

**USA Archery
Board of Governors Meeting
Colorado Springs, CO – Olympic Training Center
October 27-28, 2008**

In Attendance: Bill Corbin, Belinda Foxworth, Brad Camp, Brian Sheffler, Coach Kisik Lee, Darrell Pace, Denise Parker, Derek Davis, Guy Krueger, Jane Johnson, Lloyd Brown, Nancy Zorn, Randel Turner, Phyllis Shipman, Sheri Rhodes, Terry Casey, Tom Green, Tom Parrish, Kelly Skinner, Eric Parthen, Norm Bellingham

Meeting called to order: 2:10PM Monday, October 27, 2008

Chairman Corbin had previously requested the attendance of USA Archery Board members, all USAA personnel, and USOC representatives to hear his presentation on the status of USA Archery. It was his desire that everyone receive the same message as he felt the organization was at a critical crossroads. Mr. Corbin's presentation lasted approximately an hour and some key excerpts are noted below in a condensed format.

"USA Archery is a dysfunctional organization. There is no viable strategic plan, minimal external funding outside of USOC, no unity of purpose, poor communications, and a passionate resistance to change." A leap of faith is necessary to establish a new paradigm for archery.

- This board was elected to chart a new future for the sport. We need to build a high performance organization and culture.
- Finances, partner relationships, and member service are all substandard and deteriorating.
- USAA has allowed mistrust to exist between it and its membership based on a lack of transparency, poor inclusion of all archers and absence of clear communication.
- The organization has not properly integrated the national coach and has allowed duplicative programs to undermine its strategy, methodology, and confuse its membership.
- JOAD, CDC, CHAMPS programs are not working as intended.
- There should be more inclusion from HP team and a clear path, even if less funding, for archers who do not follow national coach's style.

The Chairman frankly addressed the current perception of the High Performance Team:

- The national coach is for all archers and not just RA program. There should be support for all archers who can achieve world-class scores.
- Coach Lee was advised the board cannot permit the mixing of religion and archery no matter how well-intentioned. The perception of the coach's power makes it difficult for an athlete not to feel pressured.
- The coach was also advised that the board would do its best to support him, integrate his methods into the larger archery community, and eliminate program confusion.
- Staff was advised communications were often perceived as peremptory and non-transparent.

The Chairman challenged the board to build a new future based on integrity and inclusion. You may not like the choices we face and the work will not be easy but we can build a high performance organization by committing to the following guiding principles:

1. Integrity
2. Strategy
3. People
4. Execution
5. Communication

Moving forward everything we do will be built around these principles, if we get these constructs right USA Archery will have a strong future.

Mr. Bellingham advised the board that archery is important to the USOC but that the sport would need outside funding to achieve its goals. He noted that non-voting members of the board may no longer be necessary and that many NGB's had incorporated into their bylaws a requirement that the chairman must come from one of the independent director representatives. He encouraged archery along this path if the board felt it appropriate. He expressed confidence and support for the Chairman's presentation.

Mr. Skinner spoke regarding the USOC's willingness to fund the "right" plan but mentioned that all USOC funding was under review in this time of recession.

Mrs. Shipman spoke on the needs of the athletes.

3:15 meeting adjourned for a break

Meeting reconvened and called to order at 3:25

Coach Lee gave his report to the board and stated the USA was far behind other competitive nations. A general discussion was held on this topic by the board.

At the request of Mrs. Zorn, another discussion was held addressing the status and inclusion of compound shooters.

The board agreed that Coach Lee will have the ability to select all staff for national teams subject to review and approval by the board.

The board reviewed the status of the R.A. program and counseled Coach Lee and Guy Krueger on the need to properly administer the program and prevent improper conduct by following parental guidelines and maintaining improved communications with parents.

Short break with meeting resumed at 4:55

Belinda Foxworth led financial report with assistance from Gary Urie. Mr. Urie notes conclusion of Kathleen Frazier embezzlement case. In the general discussion of finances Mr. Urie mentions that the organization borrowed \$40,000 from the Foundation to get through the year. The board advised Mr. Urie that the CEO does not have the authority to borrow money without board approval and expressed disappointment that it occurred.

Meeting adjourned for dinner 6:00 p.m.

Meeting called to order at 6:50 p.m.

Brad Camp gives CEO report and responds to extensive board questions on a wide range of issues.

Motion to move into executive session carried at 7:45 p.m.

Tuesday October 28, 2008

Executive session reconvened at 8:00 a.m.

Meeting called to order at 12:55 p.m.

Chairman announces Mr. Camp's resignation and Mr Parish's termination. Mrs. Parker has agreed to serve, and was unanimously appointed by the board, as "Acting CEO."

A general discussion is held regarding open board seats and bylaws for future elections. While improvements and changes are warranted, It is agreed that current rules will probably have to remain in place for now.

Audit committee will work through the process of preparing budget for fiscal 2009.

Next meeting scheduled for March 2009

A transition task force is duly appointed to work with Coach Lee and the Acting CEO. Sheri Rhodes, Lloyd Brown, and Derek Davis are so appointed. Frank discussion takes place regarding archery having a clean slate and moving past prior politics. Task Force is counseled to support coach Lee in absence of HPM, integrate coaching programs, and provide more transparency into communications.

Mrs. Parker will lead search for new HPM and Mr. Corbin will lead search for new CEO.

The Board enters closed session

Closed session ends and meeting adjourned at 2:00 p.m.