

USA Archery April Board of Directors Meeting Minutes

April 9 -10, 2022

Colorado Springs, Colorado + Zoom Call

I. Welcome

Interim chair Belinda Foxworth opened the meeting at 8:13am MT on Saturday, April 9, 2022.

a. Roll Call

The following USA Archery Board members were present in-person: Belinda Foxworth, Jeff Porter, John Stover, Lia Coryell, Mike Cullumber and Eric Bennett. Directors Kris Strebeck, Bruce Cull, Jennifer Rottenberg, Bobby Sharma and Lexi Keller and Jeff Greer were present via Zoom. Brady Ellison joined after lunch. Paige Pearce and Rob Kaufhold were absent.

The following USA Archery staff members were present: CEO Rod Menzer, Mary Emmons, Cindy Clark and Sarah Boyd

Holly Stover was present on behalf of the Ethics Committee.

b. Conflict of Interest Discussion/Disclosures

Foxworth began with the review of the meeting agenda for potential conflict of interest. Foxworth requested that Board members identify any potential conflict of interest. Director Stover raised that there could be a conflict of interest with his daughter representing the Ethics Committee for the meeting

c. Approval of February 10, 2022 board call meeting minutes

Cullumber motioned to approve as written, Coryell seconded, and motion passed with all in favor

d. Email votes: February 22, 2022 – approval of new committee members

Board of Justice: Caitlin “Cass” Watters, Ethics: Nicole Dougherty. Vote: 13 yes, 2 abstentions (Paige Pearce and Bruce Cull)

II. Board Training on Ethics, Conflicts of Interest and Financial Statements

Melanie Herman led a training for Board members

III. Organizational Review

a. Dashboard

i. Financial: Clark provided an overview of the financial dashboard. Chair Foxworth requested the Board receive additional financial training and that USAA Staff and the Board develop financial goals to assist the Board in exercising its oversight of USAA’s financial results and condition. Additionally, it was agreed that the dashboard should include new information regarding progress towards achieving those financial goals, including data on where funds are spent and how that spending aligns with USAA’s strategic plan.

ii. Membership: CEO Menzer provided renewal analytics for the Free Trial Membership (23% renewed) and 3 Month Promotional Membership (10% renewed). USAA’s individual membership is currently at an all-time high and club memberships are now growing following the pandemic. The Board requested state coordinators be added to future dashboards.

- iii. Instructors and Coaches: CEO Menzer stated that USAA expects to see numbers increase as summer camps resume. The Board discussed phasing out Level 3 and 4 (non-NTS) coaches as there are very few remaining that were grandfathered in on certification. CEO Menzer commented that courses have been completely rewritten to move in a direction that addresses a lot of feedback. The Board requested judges and classifiers be added to future dashboards.
- iv. National Events: CEO Menzer reported that Indoor Nationals participation increased over pandemic numbers. Final count for Arizona Cup was 689, a significant new record. Gator Cup, SoCal and Buckeye are all on track to break attendance records. Gator Cup is currently 120 over previous record.
- v. Social Media/Marketing: CEO Menzer reported that USAA is experiencing growth across all platforms.
- vi. High Performance: CEO Menzer reported that Para World Championships resulted in two Gold Medals and two other top ten finishes with all earning USOPC Op Gold funding.

b. Annual Meeting

Cullumber motioned to hold the annual meeting as a hybrid format on Aug. 11 in conjunction with USAA Target Nationals. Stover seconded, and motion passed with all in favor.

c. USOPC NGB Audit Report

USAA staff provided an overview of completed and ongoing audit requirements as well as staff time dedicated to these efforts: USA Archery was found to be largely compliant (42 compliant vs. 2 needs improvement vs. 1 little evidence). Emmons reported that USAA will complete an Athlete Climate Assessment Plan in collaboration with the AAC and Para AAC and develop a corresponding plan based on the survey result to address any concerns, if applicable.

d. USCSS Sexual Abuse Case Audit

USCSS requested all NGBs submit records related to sexual misconduct cases that did not result in individual disciplinary action. USAA submitted information as requested by the requested deadline.

e. USCSS administrative Audit

USA Archery was found to be fully implemented with no recommended action in any category.

f. Other USOPC Audit Requirements

USAA staff highlighted additional upcoming USOPC audit deadlines to include the athlete safety report and cause of action and complaints reports due April 30th and a financial report due in August.

Meeting adjourned for lunch at 12:08PM MT.

Meeting resumed at 1:02PM MT.

IV. End of Year Financials report

Clark provided an overview of the preliminary financial results of USAA for fiscal year 2021. Clark highlighted variances from the 2021 budget due to balance transfers, PPP funding and other. While the 2021 budget had projected a loss for the year, Clark stated that she believes the final financial results for 2021 will produce net income, primarily due to the two PPP loans.

V. Bylaws/Policies and Procedures Updates

a. Bylaws

Emmons provided a summary of proposed bylaw changes which were largely made to comply with USOPC requirements which have changed over time. Key changes discussed included athlete representation on the USAA Board, 10 Year+ athlete definition, USCSS Admin Hold exception and LAO requirements. Stover motioned to accept with changes discussed, Cullumber seconded, and motion passed with all in favor.

b. 2022-2028 High Performance Plan/Para High Performance Plan

USAA staff developed and presented to the Board plans to guide high performance through the 2024 and 2028 Olympic and Paralympic Games and that correspond to the USAA Strategic Plan. Plans will be utilized to guide annual USOPC high performance funding requests. HP plans were approved by the Board with all in favor.

c. SafeSport Code

Emmons reported that the SafeSport Code was updated by the USCSS and explained the key changes. Coryell motioned to approve as written, Stover seconded, and motion passed with all in favor.

d. Athlete Safety Procedures for Event Organizers

Emmons reported that the procedures were updated as requested by the USCSS through the Administrative Audit. Cullumber motioned to approve as written, Ellison seconded, and motion passed with all in favor.

e. Policies for Wheelchairs, Assistive Devices, Agents and Service Animals

Emmons reported that USAA staff had worked collaboratively with the Para AAC to create a policy that would improve processes for adaptive athletes at events. This policy would require that if an event is registered with USAA and registration is managed through our system, participants can note whether they use an assistive device, what it is, and any accommodations needed. The Board and USAA staff noted that this will require additional education as not all sanctioned events are hosted on USAA platform. Stover inquired if the Service Animal Policy could be combined with this policy. The Board agreed to make that change and both policies are now combined into a single policy. Stover motioned to accept as written, Ellison seconded, motion passed with all in favor.

f. Para Athlete Stipend and Support Programs

Emmons proposed to update the USOPC Op Gold payout schedule and amounts to match current allocations offered by the USOPC. Cullumber motioned to approve with updated numbers, Strebeck seconded, Coryell and Bennett abstained, and motion passed with all remaining in favor.

g. Disciplinary Proceedings and Grievance Policy

Emmons reported that USAA staff proposed to update this policy to comply with current USOPC audit requirements and pointed out the key changes including additional information on the Athlete Ombuds office, including contact information, duties of the office and that retaliation for contacting the office is not permitted. Stover motioned to approve as amended, Bennett seconded, and motion passed with all in favor.

h. Whistleblower Policy

Emmons reported that USAA staff update this policy to comply with current USOPC audit requirements and pointed out key changes including additional language to clarify zero-tolerance for retaliation and the process for raising an allegation. Discussion ensued on the definition of retaliation. Porter motioned to accept as amended, Cullumber seconded, motion passed with all in favor.

VI. Executive Session

Meeting was called into executive session at 3:45PM MT and adjourned for the day at 5pm MT.

VII. Sunday Welcome

Foxworth called the meeting to order at 8:07AM MT. All attendees from Saturday were present with the exception of Bruce Cull who was absent.

VIII. Selection Procedures Update

- a. World Games.** Emmons reported that the event will be held in Alabama in July 2022 and will include target compound and field recurve and barebow competitions. She commented that procedures were announced long ago but the long list and short list deadlines were recently announced by the LOC and that USAA has made every effort to notify athletes of requirements. Otherwise, per Emmons, no changes have been made which impact how an athlete can qualify for the team. Cullumber motioned to accept as amended, Stover seconded, motion passed with all in favor with Keller, Coryell, Bennett and Ellison in abstention.
- b. World Cup Selection Procedures.** Emmons reported that the procedures had been updated to include USOPC best practices, WA nationality requirements and other grammatical updates. Otherwise, per Emmons, no changes have been made which impact how an athlete can qualify for a team. Stover motioned to accept as amended, Coryell seconded, motion passed with all in favor with Keller and Ellison in abstention.

- c. **Youth World Championships.** Emmons reported that the youth event will be held in Ireland in 2023 and highlighted the event format and schedule. Ellison motioned to accept WAYC procedures as amended, Cullumber seconded, motion passed with all in favor.
- d. **Recurve and Compound World Championships.** Emmons reported that the Recurve and compound events will be held in Germany in 2023 and will serve as a quota event for the 2024 Olympic Games. She added that for this reason, the recurve procedures require the team to attend world cup prior to WAC for practice (compound team is not required). Additional discussion was held about the Compound ranking points differing from recurve, however, Emmons explained the current point system is in alignment with USAA AAC feedback and recommendations. Coryell motioned to accept WAC – Recurve procedures as amended, Bennett seconded, motion passed with all in favor with Ellison in abstention. Stover motioned to accept WAC – Compound procedures as amended, Cullumber seconded, motion passed with all in favor with Keller in abstention.
- e. **Para World Championships.** Emmons explained the Para procedures were identical to the Recurve and Compound World Championships procedures. However, she noted that Para athletes have expressed they would like to be able to compete for both the World and Para World teams. Emmons explained scheduling options and provided additional athlete feedback on the matter. The Board agreed to approve the format of the procedures and requested USAA work with the Para AAC to finalize a schedule. Ellison motioned to accept as amended, Stover seconded, motion passed with all in favor with Coryell and Bennett in abstention.

IX. Committee Summary/Reports

- a. CEO Menzer reviewed new committee appointments. Cullumber motioned to approve Shawnn Vincent as athlete rep to Nominating & Governance Committee, Ellison seconded, and motion passed with all in favor.
- b. **DEIA Advisory Council Appointments** Directors suggested several names for USAA to contact for consideration.

X. Event Updates

- a. **World Cup Korea** – CEO Menzer reported that new vaccine and booster mandates are significantly impacting the team composition and that alternates will be invited as applicable and may result in a more developmental team. Emmons noted that the budget may be negatively impacted by increased costs since airline tickets were purchased prior to these requirements being announced.
- b. **Events Task Force** – CEO Menzer informed the Board that he is putting together an events task force to look at USAA event offerings and areas for improvement.
- c. **World University Games** – Emmons reported that Lancaster Archery Foundation provided \$1,000 grant for each athlete, but that China just announced new lockdown that puts stress on sporting events in China and WUG may be postponed. He added that other challenges in the meantime include approved

vaccine lab testing in select cities and mandates to fly into specific cities to transfer to charter flights to Chengdu.

- d. New Event Divisions Participation Update** – CEO Menzer reported that there were 20 additional collegiate athletes at indoor nationals, AZ cup had 60+ barebow archers and 2 fixed pins men. Growing event participation and waitlists were discussed as a topic that the event task force will examine. Strebeck discussed growth of fixed pins in collegiate and 3D and expects to see a lot more in those divisions at JOAD Nationals.
- e. NAYAC** – CEO Menzer reported that USAA is looking for new dates to avoid overlap with NFAA events.
- f. Coach Credentials** – CEO Menzer explained coach credential challenges at the recent AZ Cup event and associated USCSS requirements. He commented that the goal will be to maximize coach access, while avoiding negative impact to athletes and spectators. Menzer welcomed feedback on this topic. Potential solutions discussed by the Board included a larger and more defined coaches’ area, fencing between spectators and coaches, better defined access points for athletes and coaches (and/or credential scanning), limiting coach equipment to binoculars/monopods and requiring specific USAA instructor or coach certification levels. It was noted that premium seating pays for tenting at events and helps with large expenses like portable bathrooms. It was agreed that USAA will work with event organizers to revise coach access at future events with these recommendations in mind and seek clarification from the USCSS on allowing athletes to stay in athlete area once eliminated from competition to support other archers as “coaches”.
- g. Dress Code** – CEO Menzer explained clarifications need to be made regarding distressed hems on jeans. He indicated that the intent of Board in crafting the policy was to not allow clothing with large holes in thighs, pockets, etc. but if there is a specifically fringed hem that is part of the original design and still looks appropriate, it can be professional in appearance and in compliance with dress code. CEO Menzer agreed USAA would create and send photo examples to judges of what is acceptable.
- h. Indoor Nationals Final** – Stover asked if ROI has been recognized after several years of implementation and financial investment. CEO Menzer reminded the Board that the initial goals of Indoor Nationals Finals were to grow membership and elite athlete participation at USAA indoor events. The Board discussed the possibility of a USAT final for outdoor events to build interest and grow outdoor target as well. The new event task force will evaluate both further.

XI. Board Chair Appointment

- a.** CEO Menzer thanked Foxworth for serving as Interim Chair since December meeting. Cullumber nominated Foxworth to serve as Chair since she has experience in the role and an established relationship with CEO Menzer. Ellison seconded the nomination. Foxworth said she would be honored to serve but that experience shouldn’t be the only factor considered and that she would encourage anyone else who is interested in the position to volunteer or be

nominated. Menzer noted the advantageous aspects of having someone with legal experience in Chair position. The nomination and motion passed with all in favor.

XII. Meeting Adjournment

Meeting was adjourned at 11:06AM MT.