

USA Archery
Board of Directors Conference Call Minutes
January 22, 2019

I. Call to Order

Chair Julio Mazzoli called the meeting to order at 8:04 a.m. MST.

II. Roll call

The following Board members were present: Chair Julio Mazzoli, Bruce Cull, Mike Cullumber, Dee Falks, Brady Ellison, E.G. LeBre, Jennifer Rottenberg, John Stover, Rob Kaufhold and Reo Wilde.

The following USA Archery staff members were present: CEO Rod Menzer, Director of Finance and Operations Cindy Clark and Chief of Sport Performance and Organizational Development Mary Emmons.

III. Minutes

The minutes of the October 2018 Board meeting were distributed via e-mail shortly before the Board call. Chair Mazzoli asked members if there had been time for their review of the minutes. The decision was to defer the approval of the minutes until the next meeting or call.

IV. Employee Handbook Sick Leave Policy

Ms. Clark submitted updates for the sick leave portion of the handbook explaining that different states have different sick leave requirements. The updates allow for the appropriate sick leave accrual depending on which state accrual requirements apply to the employee. ***Motion was made to approve the changes made to the sick leave policy; motion was seconded and passed will all in favor.***

V. Financial Policy-Investment Guidelines Reserve Targets

Board members had requested at the prior Board meeting that a review cycle be added to the reserve targets stated in the Financial Policy. Ms. Clark provided the updated policy which states that the review of these targets will occur prior to or at the start of each quadrennium to assure that the reserve targets continue to meet the needs of the organization. Discussion was held about the current level of reserves. ***Motion was made to approve the updated policy; motion was seconded and passed with all in favor.***

VI. Outdoor World Cup Selection Procedures

Ms. Emmons explained to the Board members that changes made to the World Cup schedule by World Archery have resulted in some concern by coaches that potentially challenging travel schedules will negatively impact athletes looking for the ideal competition experience leading up to the World Championships. After some discussion the Board decided to table the discussion to allow Ms. Emmons to check with the USOC on the ability for changing procedures.

VII. Executive Session

Mr. Mazzoli called the meeting into Executive Session at 9:00 a.m. MST for Board member discussion of the potential merger agreement with USCA. Executive Session concluded at 9:45 a.m. MST.

VIII. Adjournment of Conference Call

The Board meeting was adjourned at 9:46 a.m. MST.

Minutes were approved by the Board of Directors via e-mail consent on January 29, 2019