



## USA Archery Board of Directors Meeting Minutes

February 19, 2024  
Zoom Call 3pm MT

### **Welcome/Introductions**

- A. Meeting Chair Josh Halpern called the meeting to order at 3:01 p.m. MT on Monday, February 19, 2024.
  - a. The following members were present via Zoom: Josh Halpern, Jeff Greer, Kevin Mather, Belinda Foxworth, Kris Strebeck, Lexi Hull, Makenna Proctor, Jacob Wukie, Bobby Sharma, Rhonda Ryals, Nobu Ishizuka, Jason Tabansky and Heather Kohl.
  - b. Rod Menzer, USAA CEO was also present via Zoom.

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

- a. Halpern and Menzer began the meeting by requesting that Board members identify and note any potential conflicts of interest that may arise during the meeting. Directors were reminded 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.

### **Executive Session**

- A. Josh Halpern called the meeting into Executive Session at 3:05 p.m. to discuss Governance and NFAA Agreement. Executive Session ended at 3:40 p.m.

### **Selection Procedures**

- A. Menzer presented updates to the Senior USAT Selection Procedures, Para USAT Selection Procedures and U21, U18, 50+ and Barebow Selection Procedures which added language to note the recently adopted Transgender Policy language “and compete in the gender of their sex assigned at birth. Exceptions to sex assigned at birth will only be made for members who have met the medical eligibility conditions set forth in the USA Archery Transgender and Non-Binary Inclusion Policy, and who have been approved by USA Archery to compete as a Transgender athlete.” to the USA Archery Membership and Other Requirements section of the procedures. No other changes to the procedures were made.
  - a. Motion was made by Rhonda Ryals to approve changes to all three procedures. Motion was seconded by Nobu Ishizuka.

- b. All athletes in attendance recused themselves from voting.
- c. Motion passed.

**2<sup>nd</sup> Executive Session**

- A. Halpern again called the meeting back into Executive Session at 3:48 p.m. to discuss 2024 CEO compensation and bonus plan.

The meeting adjourned at 4:30 p.m. MT.