USA Archery Board of Directors
July 8, 2026
Meeting Minutes
Amended November 4, 2026

I. **Welcome/ Introductions**
   a. Erin Niehaus called the meeting to order at 6:02 p.m. MT.
   b. The following voting members were present: Erin Niehaus, Laval Falks, Kevin Mather, Josh Halpern, Heather Koehl.
   c. Mike Donadio joined for Executive Session.
   d. The following non-voting members were present: Katherine Wu
   e. The following voting members were absent: Jason Tabansky, Douglas Denton, James Lutz, Nobuhisa Ishizuka, and Jonathan Herpy

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.

III. **CEO Report**
   a. Organizational Dashboard
   Emmons reported that registration continues to reach record numbers for national events. Upcoming events include JOAD Target Nationals and JOAD U.S. Open and the Buckeye Classic. Both outdoor events are currently tracking over 900+ registrants, representing the highest registration numbers ever achieved for a single USA Archery outdoor event.

   Emmons reported that inventory sales continue to perform exceptionally well with year-to-date inventory sales up over 733% from the previous year.

   Emmons reported that the USA Archery website refresh is underway, announced that the organization has solidified a new mental health performance partnership to support the youth athlete development pipeline, and that there are upcoming grant opportunities to support LA28 growth initiatives.

Emmons provided an operations transition, such that Melissa Jones, Finance & Operations Manager has assumed more operational duties and allowing the CEO to focus on strategy and stakeholder engagement.

b. USOPC Audit
Emmons presented the USOPC NGB audit timeline and next steps.

c. National Elite Program
Emmons reported that the North Carolina Governor signed the state budget bill on July 7th, which includes designated funding for the National Elite Program.

d. High Performance
Emmons reported on the organization's 2027 USOPC funding request for High Performance and Para High Performance programs.

e. Education Strategy
Emmons provided an update USA Archery's education strategy and historical results. Emmons reported that the organization is in the process of interviewing candidates for the Director of Education position and will next post the Instructional Designer position.

f. Facility Development
Emmons presented the plan for a new proposed USA Archery headquarters and High Performance training site in Colorado Springs, CO.

IV. **Legal Update**

a. Laura Macaulay provided a legal update to the Board.

V. **Executive Session**

a. The Board went into Executive Session at 6:35 p.m. MT to discuss staffing updates and authorize engagement with a search firm.

Amendment for Re-Approval: *The Board went into Executive Session at 6:35 p.m. MT to discuss staffing updates and authorize engagement and execution of a contract with search firm, DHR Global.*

The Board approved a 2026 budget variance for the cost of DHR Global search firm as documented in the contract.

The Board adjourned at 6:38 p.m. MT.