



## USA Archery Board of Directors Meeting Minutes

Thursday, July 31<sup>st</sup>, 2025  
Virtual via Zoom

### Thursday, July 31<sup>st</sup>

#### **A. Welcome and Introductions**

- a. Chief Executive Officer, Rod Menzer, called the meeting to order at 6:04 p.m. MT.
  - i. The following voting members were present via Zoom: Jonathan Herpy, Dee Falks, Josh Halpern, Douglas Denton, Heather Koehl, Nobu Ishizuka, Erin Niehaus, Jason Tabansky, Kevin Mather, and Lexi Hull.
  - ii. The following non-voting members were present via Zoom: Katherine Wu
  - iii. The following USA Archery staff members were present: Rod Menzer, Mary Emmons, Nicole Glunt

#### **B. Conflict of Interest Discussion/Disclosures**

Rod Menzer began the meeting by requesting that Board members review the agenda to identify any potential conflicts of interest. Menzer 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.

#### **C. Approval of Meeting Minutes**

- a. Board of Directors Meeting Minutes - May 13<sup>th</sup>, 2025
  - i. Falks motioned to approve, Niehaus seconded. All in favor. No oppositions, recusals, or abstentions.

#### **D. Board of Directors Election Update**

- a. Glunt provided an election update. The Board, per the Board of Directors Election Policy, reviewed the candidate list for the At-Large Athlete Director to decide if there needed to be a more diverse slate and/or if there was a need for candidates with specific experience. The Board voted to approve the slate of candidates for the At-Large Athlete Director.
  - i. Denton motioned to approve, Falks seconded. All in favor. No oppositions, recusals, or abstentions.
- b. The Board reviewed the candidate list for the Para Athlete Director to decide if there needed to be a more diverse slate and/or if there was a need for candidates with specific experience. As no nominee materials were received, the Board voted to extend the deadline for the Para Athlete Director for fourteen (14) days effective August 1, 2025. The extended Call for Nominations will close on August 14, 2025.
  - i. Herpy motioned to approve, Halpern seconded. All in favor. No oppositions or recusals. Mather abstained.

#### **E. Board of Directors Chair Selection**

- a. Falks motioned to nominate Jonathan Herpy to serve the remainder of the vacant Chair term. Herpy accepted the nomination. Herpy was the sole nominee.

- i. All in favor. Herpy abstained. No oppositions or recusals.
- b. The Board requested to formally recognize and thank Belinda Foxworth for her dedicated service and tenure as Board Chair, and to honor her significant contributions to USA Archery.
  - i. Halpern motioned, Herpy seconded. All in favor. No oppositions, recusals, or abstentions.

## **F. Policies and Procedures**

### **a. Bylaws**

Menzer reviewed the Bylaws changes to include the addition of new Membership types, an update to the Ten Year Athlete and Ten Year Para Athlete definitions – pending NGB AAC approval, membership and event criteria.

- i. Falks motioned to approve, excluding the highlighted provisions of Article VII, XI, and XIV, Niehaus seconded. All in favor. No oppositions, recusals, or abstentions.
- ii. Amendment to previous vote and remove language associated with 7.21.
  - 1. Denton motioned to approve with amendments, Ishizuka seconded. Falks opposed. No recusals or abstentions.

### **b. Transgender and Non-Binary Inclusion Policy**

Menzer provided an update from the USOPC and reviewed updated NGB compliance requirements. The Board discussed and requested a wording adjustment. Final version of updated policy will be sent as an e-vote to board members.

### **c. Athlete Safety Procedures for USA Archery Event Organizers**

Menzer provided an update from the USOPC and reviewed updated NGB compliance requirements.

- i. Niehaus motioned to approve, Halpern seconded. All in favor. No oppositions, recusals, or abstentions.

### **d. Personal Coach Policy**

Emmons advised that terminology was updated to match the terminology in the registration platform. Emmons reported that a provision was added to clarify photography and/or video recording permissions consistent with World Archery.

- i. Falks motioned to approve, Koehl seconded. All in favor. No oppositions, recusals, or abstentions.

### **e. Policy for Adaptive and Accessibility Equipment**

Emmons reviewed an additional provision to provide guidance for athletes that require more than one agent to include credentialing requirements and access permissions.

- i. Denton motioned to approve, Hull seconded. All in favor. No oppositions, recusals, or abstentions.

## **G. Marketing Campaign Update**

Menzer provided a staffing update to the Board. Menzer reported that the campaign planning will start effective immediately. Emmons reported that a limited edition apparel program has already been rolled out. Menzer reported that an archer will be throwing out the first pitch at an upcoming minor league baseball game in conjunction with the National Target Championships and U.S. Open events.

The meeting adjourned at 7:55 p.m. MT.

