



**USA Archery Board of Directors  
May 16, 2026  
Lansing, MI (All Times are Eastern Standard Time)**

**Saturday, May 16<sup>th</sup>**

**I. Welcome and Introductions**

- a. Chair Erin Niehaus called the meeting to order at 8:01 A.M. ET.
  - i. The following voting members were present: Jonathan Herpy, Dee Falks, Erin Niehaus, Kevin Mather, Mike Donadio, and Nobu Ishizuka.
  - ii. The following voting members were present via Zoom: Heather Koehl, James Lutz, Jason Tabansky, Doug Denton, Josh Halpern, and Katherine Wu.
  - iii. The following USA Archery Staff Members were present: Rod Menzer, Mary Emmons, Nicole Glunt
  - iv. The Chair of the Ethics Committee, Chuck Platt, was present via Zoom.

**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. April 8, 2026 Meeting Minutes
    1. Mather motioned to approve, Donadio seconded. All in favor.

**III. Policies and Procedures**

- a. Response & Resolution Policy

Glunt reviewed the proposed changes to the Response & Resolution Policy per feedback provided from the U.S. Center for SafeSport during the 2025 Event Audit and to be in alignment with the SafeSport Code.

  - i. Falks motioned to approve, Herpy seconded. All in favor.
- b. USA Archery Athlete Safety Dashboard

Glunt reviewed the Athlete Safety Dashboard and provided updates on the U.S. Center for SafeSport, audit reminders, and athlete safety data.

#### **IV. Board of Directors and Committees Updates**

- a. Board Elections  
Glunt reviewed the timelines for the upcoming elections for the At-Large and At-Large Athlete Director seats on the Board of Directors, as well as the Compound representative seats on the Athletes' Advisory and Para Athletes' Advisory Councils.
- b. Committee Updates  
Emmons reviewed Committee Updates, including revisions to international team selection procedures previously posted which have been updated to comply with World Archery rule changes.

#### **V. Finance Updates**

- a. Financial Audit  
Jill Goodwin, Waugh and Goodwin, presented the results of the 2025 Financial Audit, which demonstrated that the organization was fully compliant, with no concerns noted.
  - i. Ishizuka motioned to approve the financial audit as presented, Donadio seconded. All in favor.
- b. 2026 Financial Update  
Ed Mulherin, E-Crachat, reviewed the year-to-date financials through April, to include revenue and expenses.
- c. Board Payments  
Emmons presented the 2026 YTD Board Payments.

#### **VI. Conflict of Interest/ Ethics Training**

Melanie Herman, Nonprofit Risk Management Center, provided a training on Conflict of Interest and Ethics for the Board of Directors.

The Board adjourned for a break at 10:51 A.M. ET.

The Board meeting resumed at 11:10 A.M. ET.

#### **VII. Organizational Updates**

- a. USA Archery Dashboard  
Menzer presented the USAA Dashboard to include metrics on membership, events and instructor/coach growth as well as YTD high performance success.
- b. Q1 Tactical Plan Updates  
Emmons reviewed USAA's Q1 Accomplishments year-to-date, first reviewing the 2022-2028 KPI's and 2028 Goals.

The Board adjourned for lunch at 12:11 P.M. ET.

The Board meeting resumed at 12:39 P.M. ET.

## **VIII. Marketing Challenge Update**

### **a. Marketing Challenge Progress**

Emmons provided an overview of USAA's marketing efforts on the lead up to LA28 and associated timelines and stakeholders. USAA will continue to focus on sport growth and look to partner with USOPC and LA28 in the areas of high performance, commercial opportunities and marketing and communications initiatives. Emmons provided an update on the related marketing challenge, and dedicated staff and financial resources ongoing.

- i. Mather motioned to reallocate a portion of funds dedicated to the marketing challenge to support the new education strategy proposal, Herpy seconded. All in favor.

### **b. Education Growth Strategy**

Emmons presented USAA's education growth strategy, and recommended an increased focus on strengthening the organization's personnel and technology resources to support coach, official, athlete and club development to maximize sport growth and support longterm ROI.

- ii. Niehaus motioned to approve new incremental funds for the education strategy, amending the current approved budget, Herpy seconded. All in favor.

The Board adjourned at 1:44 P.M. ET.