



USA Archery Board of Directors

**May 13, 2025
Virtual via Zoom**

I. Welcome and Introductions

- a. Chair Belinda Foxworth called the meeting to order at 4pm MT.
 - i. The following voting members were present via Zoom: Belinda Foxworth, Josh Halpern, Nobu Ishizuka, Kevin Mather, Jason Tabansky, Erin Niehaus, Doug Denton, Dee Falks, Heather Kohl and Jonathan Herpy
 - ii. The following members were absent: Makenna Proctor, Lexi Keller
 - iii. The following USA Archery staff members was present: Rod Menzer

II. Conflict of Interest Discussion/Disclosures

- a. Foxworth began the meeting by requesting that Board members review the agenda to identify any potential conflicts of interest. Foxworth reminded the Board that if during the meeting any director believes that they or any other director may have a conflict of interest with respect to any Board discussion or decision, then that director should speak up so the conflicts can be proactively addressed.
- b. **Approval of Meeting Minutes**
 - i. Board of Directors Meeting Minutes – May 3-4, 2025
 1. Halpern motioned to approve meeting minutes Nobu seconded. Falks abstained. All voted in favor of approval.

III. 150 Project discussion

- a. Menzer briefed the board on a new marketing initiative involving focused social media and marketing campaign to grow following, membership and revenue. Discussion followed.
- b. Halpern motioned to approve and Herpy seconded. All directors voted in favor with no abstentions or recusals.

IV. Executive Session was entered at 5:45pm MT

- a. CEO Compensation and 2025 Goals.

The meeting adjourned at 6:43pm MT.