oriented new SABR members?

Leslie Heaphy

Retention is important and keeping members from their first to second and third years does seem to ensure a longer connection with the organization. One of the first things is we need to talk with many of these new members to see what it is they are looking for, why did they join SABR in the first place? This way we can look into what we can do as an organization to make them feel welcome and as much a part of SABR as all our other members. WE cannot assume we know what they are looking for nor can we assume we can or should be able to meet all their needs. SABR's culture is built around connecting people together and so we need to continue to find ways to connect our new members with our long-time members through chapters, research, conferences and the use of social media. New members need to know they are being heard as well. I think the key to all the questions asked is open lines of communication.

Barry Bloom

The location of our national office puts us in prime position to do just that: recruit new young members and keep them in the fold. The Cronkite Building on the downtown campus of Arizona State offers us access to a feeder system of 5,000 journalism undergrads, many of them interested in sports. In addition, the office is located just blocks north of Chase Field,

Again, at the local chapter level we have established day at the ballpark programs that include lunch, a meeting and a D-backs game. We've only cracked the surface on this and need to do it more. It's popular with our older members, but the goal is to bring in college-age fans who have a somewhat analytic approach to the game. They basically are not only the future of SABR, but are the future of the sport we so deeply care about. The D-backs have been supportive of our efforts and the club's president, Derrick Hall – like the new Commissioner of Baseball – is a huge proponent of making the game more relevant to younger fans, not only to play, but certainly to watch.

I would recommend continuing to cultivate these kind of relationships between officials of local SABR chapters and the Major League teams in those communities.

Many youngsters are coming out of colleges like ASU and are seeking jobs in either journalism or the baseball business at either the Major League or Minor League level. It is my belief that though we are not an employment agency, our chapters locally and nationally should serve as a meeting place for youngsters who can brainstorm between themselves, seek advice from our older members and feel comfortable simply exchanging ideas.

Doing this will build our younger membership base and, even more significantly, give us a good chance to retain it.

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Dennis Degenhardt

This is the challenge all non-profits face. It is even an issue for my credit union with attracting younger board members. The younger members are extremely busy. I would hazard a guess that many of the students that shine in the Analytics Conference do not remain members very long. But it's not SABR, it's a time in life when young people are forming a career, moving around, starting families and many have not built the income stream for items that are not a necessity (like SABR). They have different priorities. We can retain some but we will need to get them involved in ways more fitting their lifestyle and life experiences. How do we find non-traditional roles for them in the chapters? They use social media, something we all talk about, but how many members don't use it making communications and bonding more difficult with these fellow baseball fans. I would suggest a survey of the different chapters at the direction of the board, conducted by the new Manager of Chapter/Partner Relations to determine what is working. Then not only share the results but also help the chapters adopt best practices.

Improved retention of the younger members is a good goal but is there another group that would provide better retention to build the membership? Talking to current members, many joined in their 40s because they were more secure in their careers, have stronger earnings and have more time for different activities. Can we find an outlet to start attracting new members in their late 30's through their 40s to become members. This group would add to our retention. And, they could even help us retain the younger members who could identify with the 30-40 somethings better as well as their era's baseball teams and players.

Barry Deutsch

I would ensure that we maintain careful balance in the presentations at our annual convention. I would broaden our activities by creating more reasons for all members to gather, regional conferences, expanded travel opportunities as I mentioned above, wider use of SABR-L or some other internet-based SABR-related discussions and a continuation of our strong publications program, managing the balance in that program as well.

Although SABR is the name sponsor, the Analytics Conference is not SABR-focused. Our president is the only SABR representative involved in the panels. He appears on one and moderates another. I would work to introduce many of our younger members into the mainstream of this conference, possibly starting them out as moderators.

Fantasy baseball through such as Strat-o-Matic, Dynasty and rotisserie leagues is playing a greater role in the mainstream. So should they in SABR.

Baseball is increasingly analytics-centric and, while working to preserve the core culture, I would attempt to bring appreciation for these newer trends to the more traditional culture so that the entire membership learns more about them and acceptance is wider.

My experience is that at our convention many of the more analytic presentations turn out to be poster presentations. I would work to place more emphasis on the poster shows at our annual conference and to work with the creators to turn more of them into presentations.

Chris Dial

For me, the culture of SABR is the camaraderie of a common interest, regardless of the orientation of the potential members. Analytics, fantasy baseball, history - all fans need to feel like their investment - time and money - is returning value. Regular chapter meetings where fans - including young analytics-oriented ones - build relationships leads to better retention.

The new Manager of Chapter/Partner Relations has already begun providing guidance and suggestions, as well as sharing best practices among Chapters, taking on much of the burden Leslie Heaphy had assumed (because she was good at it).

Engagement of new members will drive multi-year participation - and that can be achieved by better communication of the value of a SABR membership - publishing research, receiving publications, the wonderful convention, relationships with MLB and MiLB, and the list continues to grow.

Deadline for votes to be received is 11:59 p.m. MST on April 26, 2016

Question 3: Experience has shown that the key to building long-term membership is retaining new members for a second and third year of participation. What would you do to help instill the "culture" of SABR into young, analytics-oriented new SABR members?

Bill Nowlin

Yes, member retention is a very important element in stabilizing or growing SABR. We have an unusually large number of people who depart after one year. This no doubt happens for a number of reasons, and one of the goals for our new Manager of Chapter/Partner Relations is to strengthen chapters. That is a good in itself, but also a strategy toward building a stronger sense of community, bringing like-minded folks who love baseball together for socializing and mutual inspiration. A stronger sense of community, or collaborative effort (which is even more important for the many members who don't live near an active chapter), will help with retention.

What makes people want to renew? What are the benefits of membership? Yes, you get a bunch of "stuff" – like the free monthly publications, and certain discounts. But probably more important is the feeling of being part of a common effort to better understand, appreciate, promote, and enjoy baseball at another level by being part of a group of people who are passionate about the game.

It would, I suggest, be a mistake to assume that younger or newer SABR members are naturally more analytics-oriented. The question immediately brings to mind two different teenaged members that came into SABR because of my encouragement that they write biographies for one of SABR's BioProject-based books. Their interest was writing up history and player biographies. Some younger members are analytics-oriented, of course, and that's fine. That's not an area I'm especially involved in. My own interests are more in standard history, biography, and explorations into baseball in social context.

SABR should offer many attractions to many people. The culture of SABR will no doubt evolve over time. Involvement is key. Whether it be the good feeling that comes from contributing to the success of a project, or the camaraderie that comes from a good chapter meeting or maybe a stimulating discussion of the latest in analytics, if it's indeed a good feeling, it can help build a culture.

George Skornickel

There are several ways to help instill the "culture" of SABR into young analytics-oriented new SABR members. One way would be to team young or new SABR members with experienced SABR members in their chapter. Often new members feel isolated or intimidated and do not know many, if not all, of the members. They are also not familiar with the procedures of the chapter. A "buddy system", teaming the new member with a more experienced one, would put new members more at ease and more willing to ask questions and continue their membership. Chapters could also have committees assigned to formulate continuity activities to assure involvement and continuation of membership... If a member is given a role or responsibility within the chapter he or she is more likely to continue as a member. Chapter leader should be aware of which members are up for renewal and encourage them to continue their membership. Attempts to insure that all members are actively engaged in the chapter will help to guarantee a continuation of membership.

Attempts to insure that all members are actively engaged in the chapter will help to guarantee a continuation of membership. Leaders should attempt to provide relatively new members with some sort of involvement with the functions of the chapter to continue the feeling of inclusion. Once the first year of membership is over, a concerted effort should be made to continue with the with the involvement activities provided in the first year of membership.

Retention of membership is a concern that encompasses more than just second and third year members. An effort should be made to involve all members in the functioning of the chapter. Involvement is the key to the success of any chapter. If members feel they are an important part of the group they will usually continue their membership.

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