

USA Archery

2009 November Board of Directors Meeting Minutes

San Diego, CA
November 6, 2009

I. Call to order

Chairman Bill Corbin called to order the Board of Directors Meeting of USA Archery (USAA) at 9:01am PT on November 6, 2009.

II. Roll call

The following persons were present: Bill Corbin, Erika Anschutz, Derek Davis, Belinda Foxworth, Tom Green, Jennifer Nichols, Sheri Rhodes, Brian Sheffler

USAA Staff: Denise Parker, Kimberly Bartkowski, Robby Beyer, Coach Kisik Lee, Guy Krueger, Diane Watson

III. Approval of Minutes

Motion to approve the minutes from the June 20, 2009 conference call, the 2009 Annual Meeting, and the August 2009 Board of Directors Meeting was brought forward, seconded, and the motion passed with all in favor.

IV. Discussion

a) CEO 2009 Recap

CEO Denise Parker thanked the USAA Board for their continued support and reported how pleased she is that the members of the Board are so engaged with USAA.

CEO Parker introduced new staff, Kim Bartkowski – Office Manager, Anthony Bartkowski – USOC Shared Services Media Director, Robby Beyer – High Performance Manager, Diane Watson – JOAD Coordinator, and Sheri Rhodes – Coach Development Manager.

US Olympic Committee Update: CEO Parker reported that the Association of Chief Executives of Sport (ACES), which she is a member of, passed a vote of no confidence towards US Olympic Committee (USOC) CEO Stephanie Streeter and USOC Chairman, Larry Probst. Streeter resigned the day before the vote of no confidence and Probst refused to step down. The USOC announced that they will no longer deliver or pick up mail to USAA or the other NGBs located off the USOC complex. In addition, the USOC is requiring USA Archery to acquire media liability insurance under the Media Content Agreement. USAA is also working toward establishing their own internet connection, network and phone service, as the USOC is not providing the necessary customer service to fill this role.

FITA Congress Update: FITA is in negotiation with NBC/Universal to televise the World Championships. CEO Parker is working on a plan to better develop USAA's International Relations.

Easton Sports Development Foundation (ESDF): USAA's grant request was submitted to ESDF and a response is expected by the end of November, 2009. ESDF opened two new, state-of-the-art archery centers; one in Yankton, South Dakota and the other in Newberry, Florida. Discussion is still ongoing between ESDF and USOC for the proposed archery range at the Chula Vista Olympic Training Center. Other communities that have expressed interest in building archery ranges are Springfield, Missouri; Chandler, Arizona; Denton, Texas; Clark County, Nevada; Chicago, IL; Ogden, Utah; and Atlanta, Georgia.

Archery Trade Association (ATA): The ATA has created academies that state associations can attend to learn how to develop archery programs for their communities. USAA's JOAD Coordinator will be attending these academies to introduce the JOAD program and to educate the attendees on hosting archery tournaments. There are at least three ATA academies scheduled for 2010.

2010 Strategic Outline: The 2010 strategic plan has been updated and a priority has been placed on improving the standards and quality of USAA National events.

Coaching: There were three Regional Coach Courses held this year. A practical exam has been added to the course. The goal of increasing the coaching pool by 20% is on target. The USAA Board requested that an effort be made to proactively reach out to coaches and invite them to the trainings in 2010.

Marketing: CEO Parker reported that increasing USAA's merchandise is a top goal for 2010. Chairman Corbin enthusiastically supports that goal.

711 North Tejon Building: Team Handball was an original partner in the 711 Co-op. They have since gone through a bankruptcy and restructure. Under the Co-op agreement, the remaining tenants (Archery, Fencing, Table Tennis and Field Hockey) must purchase their ownership. USA Archery's percentage requirement is 2%. However, CEO Parker does not believe this to be a good investment for USA Archery and has negotiated with Fencing to purchase this additional 2% ownership upon Board approval.

Motion to sell USAA's additional two percent to another 711 North Tejon Co-Op tenant was brought forward, seconded, and the motion passed with all in favor.

b) Financials

The year-to-date 2009 financial reports were reviewed by the Board. Cash reserves were strong. CEO Parker explained that approximately \$100,000 of the cash in the bank was restricted for Easton Foundation grants that USAA received in 2009 but that has not yet been spent.

c) USOC Audit

The USOC performed an audit of USAA for the years 2007 and 2008. CEO Parker reviewed the major findings, including the need for a better Ethics Policy and implementation by the board. This time period was under the previous CEO, however, CEO Parker reported that USAA will work to comply with USOC's recommendations.

d) Membership/Champs – Hang-A-Star

Membership: As of October 31, 2009 USAA had at least 3,000 members. This is not an accurate count as the current membership database counts Family memberships as single members. The USAA club membership count was 360 (Adult, College, and JOAD) as of October 31, 2009.

CHAMPS: USAA has received a grant from ESDF to develop an on-line athlete training program for its members. USAA is currently working with Hang-A-Star, a software development company with a great deal of Olympic sport experience, to develop a proposal and is reviewing the group for possible development of this program.

e) 2010 High Performance Plan

The Board reviewed the 2010 High Performance plan.

Resident Athlete Program: In 2009, the resident athletes won a total of 23 medals. They had 24 top-placements and 14 of the athletes ranked in the top-10 in international events. A male and female resident athlete earned a World Championship slot for USAA.

USAT: The MQS is being eliminated. The total score of three USAA approved events will determine who earns a spot on the Sr. USAT. A list of approved USAA events will be posted on USAA's web site.

Para-Archery: On January 1, 2010, USAA will begin managing the Para-Archery program per FITA's 2007 directive. Para-Archery had been managed by the Paralympic Division of USOC. USAA and USOC have worked together to ensure a smooth transition. As with the Olympic program, USAA will receive funding from USOC for the Para-Archery program.

Jr. USAT: The age for junior athletes has been extended through the athlete's 20th year.

World Youth Olympics: USAA is receiving \$5,000 from USOC to send athletes secure a second slot for the World Youth Olympics.

Rolling Ranking: The current rolling ranking will remain intact and operational for the 2010 season. USAA is developing a plan to incorporate set play scores into the rolling ranking system. This plan will be present to the Board of Directors prior to distribution to the USAA membership.

International Staffing: An International Coaching Staff program has been drafted to ensure a strong, experienced coaching staff is in place by 2012. The Board of Directors would like to see a more structured plan. This topic was tabled until the December 2009 Board of Directors Conference Call where the Board of Directors has requested to see the revised plan.

f) 2010 Budget

USAA's 2010 budget is not yet set as USOC and ESDF have not yet provided the grant amounts each organization will be providing to USAA. Further discussion regarding USAA's 2010 budget was tabled until the December 2009 Board of Directors conference call.

g) College Archery Program (CAP)

USAA and CAP were presented with a letter of intent created by ESDF. The letter of intent details how CAP would work as a separate entity under USAA's umbrella – much like a state association does. The main difference is that there will be 50-50 membership revenue sharing. Individual members of CAP will continue to join through USAA and receive all benefits USAA members currently enjoy. Club members will also be joint members.

Motion to approve CAP becoming independent - pending FISU's acceptance of CAP as the United States representative - CEO Parker can proceed with the letter of intent was brought forward, seconded, and the motion passed with seven in favor and one opposed.

h) Code of Conduct/Ethics

One Code of Conduct is being created for everyone (athletes, coaches, staff, volunteers, etc.). Tom Green agreed to assist Belinda Foxworth in creating the Code of Conduct. The Code of Conduct will be reviewed on the December 2009 Board of Directors conference call.

i) 2010 Events

FITA Changes: FITA is implementing new rules and format changes for 2010. Unless there is a substantial reason not to, USAA should follow FITA's changes. Discussion ensued and the Board of Directors agreed to follow FITA's lead.

Scorecards: After much discussion on how scoring was conducted during 2009 the following motions were passed.

Motion to approve all scorecards must be submitted to tournament officials no later than one hour after the end of the tournament was brought forward, seconded and the motion passed with all in favor.

Motion to approve that any scorecard found to be incomplete or incorrect in any way will be deemed invalid and will be thrown out was brought forward, seconded, and the motion passed with seven in favor and one opposed.

Motion to approve that all results are deemed final when awards are presented and in the case of regional competitions - when the scorecard signed – was brought forward, seconded, and the motion passed with all in favor.

U.S. Outdoor Target National Championships: Various USAA members have approached both CEO Parker and others requesting and suggesting shortening the length of the event. CEO Parker proposed a five day schedule.

Motion to approve schedule as presented for the 2010 U.S. Outdoor Target National Championships was brought forward by, seconded, and the motion passed with seven in favor and one opposed.

USAT Qualifying Events: To better accommodate USAA membership, it was suggested and agreed, that there should be at least two USAT qualifying events per region. The schedule will be posted on USAA's web site.

Standardization of Award Distribution for USAT Sanctioned Events: Currently there is no policy or procedure that outlines the number of awards to distribute at USAA sanctioned events. To ensure consistency from event to event the following was proposed.

- Fewer than five participants = 1st place only
- Five – eight participants = 1st and 2nd places only
- Nine or more participants = 1st, 2nd, and 3rd places

Motion to accept the standard of awards for USAT events beginning January 1, 2010 was brought forward, seconded, and the motion passed with all in favor.

USAA National Events (Masters) Age Group Management: Currently there is not policy or procedure that outlines the minimum number of participants needed in order to include an age group division in an event.

Motion to have any Masters age division with less than three paid registrations as of the deadline for entry date, to be entered in the next younger category was brought forward, seconded and the motion was withdrawn after a tie vote of four to four.

Title Sponsorships: CEO Parker reported that both Hoyt and Easton would like to share title sponsorship for both the U.S. Target Championships and the Youth Championships. Additional information will be relayed as progress continues.

Motion to convene in Executive Session was brought forward, seconded, and the motion passed with all in favor.

j) JOAD

Diane Watson reviewed her plans to grow the JOAD program which included the development of a promotional brochure that would be available to all JOAD clubs for their own distribution. Watson also reviewed the power point presentation she has created and discussed the future work to enhance and promote donations to the Ann Hoyt Legacy Fund.

k) Nominating and Governance Committee Update

Bob Pian is now the chair of the Nominating and Governance (N&G) Committee. Mr. Pian informed the Board of Directors that an independent committee member is needed for the new N&G Committee. The Board approved the recommendation of Scott Ulbrich to fill the independent position on the N&G Committee.

On the November 1, 2009 N&G Committee's conference call, the committee by unanimous consensus, selected Bill Corbin to a second term to the USAA Board of Directors beginning January 1, 2010. The N&G Committee has started the vetting process for the next USAA Board of Directors election scheduled to occur in December 2011.

l) Officials and Rules Committee (ORC) and Athlete Advisory Committee (AAC) Updates

AAC: Jennifer Nichols is the new chair of the AAC, effective immediately. Nichols replaces Rick McKinney.

The AAC looks forward to working with USAA staff on revamping the rolling ranking system.

When asked what the overall temperature of the Athletes is, Nichols reported that the negative chatter and complaints have quieted and she hears mostly positive remarks. One concern the AAC shared is that more preparation for international coaches is needed.

ORC: Tom Green, Judge Director, reported that there are 175 registered judges. With 2009 being a recertification year, it is anticipated that 30 to 40 of the 175 judges will not recertify. There have been many comments from the judges that they just cannot afford to officiate under the current stipend of \$125 per day. Green also reported that CAP will not be utilizing USAA's judges for their events.

m) Task Force/Committee Appointments

Motion to approve the list of Task Force and Committee members as submitted was brought forward, seconded, and the motion was passed with all in favor.

V. **Adjournment**

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

Chairman Corbin adjourned the meeting at 6:48pm PT.

Minutes submitted by: Kimberly Bartkowski

Minutes approved by: USA Archery Board of Directors on December 18, 2009.