

**2007 ANNUAL MEETING MINUTES**  
**AUGUST 9<sup>th</sup>, 2007**

In attendance: Jane Johnson, President  
Neil Foster  
Darrell Pace  
Guy Gerig  
Mark Miller  
Randal "Pee-Wee" Turner  
Phyllis Shipman

Staff: Brad Camp, CEO/Executive Director  
Andrea Wright, Executive Assistant  
Jody Ritchie, JOAD/Merchandise/Membership  
Tom Parrish, High Performance Manager  
Kisik Lee, National Coach  
Rick Kramer, Asst. Coach  
Gary Urie, Certified Public Accountant (CPA)

Sports Partners: Kelly Skinner, USOC

Legal Counsel: Tom James

Agenda: Call to order by BOG President, Jane Johnson  
Reading of Annual minutes  
Report of the BOG  
Report of the CEO/ED  
Report of the Treasurer  
Report of the Nominating Committee  
Old Business  
New Business

***Official Call to Order*** - Time 7:28 PM

***Reading of Annual Minutes -***

A copy of the agenda and the 2006 Annual Meeting minutes were provided to everyone in attendance.

***Report of the Nominating Committee -***

Introduced was Dave Askinas, CEO of USA Taekwondo who is also a member of the Nominating & Governance Committee for USA Archery (USAA), and taking the place Chairman of the Board Jeff Benz, who was not able to attend the meeting. Dave Askinas is one of five people appointed to the Nominating & Governance Committee with a responsibility of finding the best possible director candidates for the new USAA Board of Directors. The new USAA Board of Directors will be structured parallel to the current United States Olympic Committee (USOC) Board, and similar to that of USA Taekwondo. Dave Askinas suggested in

the meeting that anyone with any issues with the new set of bylaws, be patient and allow time to see what is working and what is not working, and make any suggestions for changes to the new board in the future. Dave Askinas also clarified in the meeting the responsibilities of board members, and that the Nominating & Governance Committee is looking for a board of directors who will successfully guide management, not directors who will micromanage the organization. Dave Askinas also noted that the nomination form can be found on the USA Archery website HYPERLINK "<http://www.usarchery.org>" [www.usarchery.org](http://www.usarchery.org) , or you can E mail HYPERLINK "<mailto:nominating@usarchery.org>" [nominating@usarchery.org](mailto:nominating@usarchery.org). Dave Askinas requested that the group nominate people that will bring the best expertise and guidance to the organization. The Nominating and Governance Committee is then responsible for narrowing down the candidates after nominations have been received, and is also responsible for selecting the At-Large position.

Jane Johnson- Noted that the new model bylaws were provided by the USOC, and that the board has been working on the model bylaws to conform them to meet the needs and requirements specific to this organization.

Jennifer Comedy-Homes clarified that with the new bylaws, a person can nominate a candidate from any category, not just the category that a person is eligible in. When it comes time to vote, a person can only vote in one category for one director and will need to choose their appropriate category for voting. Voting for directors is being delayed until sometime in October 2007, but new USAA bylaws are effective beginning the week of 8/6/2007.

#### ***Report of the BOG -***

No formal report at this meeting.

#### ***Report of the CEO/ED (Brad Camp) -***

Special Guests Introduced: Tom James-Legal Council for USAA, Gary Urie-USAA, part-time CPA, Jody Ritchie-Merchandise/JOAD/Membership, Tom Parrish-High Performance Manager, Kisik Lee-National Head Coach, Rick Kramer-Assistant Coach, Andrea Wright-Executive Assistant.

#### **Highlights and Updates:**

Brad Camp noted that things are starting to head into a positive direction, and was pleased to report that the high performance plan is working. New USAA Staff is starting to replenish itself, and move forward in a positive direction.

The NAA Foundation met last fall and elected Tom Stevenson as President, Mark Miller as Vice President, Jane Johnson as Treasurer, and re-elected as directors were Jim Easton and Eric Watts. The USAA Board met in March to balance the budget, and it was noted that the organization is currently on path to break-even.

The Olympic Selection Procedures were approved by the USOC recently, with nomination shoots taking place September 2007 through May 2008 throughout the United States.

In the World Championships just recently, the Men's Recurve Team won all of 3 men's positions for Olympic Games, Jennifer Nichols secured the one women's slot, and the remaining two slots will be determined in El Salvador at the Continental Qualifier.

Coach Lee also conducted various coaching seminars throughout the year, and USAA is working

very closely with Don Rabska on the building of the new athlete housing in Chula Vista plans with long range plans for an indoor facility.

The new website and membership launch was recently halted because of joining with new media website initiative through the USOC that will give all NGB's a uniformed website template, with each sport having it's own identity (similar to the website platform of Major League Baseball).

Plans to launch the new uniformed website are currently estimated at 90-100 days out.

USAA has also contracted with a new E-mail Bulk newsletter company called *Constant Contact*.

The first test of this new software took place with the Demographic Survey that was sent out recently, and results should be available in the near future. Constant Contact is beneficial for specific E-mail groups, and can also be used to communicate with membership as a whole, or used to communicate targeted information that can be sent to specific E-mail groups.

Sponsorship updates include Nike announcing that it will be providing a special bonus with a 4-year package for Olympic athlete apparel, and Johnson & Johnson announced working with the USAA through 2008, providing vision care for all athletes from JOAD to elite levels.

The new bylaws were adopted in March 2007, and an extension has been granted to seat the new board by October 22, 2007.

FITA Congress took place this past July, and Bob Smith who was Vice President of FITA did not run again but was appointed Treasurer, and Mark Miller has been re-elected to the Constitution & Rules Committee, and was also named Chair of the Constitution & Rules Committee giving him a seat on the FITA Council.

USA Archery Magazine delay took place because the entire magazine has been recently contracted out to *Archery Focus*, and the magazine should now be on track for the scheduled 4 issues a year.

The Junior Olympic Archery Development (JOAD) program has been contracted with the National Alliance for the Development of Archery (NADA), to assist in the aid and development of the JOAD program for the next 3 years.

USAA has continued to work Randi Smith and Dean Nakamura from US Paralympics to tie Paralympics and disabled archers back into mainstream archery in order to make them part of the camps and programs that take place for able-bodied archers.

International Competition has proved continued success over the past year with various awards among the athletes.

A general question was addressed concerning how the JOAD program is currently being operated, and how membership has any say in how JOAD moves forward. It was clarified that JOAD is being run by the JOAD committee with the assistance of NADA.

Gary Urie, USAA CPA, Statement on current finances:

Gary Urie noted that income and expenses are at a break-even point for the year so far, which was what was previously forecasted. Also, Gary Urie stated that USAA is meeting current budget objectives. There was a question concerning the Treasurer's Report being provided to everyone who chooses to attend the annual meeting, and Gary Urie explained that this information is available at anytime and will soon be posted on the website. Gary Urie also explained that audited finance statements are available for anyone. Brad Camp explained various reasons as to why statements were not provided for the past two years, and Brad Camp explained that financial information should be available for future Annual Meetings.

Introductions of the Board of Directors given by Jane Johnson: Guy Gerig - Active Athlete Representative and Second Vice President, Randal "Pee-Wee" Turner - East Representative, Neil Foster - South Region and also First Vice President, Mark Miller - North Region, Darrell Pace - North Region and Phyllis Shipman - USOC Athletes Advisory Council Representative for USAA.

Jane Johnson also reported on two board resignations including Allen Rasor from the West Region who had anticipated his term being completed this week, and had made prior commitments not allowing him to continue, and the resignation of David Cousins who was the Athlete Representative for the Compound Division. The current Board will continue to function until the new board is seated sometime in November 2007.

### ***Old Business -***

Jane Johnson reported no official Old Business matters at this meeting.

### ***New Business -***

Resolution to repeal the Bylaws Amendment:

The new USAA bylaws require a streamlined board including two independent directors, and representatives from constituency groups from within USAA, along with 20% representation of athletes. The Board of Governors had originally requested that since we had four regional board members whose terms did not expire until 2009 that these representatives be permitted to stay on with the board in order to provide information and continuity to the new board. The USOC agreement with USAA stated that these four continuing regional representatives would become non-voting members, and the board voted to accept this change so that compliance could be met with the USOC in order to not violate the 20% membership of the board requirement for athletes. It was agreed with the USOC that those members continuing on with terms that expire in 2009 would become non-voting to comply with USOC intent of streamlining the board. This new resolution would change that, and Jane Johnson noted that she is perfectly content being a non-voting member of the board, and highly recommends not repealing this, and allowing the new board to "get their feet wet" with the help of current members becoming non-voting members. If this amendment is passed, Jane Johnson noted that there is a possibility of becoming decertified in accordance to the agreement with the new bylaws and the USOC.

This Motion was defeated.

Open Discussion for Membership Questions and Concerns:

(Regarding current theft issues from a previous USAA Staff Member)

The Board was under advisement by legal council to refrain from making any statements regarding the current Class 3 Felony case that is pending, because it could mislead factual information in the court. Mr. James addressed concerns of the membership: Mr. James had previously counseled all board and staff members of USAA not to say anything about this particular individual who is charged with theft under a Class 3 Felony in El Paso County. The individual was arrested and was released on bond, and at the present time there is a disposition hearing scheduled for September 10<sup>th</sup> in El Paso County Court. The disposition hearing will be a hearing for a judge to decide to dispose of the case, and there have been no inquiries on a plea or what the deposition entails. Legal Counsel has been provided advice on pursuing restitution or

civil suit, and has also been advised to wait for the outcome of the case before any further action is taken. It was noted that this pending case is completely in the hands of the criminal authorities at this time for allegations of theft. Liability insurance is currently being researched. Controls are currently in place to keep this from happening again and include outside auditor recommendations and various other internal controls that are now in place to include restrictions in the office that no individual staff member will be solely responsible for USAA financial control. At least two people will be handling all finances that come in and out of the USAA. It was re-stated in the meeting that the “typical” process of how a similar case situation works, is that this person will more than likely end up paying restitution, and that the case will be dropped, and that no further action will be taken until the outcome of the case is final in order to determine what insurance will cover, and then pursuing any sort of civil suit with the outside auditors. It was stated that it is extremely important for the membership to take the time to contact elected regional representatives for any questions or concerns.

A motion to table the discussion regarding the current pending criminal case was carried until legal proceedings have been resolved.

A membership question was addressed as to why former President Lloyd Brown was removed. The Board felt that the previous USAA President was not completing the activities that were under his responsibility including the naming of the Nominating and Governance Committee that should have taken place long ago and that he had alienated two of USAA’s biggest sponsors. Various members of the Board felt that it was appropriate to fill the position with a new President in order to continue the relationship with USOC in an appropriate manner in order to fulfill the current mission.

Meeting Adjourned at 9:01 pm.