



**USA Archery Board of Directors
April 8, 2026 at 5:00 p.m.
Zoom (All Times Mountain Standard Time)**

Wednesday, April 8th

I. Welcome and Introductions

- a. Chair Erin Niehaus called the meeting to order at 5:01 p.m. MT.
 - i. The following voting members were present via Zoom: Erin Niehaus, Jonathan Herpy, James Lutz, Josh Halpern, Nobu Ishizuka, Dee Falks, Mike Donadio, Heather Koehl, Kevin Mather, Jason Tabansky
 - ii. The following members were absent: Katherine Wu, Doug Denton
 - iii. The following USA Archery Staff Members were present: Rod Menzer, Mary Emmons, Nicole Glunt

II. Conflict of Interest Discussion/ Disclosures

- a. Niehaus began the meeting by requesting that Board Members review the agenda to identify any potential conflicts of interest. Niehaus 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 discussed.
- b. Approval of Meeting Minutes
 - i. E-mail Votes - For Purpose of documentation only
 - December 8, 2025: Disciplinary Proceedings and Grievance Policy
 - December 8, 2025: Approval December BOD Meeting Minutes
 - January 29, 2026: Personal Coach Policy
 - January 29, 2026: Policy for Missing Required Event
 - February 24, 2026: Policy for Adaptive and Accessibility Equipment
 1. Donadio motioned to approve, Ishizuka seconded. All voted in favor.

III. Finance Updates

- a. 2026 Budget vs Actual through February
Menzer presented the 2026 year to date financials through February to include, revenue and expenses.

- b. 2025 Financial Audit Timeline Update
Menzer reported that the draft 2025 financial audit had no significant findings. The Audit Committee meeting will soon be scheduled to review the 2025 Audit ahead of the next USA Archery Board of Directors meeting to be held in May.

IV. Organizational Updates

- a. 2025 U.S. Center for SafeSport Event Audit Results
Glunt reported that USAA was fully compliant on the event audit. Glunt reported on the event audit results, risk assessments and recommendations. Glunt discussed audit report variations from previous event audit years.
- b. 2025 USOPC NGB Compliance Scorecard
Glunt reported that USAA was fully compliant on the USOPC NGB annual compliance scorecard.

V. Policies and Procedures

- a. USAA Sports Integrity Policy
Glunt reviewed the Sports Integrity Policy. This new policy is required by the USOPC for NGB compliance and must be posted by June 1, 2026.
- b. USAA AI Policy
Menzer reported on the new AI Policy, which addresses internal operating protocols for using AI.
- c. USAA Athlete Safety Policies and Procedures
Glunt reviewed the updates to the Athlete Safety Policies and Procedures in response to the 2025 U.S. Center for SafeSport Event Audit results and recommendations.
 - 1. Halpern motioned to approve all the USAA Sports Integrity Policy, AI Policy and Athlete Safety Procedures for Event Organizers, Herpy seconded. All voted in favor.
- d. USAA Personal Coach Policy – Discussion Only – International Coach
Niehaus prompted discussion related to the non-resident and competing athlete credential requirements as follow up to previous policy review and discussion. It was acknowledged a task force was previously convened to develop the policy and if needed could be reconvened to review further.

VI. Executive Session

- a. The Board went into Executive Session at 6:06 p.m. MT to discuss personnel matters.

The meeting adjourned at 6:43 p.m. MT.