



USA Archery Board of Directors

December 6, 2025

**Colorado Springs, CO (All Times are Mountain Standard Time)
In-Person and Virtual (Zoom)**

I. Welcome and Introductions

- a. Chair Jonathan Herpy called the meeting to order at 8:01AM MT.
 - i. The following voting members were present in person: Jonathan Herpy, Dee Falks, Heather Koehl, Doug Denton, Jason Tabansky, Lexi Hull, Nobu Ishizuka, Mike Donadio, and Kevin Mather. In addition, incoming board member James Lutz was present but not eligible to vote.
 - ii. The following members were present via Zoom: Erin Niehaus and Josh Halpern.
 - iii. The following members were absent: Katherine Wu
 - iv. The following USA Archery staff members were present: Rod Menzer, Mary Emmons, and Nicole Glunt
 - v. Chair of the Ethics Committee, Chuck Platt, was present in person
- b. Herpy did roundtable introductions and acknowledged outgoing board member Lexi Hull and thanked her for her service.

II. Conflict of Interest Discussion/Disclosures

- a. Herpy began the meeting by requesting that Board members review the agenda to identify any potential conflicts of interest and reminding members that Chuck Platt, Chair of the Ethics Committee, is available for assistance in determining potential conflicts. Herpy 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 addressed.
- b. **Approval of Meeting Minutes**
 - i. Board of Directors Meeting Minutes – July 31, 2025
 - ii. Annual Meeting Minutes – August 14, 2024
 - 1. Falks motioned to approve, Denton seconded. Approved.
- c. **Email Votes – For Purpose of Minutes Documentation Only**
 - i. August 1, 2025 – Transgender and Non-Binary Participation Policy
 - ii. August 5, 2025 – Policy for Adaptive and Accessibility Equipment

III. Board of Directors and Committee Updates

a. Board Roster

i. At-Large Election Results

James Lutz (2026-2028)

ii. Para Athlete Director Results

Kevin Mather (2026-2028)

iii. Independent Appointments

1. Jonathan Herpy (2026-2028)
2. Mike Donadio (2026-2028)

iv. Board Chair

1. Nobu Ishizuka nominated Erin Niehaus
2. Dee Falks nominated Jonathan Herpy
 - a. Runner up to serve on the Compensation Committee.
 - i. Mike Donadio, Jonathan Herpy, and Erin Niehaus recused.
 - ii. Erin Niehaus was elected Board Chair and Jonathan Herpy was selected for the Compensation Committee.

b. International Relations Update

Menzer provided an update that Greg Easton (USA) was elected President of World Archery and Mark Miller (USA) as Vice President to the World Archery Executive Board.

Menzer reviewed USA appointments to World Archery and World Archery Americas Executive Boards and Committees.

c. Committee Rosters

i. New Committee Appointments

1. Audit Committee
 - a. Josh Halpern
 - b. Mike Donadio
 - c. Jonathan Herpy
 - d. Jason Tabansky
2. Board of Justice – Judicial Committee
 - a. Julio Mazzoli
 - b. Sydney Shaefer
 - c. Amy Lin Myerson
3. Ethics Committee
 - a. Bradley Kendrex
4. Nominating and Governance Committee
 - a. Glenn Strebe
 - b. Gabe Querol
 - c. Jesse Johnson
 - d. Kaitlyn Oswald
 - i. Mather motions to approve all committee appointments as presented, Koehl seconded. Approved. Recusals for the

Audit Committee vote included: Jonathan Herpy, Jason Tabansky, Mike Donadio, Josh Halpern

d. Committee End of Year Summaries

Glunt reviewed committee end of year summaries for the Audit, Ethics, Compensation, Nominating and Governance, Selection Procedures Development, and Judicial (Board of Justice) Committees.

IV. 2026 Spring, Annual and Winter Board Meeting Dates

- a. Annual Meeting – August 13, 2026
- b. Winter Meeting – December 5-6, 2026
 - i. Falks motioned to approve the Annual Meeting date, Tabansky seconded. Approved.
- c. Spring meeting dates will be proposed for a later vote due to the busy schedule.

V. Financial Update

a. 2025 EOY Financials

Emmons and Bachman reviewed the 2025 EOY Financials and financials through October, to include the balance sheet, variances, and reserves. Further they provided an overview of the USA Archery financial reserves and liquidity.

b. 2026 Budget

- i. Bachman and Emmons reviewed the 2026 Budget to include, revenues, expenses, and investment returns.
 - 1. Koehl motioned to approve, Falks seconded. Approved.

c. 2025 Board Payments

Emmons provided an update on the 2025 Board of Directors payments.

d. USAA Financial Policies and Procedures Update

Emmons presented updated language for cash advance procedures, and a recommendation to increase the financial reserve target to 1.9 million.

- 1. Niehaus motioned to approve, Denton seconded. Approved.

e. USAA Travel Policy

Emmons presented language updates to the policy on accordance with current practices and industry standards, to include an update to per diem and mileage rates.

- 1. Tabansky motioned to approve, Donadio seconded. Approved.

f. USA Archery Foundation (USAAF) Update

Peggy Poore provided an update on the USAAF to include the health of endowment, grantmaking and fundraising results and events and the selection of eCratchit for accounting services.

VI. Organizational Updates

The Board went into executive session at 10:15 AM MT for a legal update.

The Board broke from executive session and adjourned for a break at 10:26 PM MT.

The meeting resumed at 10:42 AM MT.

a. Marketing Challenge

Rosa presented on the 2026 strategy for the Marketing Challenge, which is designed to grow membership and fan engagement ahead of the LA28 Games. Areas of focus will include expanded digital presence via partnerships to grow social media following and to reach new audiences. Rosa presented on how the organization will prioritize high-ROI channels and targeted event/partner activations to grow the sport.

b. USA Archery Dashboard

Menzer reviewed the USA Archery Dashboard and reported on financials, membership, certifications, event participation, marketing and medal performance.

- i. Individual membership has continued to see growth while Club membership is stable. Both Instructor/ Coach and Judge Certifications have increased from previous years. Total National Event participation, to include both Indoor and Outdoor participation, has grown significantly, however, State Event participation has declined as compared to previous years. Marketing and social media continues to demonstrate positive growth as evidenced by an increase in followers on Facebook, Instagram, and YouTube subscribers. USA international medal performance remained strong.

Emmons reviewed the 2025 Tactical Plan accomplishments as they relate to Organizational Effectiveness, Event Optimization, Membership Pathways, and Pipeline and High Performance.

c. USA Archery Athlete Safety Dashboard

Glunt reported on the Athlete Safety Dashboard to include:

- i. The updated SafeSport Code will be effective January 1, 2026.
- ii. New compliance resources USAA will roll out for 2026, to include event spot checks, and onboarding support for clubs.
- iii. Glunt advised that USAA published process flowcharts to assist members in navigating complaints, grievances and background screen appeals.
- iv. Glunt provided updates on the U.S. Center for SafeSport (“the Center”) to include the development of API integrations for the USCSS central disciplinary database.
- v. Glunt presented the USAA athlete safety dashboard data for the year to date.

d. 2024 Demographic Data Report

- i. Glunt reported on the USOPC 2024 Demographic Data report, previously the DEI Scorecard.
 1. USAA reported growth, as compared to previous years, in all categories (women, people of color, persons with disabilities, and veterans).

e. 2025 SafeSport Event Audit Results

Glunt reported that the U.S. Center for SafeSport advised USAA’s 2025 event audit results will be delayed due to USCSS staff turnover but are expected to be compliant.

The board adjourned for lunch at 12:11PM MT.

The meeting resumed at 1:15 PM MT.

f. USAA 2025 Cultural Assessment Survey Results

Emmons provided an overview on the culture survey, with 2% of all members completing the survey in full, to include results and findings by category. Emmons discussed variables that may have impacted findings and strategy for addressing feedback.

g. 2026 Sport Development Strategy

Emmons presented the 2026 sport development strategy, which includes initiatives to support clubs and state associations with business development resources to support general operations, marketing, member acquisition, and retention efforts. Emmons advised that data analytics are also available and shared with stakeholders to help identify opportunities for sponsor engagement and range development. Emmons reported on partnerships and programs that will advance club growth specifically in Colorado. Emmons also discussed other grants and partnership opportunities to leverage LA28, support para athletes, and to grow collegiate archery and Olympic Archery in the Schools (OAS). Emmons provided additional updates on online education, digital targeted marketing, and other technology upgrades.

VII. High Performance and Para Update

Sara Crowell provided a High Performance and Para High Performance update. Crowell recapped the 2025 season, the regional elite program, athlete support services and resources, High Performance KPIs, and provided an update on performance incentives for 2026.

VIII. Resident Athlete Program Update

Elias Cuesta presented on the Resident Athlete program and reviewed training plans and support services. Cuesta highlighted athlete accomplishments, the short term training program, and discussed national rankings.

IX. National Elite Program Update

Chris Webster provided an update on the National Elite Program and the athlete support services and resources that are made available in collaboration with the United States Performance Center. Webster reviewed athlete results and achievements, provided individual highlights, and performance statistics.

X. Events Update

Amanda Mangum recapped the 2025 events season reviewing event satisfaction ratings and state participation. Mangum discussed the 2026 event strategy, to include indoor national locations, the new USAT final and local and state events growth plan.

XI. Policies and Procedures

a. USAA Board of Directors Election Policy

Emmons presented edits to allow the Board of Directors to authorize an extension for the call for nominees, when necessary, for a period of fourteen (14) days.

b. USAA Bylaws

Emmons reported on updates to the Bylaws, to include updated provisions for athlete elections and attendance for both boards and committees, and changes to Affiliate Representation guidelines to be consistent with USOPC templates. Emmons advise that the Compensation Committee is now listed as a Designated Committee.

c. USAA Response and Resolution Policy

Glunt reviewed a single change, such that a provision was removed requiring reporting parties and Claimants to submit an additional reporting form if a case is declined by the the USSCS to USAA.

d. USAA Disciplinary Proceedings & Grievance Policy

Glunt reported that the policy underwent significant formatting changes to be consistent with the USOPC template. Glunt advised of additions, to include categories of complaints not subject to a hearing, provisions outlining the Board of Justice's authority, and updated procedures should the CEO or a member of the USAA BOD be implicated as a Respondent.

e. USAA Safe Sport Policy and Background Screen Criteria and Review Policy

Glunt reported on changes to the policy to be consistent with the USOPC template, to include added provisions for USAA training sites, and added language to recognize government background screens consistent with recent USOPC policy.

f. 2026 SafeSport Code

Glunt reported on changes to the SafeSport Code, such that changes were made to recognize attorney-client privilege, make power imbalances a standalone section, add consideration for individuals with Intellectual or Developmental Disabilities (IDD), expanded sexual misconduct definition, and a section listing the purpose of sanctions.

g. USAA Personal Coach Policy

Emmons reported that a new provision for Collegiate Archery coaches was added and presented updated language for competing athlete coach credentials.

h. USAA Policy for Adaptive and Accessibility Equipment

Emmons advised that the changes clarified access and permissions for shooting assistants, agents, interpreters, and other support personnel.

i. Privacy Policy

Emmons reported that the policy was updated consistent with current best practices and state-specific disclosures.

j. USAA Sportspersonlike Conduct Policy

Emmons reported on an update to the policy, such that guidance on the use of noisemakers at sanctioned events was added.

k. Selection Procedures Development Policy

Emmons reported that the Selection Committee roster was updated to align with the USAA Bylaws, the international events list was updated and Judge Selection Procedures added.

l. Policy for Missing a Required Event

Emmons reported that exemption requests for specific categories will be automatically approved contingent upon sufficient supporting documentation is provided, and U15 was added.

1. Halpern motioned to approve all policies, with the exception of the USAA Disciplinary Proceedings and Grievance Policy, Denton seconded.

Approved. Mather and Tabansky abstained from voting on policies impacting athletes.

2. USAA Disciplinary Proceedings and Grievance Policy will be recirculated with proposed changes.

The board adjourned for a break at 3:42 PM MT.

XII. Executive Session – CEO Annual Review

The Board went into executive session at 3:50 PM MT to conduct the CEO Annual Review.

The meeting adjourned for the day at 4:56 PM MT.