

USA Archery  
Board of Directors Meeting  
Chula Vista, CA – Olympic Training Center  
February 27-28, 2009

Members present: Bill Corbin, Belinda Foxworth, Brian Sheffler, Derek Davis, Sheri Rhodes, Tom Green, Denise Parker, Jennifer Nichols, Erika Anschutz, Janice Johnson, Darrell Pace, Randel Turner and Lloyd Brown.

USAA Staff present: Christine McCartney

Meeting called to order: 4:15 PM

Following opening remarks from Chairman Bill Corbin, he welcomed new Board additions, athlete representatives Jennifer Nichols and Erika Anschutz. For their extensive work in helping Coach Kisik Lee, thanks and appreciation was extended to the Transition Task Force Team, Sheri Rhodes, Derek Davis, Lloyd Brown and Denise Parker; and to Denise he expressed praise for her work as the acting CEO and for keeping the organization moving forward.

Motion to approve the minutes from the July 7, 2008 Conference Call was carried with amendments.

Motion to approve the minutes from the October 27-28, 2008 Board of Directors Meeting carried with amendments.

A conference call followed with Mitchell Downs of the accounting firm of Osborne, Parsons & Rosacker, and Gary Urie, USAA accountant, to review the 2008 financial statements and the working draft of the Independent Auditors' Report. Mr. Downs explained each statement and went over the 12 notes outlined in the report. He noted that it was a clean audit and no problems were found. Chairman Corbin mentioned that the \$40,000 loan from the NAA Foundation was not approved by the Board and that policies and procedures would be established to control future approvals. Belinda Foxworth expressed the Audit Committee's satisfaction with the work done and the motion to approve the financials was carried.

Next on the agenda was the review and selection of candidates for three important positions which Chairman Corbin felt would set the direction for archery. He talked about the search process and how important it was to find the right fit and noted that it was essential to hire committed people with a passion for the sport. His recommendations for the three positions to be filled were Denise Parker for Chief Executive Officer, Brenda Foster for High Performance Manager and Sheri Rhodes for Coach Development Manager. He reviewed the qualifications for each candidate and noted that the CDM candidate was up to speed, knows where the program is going and works well with Coach Lee. Brian Sheffler and Belinda Foxworth moved and seconded to approve to hire Denise Parker as CEO which carried.

After thanking the Board for their vote of confidence, Denise reviewed her Acting CEO Report. In the first part of her report she covered the interim projects she worked on following her appointment last October which included evaluation of membership services and database management, the transfer of membership to Compete-At, the activities of our two main providers, NADA and Watching Arrows Fly, completed the USAA/AAC and USOC/AAC voting, worked with the nominating committee to fill empty Board seats, prepared the 2009 budget, acquired additional funding, worked with the Transition Task Force to revamp the coaching program, evaluated location of National Outdoor Championship, coordinated the management of Indoor Nationals and reviewed the current policies and procedures of the organization.

The Friday session adjourned at approximately 6:00 PM

Saturday, Feb. 28, 8:00 am

In the second part of her report, Denise presented and discussed her Strategic Outline for the Sport of Archery. The following five Key Objectives were covered in detail:

- Increase Number and Satisfaction of Members  
Major issue-State Associations – A Task Force will be named to review
- Increase Number of Certified Coaches  
Task Force has completed its mission and is working with Coach Lee to select coaches this year which is their last task.
- Develop Strong Grassroots Programs to Recruit NASP Kids  
Seek funding for JOAD support staff
- Create Diverse Opportunity for Athlete Development  
Make it clear to athletes what they are
- Increase USAA Generated Revenue  
Find ways to get funding for national programs

Review and discussion of the 2009 Budget followed. Belinda Foxworth and Sheri Rhodes approved the budget which carried. A motion was made, carried and passed that the CEO has the authority necessary to executive and approve the annual budget and the authority to execute contracts within confines of normal business.

Coach KiSik Lee presented his National Programs Report and touched upon highlights of the Resident Athlete Program, Junior Dream Team and New Coach Development System. He noted that there was a recent six month evaluation of the Resident Athletes and no major issues were found. Coach Less expressed his willingness to assist all athletes anytime and will communicate more with top athletes.

Written Committee Reports were presented as follows:

Board of Justice – Don Casteel. Denise reviewed the process with regard to the Youth World Championship Drinking Complaint. Following a lengthy discussion regarding the details provided by all people involved with this case, a motion was made/seconded and passed to overrule the basic disciplinary action recommended by the Board of Justice.

There were a number of ideas presented with regard to how to prevent future problems of this nature. Denise will send a letter to the BOJ Committee.

JOAD – Bob Pian. In his report Mr. Pian focused on resources to grow and support youth archery and the efforts involved to date, the current JOAD leadership and the leadership necessary to shape the future, and the value of a National JOAD Administrator who would devote more attention to JOAD activities.

Paralympic and Archers with Disabilities – Randi Smith. In her report Randi presented 2008 Highlights of the National Paralympic Archery Team, para-archery plans and hopes for 2009 along with a Performance Plan and budget. Also included was a detailed schedule of qualifying events, National team Bonus Events, Direct Athlete Support and Military Program Stipend. Included in the report was a letter to FITA members from Tom Dielen, FITA Secretary General, in which he described the transfer of the Para-archery from the IPC to FITA and how it came about.

Officials and Rules – Tom Green. He noted that there are 155 judges currently in the program and that the Regional representatives advise and monitor their activities within their Region. They also recruit new judges and assist in their education. He detailed a plan to set up an active/inactive list of judges. The active USAA judges would appear on the web site and all others would work at a club level and would not be considered certified active USAA judges. He noted that USAA now has three FITA International Judges plus two Continental Judges.

CAP Update – Loretta Sinclair. A detailed report was presented along with the 2009 CAP Budget. Noted was the \$137,000 grant received from the ESDF and the additional CAP allocation of \$15,000 for NASP related transition and education expenses. Three proposals were presented which will be sent back to CAP for future consideration.

Transition Task Force. Updates on the USAA Instructors and Coaches programs were presented along with the 2009 Certification schedule and outlines of the varies levels of Certification. The concern regarding background checks by some coaches was discussed and it was recommended that a primer outlining such checks would be helpful to alleviate concerns in the future.

Athletes Advisory Council – Rick McKinney. It was noted that the athletes committee is very active and excited to be able to participate in offering ideas to the USAA Board which were included in the report. Of special interest was the possibility of proposing the compound bow to be included into the Olympics.

The 2009 USOC/NGB Performance Partnership Agreement and the Easton Sports Development Foundation – USOC Letter of Intent were presented for review and discussion.

Denise Parker reviewed the 2009 Nationals Target Championship package from Butler County Visitors Bureau and noted that she was in the process of selecting a tournament director for this event which will be held in Hamilton, Ohio.

The reconciliation report of NAA Foundation Grants for 2005-2008 was reviewed. Jane Johnson spoke on behalf of the recommendation from Tom Stevenson, NAAF President, that Tony O'Brien be considered as a new board member. Motion from Chairman Corbin and Brian Sheffler to approve Mr. O'Brien was passed.

A discussion on the current USAA Bylaws followed. It was the general consensus that extensive work needs to be done on them. The question on when certain terms expire needs clarification and Chairman Corbin will contact Jeff Benz regarding this matter.

Three Task Force groups were named by Chairman Corbin as follows:

Code of Conduct – Belinda Foxworth, Derek Davis, Randel Turner and Erika Anschutz.

Membership – Brian Sheffler, Lloyd Brown, Darrel Pace and Jennifer Nichols.

Bylaws – Sheri Rhodes, Jane Johnson, Lloyd Brown with assistance from Christine McCartney.

It was moved and carried by Derek Davis and Belinda Foxworth that the Ethics Committee be comprised of Bill Corbin, Tom Green and Erika Anschutz.

A discussion took place regarding the voting process to select Board members. A motion to keep the categories we have and let everyone vote for all positions and that vacant spots be filled by next highest vote getter was tabled.

The meeting was adjourned at 3:30 PM