

USA Archery
2011 June Board of Directors Meeting Minutes

Saturday, June 18, 2011

Charlotte, NC

I. Call to order

Chairman Bill Corbin called to order the Board of Directors Meeting of USA Archery (USAA) at 8:20a.m. EDT on Saturday, June 18, 2011.

II. Roll Call

The following USAA Board members were present: Chairman Bill Corbin, Erika Anschutz, Cindy Bevilacqua, Greg Easton, Brady Ellison, Belinda Foxworth, Tom Green, Helen Sahi, Brian Sheffler

USAA Staff: CEO Denise Parker, Kimberly Bartkowski

USAA Staff via conference call: Robby Beyer, Cindy Clark, Kisik Lee, Katrina Weiss

Guests via conference call: Ken Waugh, Waugh & Goodwin Associates (external auditor); John Stover, JOAD Committee Chair

The following USAA Board member was not present: Linda Beck

III. Approval of Minutes

Motion to approve the minutes from the January 11, 2011 Board of Directors Conference Call was brought forward, seconded, and the motion passed with all in favor.

IV. Discussion

a) CEO Update

CEO Parker reported that USAA teams are doing very well and there is now depth that the organization hasn't seen in quite some time. USAA has two new sponsors, AAE and Mental Management. Parker reported that the hiring of three individuals to establish the Outreach efforts in Florida has gone well. USA Archery currently has an agreement with the Easton Foundations that allows the USA Archery Outreach efforts to take place in Florida through the end of 2011. Parker also updated the Board that USAA's headquarters building at 711 N. Tejon Street has been placed on the market to sell. There is an NGB in the building that is interested in buying USAA's share of the building, and she indicated they are looking for other available space in the area. The membership transition to WebPoint hosted by Ai Group has gone very well.

b) Financial/Audit Review

Ken Waugh led the Board through the financials, opinion, and recommendations. He explained the satisfied program restrictions and why the

NIKE VIK was moved from the 'donation' section to the 'sponsorship' section. Mr. Waugh expressed his opinion that USAA is very well organized and does not see any major issues.

CEO Parker expressed her concerns with the amount of legal expenses this year primarily related to the USCA grievance. On average, USAA's legal expenses are \$4,000 per year. So far this year \$15,000 has been spent on legal fees. She is also aware of the increasing cost for teams to compete internationally as the dollar continues to fall in value. Another concern Parker noted is the NADA inventory. Much of this inventory may be unusable and she is unsure of USAA's ability to sell much of it.

Motion to approve financial statements as presented was brought forward, seconded, and the motion passed with all in favor.

c) Collegiate/Bylaws Adjustments

With the separation between USCA and USAA, there are bylaws changes that need to occur to reflect the current situation. These changes, as well as other bylaws changes, were recommended by the Nominating and Governance Committee. Upon discussion of the proposed changes the Board made some recommendations for future review.

Recommendation 1: Develop a vacancy/resignation policy for the USAA Board of Directors.

Recommendation 2: Consideration of a plan for a tie BOD vote. Rather than having the Nomination and Governance Committee select the winner, the Board discussed the idea that possibly the seated Board of Directors should select the winner.

Recommendation 3: There are still many inconsistencies in the bylaws and they need to be reviewed in their entirety.

Motion to accept the changes as presented by the N&G Committee was brought forward, seconded, and the motion passed with all in favor. The Recommendations were tabled for future discussion.

Collegiate Archery Arbitration: USAA Board of Directors entered Executive Session at 10:45a.m. EDT and exited at 11:05a.m. EDT.

d) Policy Review

New policies were presented to the Board for their approval; Financial Policy, Travel Policy, and Code of Conduct/Whistleblower Policy. All members of the Board found the policies acceptable.

Motion to accept the Financial Policy, Travel Policy, and Code of Conduct/Whistleblower Policy was brought forward, seconded, and passed with all in favor.

- e) 2012 National Events
JOAD Nationals: John Stover, JOAD Committee Chair, presented the JOAD Committee's opinion of combining the JOAD Nationals with U.S. Target National Championships. His opinion is to make the combined event a permanent change.

USAA staff recommended dates and location for five (5) USAT events in 2012, eliminating the Gold Cup as a USAT event.

Discussion was had related to National Records Proposal and Divisions Classifications presented by National Events Manager, Katrina Weiss. The Board did not support the current proposal for records and division classification proposal: **This item was tabled for future discussion.**

Motion to approve the 2012 event calendar as presented was brought forward, seconded, and passed with all in favor.

- f) High Performance
Coach Certification Proposal – Coach Development Manager, Sheri Rhodes, presented the Board with a proposal that allows for USA Archery and the NFAA to have a joint certification program through the entire pipeline. Discussion took place related to the proposal.

Motion to accept the coaching proposal as presented was brought forward, seconded, and passed with all in favor.

A proposal was presented by the High Performance Committee to add athlete representation to the High Performance Committee. There was discussion related to whether this group acts as a committee and therefore athlete representation is required or if this committee was simply a collection of staff. Discussion took place relative to the confidentiality of the coaches' reviews and possible downsides to adding athletes to the committee.

Additional discussion took place related to adding more to the ITS manual to include language that will refer to job descriptions, procedures, etc. The suggestion was made to formalize the procedure of how people apply, are notified, etc.

Motion to approve the ITS proposal as presented and with suggestions was brought forward, seconded, and passed with all in favor.

Discussion took place regarding the proposed selection procedures for World Archery Indoor Championships and World Archery Field Championships teams.

Motion to accept the World Archery Indoor Championships and World Archery Field Championships Team Selection Procedures as presented was brought forward, seconded, and passed with all in favor.

g) Committee Review and Appointments

The Athlete Representatives commented that Cadet and Junior archers should be inter-mixed with the seniors if they are competing against each other. After much discussion it was decided to take this topic to the membership at the 2011 Annual Meeting and also get opinions from the JOAD Committee and HP Staff. **This item was tabled for future discussion.**

h) Unfinished/Other Business

i. Thompson Award Nomination

This award was last presented in 2003. The Board discussed creating a committee or sub-committee for awards. They will continue the discussion at the next meeting.

Motion to approve the Thompson Award as submitted was brought forward, seconded, and passed with all in favor.

ii. Officials – Attention to the structure of our officials and keeping them updated and educated needs to be a priority.

V. Adjournment

Motion to adjourn the meeting was brought forward, seconded and passed with all in favor.

Chairman Corbin adjourned the meeting at 1:45p.m. EDST.