**Para Athlete Advisory Council**
**Meeting Agenda**
**November 10, 2026**
**Via Zoom from 4:00 p.m. to 5:30 p.m. MT**

**Attendees:**
USA Archery Staff: Mary Emmons, Sara Crowell, Samantha Bauer
Para AAC: Karen Sternfeld, Ben Thompson, Kevin Mather, Andrew Pike, Jason Tabansky

1. **Welcome**
    a. Conflict of Interest Disclosures
        i. Emmons asked if anyone had any conflict of interests to disclose before the meeting commenced. Mather disclosed coaching athletes who could be affected by the missing required events policy and said recusal would be appropriate when deciding a matter involving a particular athlete. Emmons asked participants to flag any further conflicts so they could be documented to include as related to the Para Head Coach agenda item.
2. **Election Results**
    a. Para AAC
        i. Emmons presented that Brandi Iannoli, Erev King and Ryan Lindstrom have been named as Compound Athlete representatives for the Para AAC with their first terms for 2027-2030. Emmons informed the Para AAC Wendy Gardner (co-chair) has resigned prior to the end of her term.
    b. USAA Board - Athlete Election Results
        i. Emmons presented that Thomas Stanwood was elected to the at-large athlete seat and will replace Jason Tabansky. McKenna Proctor will serve a second AAC term and nominations remain open for the male compound representative seat.
3. **2026 USOPC Athlete Listening Survey – Results**
    a. Emmons represented the results from the 2026 USOPC Athlete Listening survey. Emmons mentioned that results improved overall compared with the prior year and that a total of eight athletes responded.

4. **Paralympic Head Coach Update**
    a. Application Pool
        i. Crowell stated that applications closed October 16th. Eight applications were received.
    b. Hiring Timeline and Athlete Representation
        i. Crowell and Emmons stated that USA Archery will plan on reviewing applications and interviewing applicants in December with a January 2027 start date anticipated.
        ii. Emmons asked for the Para AAC to nominate a male and a female representative to participate in the selection and interview process. Mather and Sternfeld indicated their interest. Tabansky recused himself from the selection process due to conflicts of interest.
        iii. Crowell stated that she will follow up with Mather and Sternfeld to provide next steps and timeline.
5. **2027 Para Athlete Stipends and Support Programs**
    a. Crowell presented the 2027 Para Athlete Stipends and Support Programs document. Crowell highlighted the elite stipend amount for 2027 is $70,000, an $11,000 increase over 2026. Crowell proposed retaining the 12/31/26 Para USAT ranking standard for the 2027 first and second quarter payments but removing the Para USAT requirement for the third and fourth payments so a Para World Championship team member who achieved the elite standard MQS or medals could qualify for funding. This proposed model offers an elite standard MQS pathway and medal pathway. Identification of funding for developing athletes will continue to be reviewed
    b. Crowell proposed to the Para AAC changing the payment months from January, March, June and September to January, April, July and October. There was no objection from the Para AAC to moving to the new schedule.
    c. Crowell stated that the World Archery Para Championships will be the USOPC Op Gold event for 2027 and that the USOPC award amounts will be limited to medals in Paralympic disciplines.
    d. Crowell reminded the Para AAC that the current EAHI period is August 1, 2026 to July 31, 2027 and the new EAHI period will start August 1, 2027 after the Para World Championship team has been named. She also reminded them that the

limit is six EAHI spots, based on the number of Paralympic quota slots earned by USA.

i. Crowell mentioned that the new EAHI criteria would prioritize Para World Championship team members who have hit the elite standard MQS, with at most two per discipline. Crowell stated she expects about three spots to remain after this.

ii. The Para AAC favored using the World Archery Para Championships and U.S. Team trials performance for the remaining EAHI spots. First place finishers would be prioritized first and followed by athletes being ranked across all divisions by how close their scores are to their respective elite standard MQS. This would be limited to one place per discipline. Emmons reminded the group that a tie breaker will need to be configured.

iii. Crowell stated that she will take this feedback and re-work the EAHI eligibility standards and send back to the Para AAC for a final review.

e. Crowell presented the new USOPC Targeted Athlete Support funding model and eligibility criteria to the Para AAC. Crowell stated this will be a reimbursement based program for athletes who have medaled at the most recent Para World Championships or Paralympic Games. She stated that this funding is separate from elie athlete stipends and can be used on eligible training and preparation expenses. Crowell mentioned that receipts must document expenses incurred that year and be submitted by November 30th.

**6. Para Pan American Games Staff Selection Procedures**

a. Crowell presented the Para Pan American Games Staff selection procedures. Crowell stated that international team staff will be selected by the international team staff selection committee and any USA Archery staff will be selected by the CEO per the procedures. ITS applications will open at a later date.

b. Crowell mentioned that delegation event credentials are limited and personal care assistants also compete for those same credentials. Emmons mentioned that she has been seeking additional credentials, beyond the normal allocation, for each athlete whose classification card requires a shooting assistant, and the request has not been resolved by WA or others to date. Tabansky mentioned that this has been sent onward to the Para Committee at World Archery process and agreed to pursue the matter with the World Archery Paralympic Athletes Committee and Emmons will follow up with World Archery Americas.

7. **International Team Staff Selection Procedures**
    a. Crowell presented the International Team Staff Selection procedures and stated that no substantial changes beyond updates such as position wording and links.
    b. Sternfeld questioned the wording that prioritized staffing when there is a conflicting schedule. Crowell mentioned that consecutive Pan Am Games, Para Pan Am Games and Para World Championships events will challenge USAA staff capacity, and that USOPC financial support and credential availability would be considered when making decisions.
8. **USA Archery Policies and Procedures**

    Emmons presented proposed updates on the following policies and procedures:

    a. USA Archery Dress Code
        i. Para AAC had no feedback for this policy.
    b. Policy for Missing a Required Event
        i. Para AAC had no feedback for this policy.
    c. Personal Coach Policy
        i. Para AAC had no feedback for this policy.
    d. International Event Participation Policy
        i. Para AAC had no feedback for this policy.
    e. Policy for Adaptive and Accessibility Equipment
        i. Sternfeld brought up a concern regarding the background screening fee for arrow agents and the burden it puts on the para athletes. Emmons agreed to take the cost issue into consideration and stated it was an athlete safety compliance requirement from the USCSS for all to enter the field of play. Emmons stated a background screen is good for two years and cost approximately $35.

**Quick Links to USAA Resources**

- Athlete Stipends and Support Programs
- A Quick guide to Athlete Safety Procedures
- High Performance Programs
- Athlete Ombuds
- Athlete Selection Procedures
- Team USA Eligibility