

USA Archery

2010 March Board of Directors Meeting Minutes

Colorado Springs, CO

March 19-20, 2010

I. Call to order

Chairman Bill Corbin called to order the Board of Directors Meeting of USA Archery (USAA) at 1:00 p.m. MT on March 19, 2010. He thanked Kae Rader from Rader Consulting for the governance training the USAA Board received.

II. Roll call

The following persons were present: Chairman Bill Corbin (via conference call), Belinda Foxworth, Cindy Bevilacqua, Helen Sahi, Tom Green, Jennifer Nichols, Greg Easton, Linda Beck, Erika Anschutz (via conference call)

USAA Staff: CEO Denise Parker, Kimberly Bartkowski, Christine McCartney, Robby Beyer (via conference call)

III. Approval of Minutes

Motion to approve the minutes from the December 18, 2009 Board of Directors Conference Call was brought forward, seconded, and the motion passed with all in favor.

IV. Discussion

a) College Archery

CEO Parker provided the Board with background of the College Archery issue. Board Member Easton offered to recuse himself. The Board agreed that it was not necessary for recusal at this time. Also present to offer background and information was Mr. Tom James, legal counsel to USAA, and Mr. Gary Urie, USAA accounting consultant.

Due to the complexity of USAA and College Archery's structures, the Board feels it best for both parties to operate independently from one another. The Board authorizes CEO Parker to move forward with guidance from legal counsel on separation from College Archery.

Motion to pursue separation from College Archery was brought forward, seconded and passed with all in favor.

b) Audit Review

Mr. Greg Parsons from Osborne, Parsons, & Rosacker, LLP, Certified Public Accountants was present to review the submitted draft audit his firm conducted. Mr. Parsons reported that USAA has strong systems in place and recommended USAA move forward with creating a document retention and whistle blower protection plan. These plans are not required but are considered best practices. The audit is on schedule to be finalized by the end of March, 2010.

Motion to accept the draft of the audit as submitted was brought forward, seconded and passed with all in favor.

c) Financial Information

CEO Parker reviewed the submitted financial statements with the Board. The Board agreed to pay for Board Member Green's expenses to the World Cup in Ogden, the World Field event in Hungary, and the World Ranking event in Ecuador as submitted.

d) Code of Ethics and Related Policies

The Board was provided background information on the development of the Code of Ethics and the related policies on harassment and sexual abuse, drug and alcohol, sportsmanlike conduct and conflicts of interest. It was confirmed that all major constituency groups, including athletes, coaches and officials, were asked to review the Code and the policies and to provide input, and that such input had been received and reflected in the revised versions of the Code and policies presented to the Board for approval. The Board also reviewed proposed amendments to the By-laws that clarify the roles of the Board of Justice and the Ethics Committee and reflect the changes to the disciplinary procedures included in the Code and policies. The Board agreed that they would go into effect May 1, 2010. CEO Parker will ensure communication regarding the new Code and policies, which will include posting them on the USAA web site as well as hosting question and answer sessions at both the Arizona Cup and Texas Shootout events. ***Motion to approve the Code of Ethics, the policies on harassment and sexual abuse, drug and alcohol, sportsmanlike conduct and conflicts of interest, and the related amendments to the By-laws as revised and submitted was brought forward, seconded, and passed with all in favor.***

e) Membership Review

USAA membership has increased by at least 100 individuals each month since December.

f) JOAD Report

After great discussion, the Board agreed that the new format would engage more athletes in the team round and better prepare our athletes for future international competitions. The Board did request to have the word “compulsory” changed and for the JOAD Committee to review the format change once more to ensure every opportunity to minimize any “cutting” of athletes is ensured. ***Motion to accept the JOAD National format change as submitted was brought forward, seconded, and passed with all in favor.***

g) National Events/Sponsorships

CEO Parker presented a draft of a National Event Organizers Manual expected to be ready for use in 2011. CEO Parker also discussed the title sponsorship of the JOAD Nationals by Easton and the sponsorship of the 2011 U.S. Target Championships by Hoyt. Draft logos and event names were presented to the Board for review and discussion. The list of bids for 2011 Indoor Nationals were provided to the Board for review and discussion.

h) Springfield, MO Agreement

CEO Parker reported that the Greater Springfield area of Missouri (Springfield) has presented a Letter of Understanding to become a Community Olympic Development Program partner with USAA. The letter outlines how USAA and Springfield will collaborate efforts to develop sport in the community at youth and intermediate levels, which will increase sport participation in Springfield. The Board agreed this is a great opportunity and approved CEO Parker to enter into the agreement.

i) Committee/Staff Reports

a. Resident Athlete Program/Coach Report

Coach Lee provided an overview of the resident athlete program to the Board. Coach Lee also reported that the Easton Foundation was purchasing a condo in the Chula Vista area that would be used by Resident Athletes.

b. Coach Development Report

Sheri Rhodes provided an overview of the coach development program to the Board. In addition, a policy was proposed that relates to coach access to his or her athletes. At official practice, coaches may join their archers in all areas. At qualification/ranking rounds, coaches are not permitted in the archer's area (targets, shooting line, waiting/equipment area, archers seating/canopies), except as archers agents. During individual elimination rounds, one coach per archery will be allowed as far forward as the waiting line, and during team rounds, a team may have one coach in the designated coach's area. Same team uniform is NOT required for individual archer coaches at USAA events. This policy yields to FITA rules at World Ranking, World Cups, World Championships, and other FITA events in compliance with FITA sanctioning.

Motion to accept the proposed coach policy as submitted was brought forward, seconded, and passed with all in favor.

c. Athlete Advisory Council(AAC)

Board Member Nichols updated the USAA Board of the AAC's last quarter. The AAC reviewed the proposed Code of Ethics. The AAC also reviewed and approved the Youth Olympic Games Selection Procedures for Archery. The AAC has also been actively involved in the reform of the rolling rankings.

d. Officials and Rules

i. Judges and Officials

The Board agreed that action needs to occur to increase and support the officials in this country. A strategy needs to be identified to determine how we can pay them for their services without increasing the current tournament fees. The Board agreed to work with the Officials and Rules Committee to develop a strategy.

ii. Dress Code

The Board addressed the need to update the dress code policy. The Board will be working with the Officials and Rules Committee to draft a policy that is directed more towards the desired outcome of appropriate and professional attire verses regulating specifics, including colors.

j) 2010 Youth Olympic Games

The Board reviewed the 2010 Youth Olympic Games Selection Procedures. These procedures were approved by the US Olympic Committee.

k) Board Chair Vote

Nominations were accepted from the floor. Bill Corbin was the only individual nominated.

Motion to accept all nominations was brought forward, seconded, and passed with all in favor.

As Chairman Corbin was the only individual nominated a vote was not needed.

l) CEO/Board Performance Reviews

- Discussion was had related to the need for the Board to formally review CEO Parker's performance and provide Parker with a specific job description. Chairman Corbin will head up a Board task force to create this review process.
- Discussion was also had related to the need for the Board to review itself annually.

m) Task Forces

The following task forces were created/renewed.

- Audit Committee: Belinda Foxworth, Erika Anschutz, Bill Corbin, Helen Sahi
- Bylaws: Jenny Nichols, Tom Green, Belinda Foxworth Jane Johnson (informal role)
- Fundraising: Greg Easton, Helen Sahi, Erika Anschutz, Cindy Bevilacqua, Linda Beck

Minutes submitted by: Kimberly Bartkowski

Minutes approved on: July 8, 2010