

USA Archery
February Board of Directors
Meeting Minutes

Wednesday, February 10, 2021
Conference Call

I. Welcome

Chair Julio Mazzoli opened the telephonic meeting at 5:04 p.m. M.T. on Wednesday, February 10, 2021 and welcomed new athlete Board members Lia Coryell and Paige Pearce.

II. Roll Call

The following USA Archery Board members were present: Chair Julio Mazzoli, Lia Coryell, Bruce Cull, Mike Cullumber, Dee Falks, Rob Kaufhold, E.G. LeBre, Paige Pearce, Jennifer Rottenberg and John Stover.

Guest Present: Andy Neville, USA Archery Ethics Committee Chair

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

III. Review of Agenda for Board Member Potential Conflict of Interest

Chair Mazzoli began the review of the agenda for potential conflict of interest. Mr. Mazzoli stated that the agenda contains many selection procedures and that the Board will rely on the feedback from athletes, Athletes will need to abstain from voting if the procedures personally affect them, but this does not preclude the athletes from taking part in the discussion. Chair Mazzoli provided an example of when a Board member should not participate in a discussion such as if a Board member is bidding on a competitive contract. Mr. Mazzoli performed a roll call with each Board member asking for them to declare if there would be any potential conflict of interest on agenda items. Director Kaufhold reported that as a parent of a minor elite athlete, he would abstain from voting on any selection procedure that would personally affect his daughter. Compound Athlete Director Paige Pearce reported that she would abstain from the vote on the USAT Selection Procedures and World Archery Championships Compound Selection Procedures.

IV. Meeting Minutes Approval, March 31, 2020 Conference Call and December 5th meeting

Board members were provided meeting minutes prior to the meeting for review. *Motion was made to approve the March 31, 2020 minutes with one correction and the December 5th meeting minutes as presented; Motion was seconded and approved with all in favor.*

V. 2020 Board of Justice Summary Report

The 2020 Board of Justice summary report was provided for Board member review.

VI. Bylaws Updates

Bylaws wording was added to meet USOPC certification requirements. Directors were informed that while in the past the USOPC has recognized NGB's, they have moved to a new certification process which includes certain requirements that were not included in the current USA Archery Bylaws.

Motion was made to approve the Bylaws changes subject to small corrections unrelated to the USOPC certification requirements; motion was seconded and passed with all in favor.

VII. Code of Conduct Policy

Code of Conduct edits were made to include language required for USOPC certification.

Motion was made to accept the changes to the Code of Conduct policy as presented; Motion was seconded and passed. One Director gave 1 conditional approval to removing links to personal e-mails. Staff will create the appropriate e-mail accounts so that personal e-mails would not be included in the policy.

VIII. Other Policy Updates

- a) **2022 Minor Athlete Abuse Prevention Policies (MAAPP)**- The policy was presented to the Board members that will take effect in 2022 but will be used in 2021 to provide education to USA Archery clubs. There will be training components utilized to promote compliance to the updated policy. *Motion was made to accept the MAAPP as submitted; Motion was seconded and passed with all in favor.*
- b) **Gifts and Entertainment Policy**- USA Archery utilized a template from USOPC that was utilized for form a USA Archery policy compliant with USOPC requirements. Motion was made to approve the policy as submitted with the removal of personal e-mails; Motion was seconded and passed with all in favor.
- c) **Financial Policy**- Ms. Clark presented the updated Financial Policy for review. Edits were made to specify a minimum of quarterly financial reporting to the Board. *Motion was made to accept the policy as submitted; Motion was seconded and passed with all in favor.*
- d) **Para National Classification Procedures**- Ms Emmons reported that the classification procedures were sent out to athletes to gather feedback. No concerns were raised by the athletes. These procedures define how classification works and will serve as a useful tool for Para athletes. Motion was made to accept the policy with proposed edits; Motion was seconded and passed with all in favor.

IX. Selection Procedures

- a) **2020 Olympic Games Team Selection Procedures**- The submitted procedures clarify the intent of the Medal Contender Clause. Additionally, these procedures were referred to Ethics Committee Andy Neville for review. *Motion was made to accept the procedures as submitted; Motion was seconded and passed with Director Rob Kaufhold recusing from voting.*
- b) **USA Archery National Ranking System (NRS 101)** Athletes have recommended that should attendance at a Delegation Event should cause the athlete to miss a required USAT event that the average of all USAT scores will be placed as the score for the missed event. The concern was raised that an athlete should not have to choose between attending a Delegation Event and attending a USAT event to assure their national ranking. Staff will take the policy back to the USA Archery Athlete Advisory Council (AAC) to discuss what happens if more than one USAT is missed. Once this is specified the policy will be sent to the Board of Directors for approval.

- c) ***United States Archery Team (USAT) Qualification Procedures*** – Ms. Emmons reported that the USAT Qualification procedures needed to be updated to reflect pre-COVID requirements. JOAD Target Nationals participation was added back in as a mandatory event (the event was cancelled in 2020 due to COVID 19 restrictions). Motion was made to accept the selection procedures as written: ***Motion was seconded and passed with Director Rob Kaufhold recusing from voting.***
- d) ***World Championships-Compound Selection Procedures***- The updated World Archery Championships Compound Selection Procedures were presented for approval. ***Motion was made to accept the procedures as presented; Motion was seconded and passed with Director Paige Pearce recusing from voting***
- e) ***World Championships-Recurve Selection Procedures***- The updated World Archery Championships Recurve Selection Procedures were presented for approval. ***Motion was made to accept the procedures as presented; Motion was seconded and passed with Director Rob Kaufhold recusing from voting,***
- f) ***Junior Pan American Games Selection Procedures***- The Junior Pan American Games selection procedures were provided for review. ***Motion was made to accept the procedures as submitted; Motion was seconded and passed with Director Rob Kaufhold recusing from voting.***

X. USA Archery Board of Directors Election Policy

Director Falks, Chair of the Election Task Force presented the Election Task Force recommended USA Archery Election Policy. The new policy outlines the election timelines and responsibilities for Board of Directors, USA Archery staff, and the N&G and Ethics Committees. The policy includes a transition to instant run-off voting (IRV) or ranked choice voting. This process is vetted in two states and guarantees that the election will be completed without the need to have a separate run-off election. Discussion was held about the requirement of a majority of votes (50%+1) and that this IRV election process allows multiple candidates for a seat without a dilution of vote. ***Motion was made to accept the policy with recommended edits; Motion was seconded and passed with all in favor.***

XI. Committee Assignments

Board members assigned Director Paige Pearce to serve as the Athlete Representative on the USA Archery Audit Committee and confirmed athlete Brandi Granett as the Athlete Representative on the NG&C. CEO Menzer reported that there is still an independent position open on the NG&C. The individual originally identified for this position has needed to decline so a search is being conducted to fill the vacancy.

XII. Adjournment of Meeting

Mr. Mazzoli adjourned the meeting at 7:45 p.m. M.T.

Minutes were approved by the Board of Directors on March 20, 2021