

USA Archery
Annual Meeting Minutes
Yankton, SD – August 27, 2011

USA Archery Board Members present: Chairman Bill Corbin, Greg Easton, Linda Beck, Brady Ellison, Erika Anschutz,

USA Archery employees present: CEO Denise Parker, Kim Bartkowski, Robby Beyer, Coach KiSik Lee, Guy Kruger, Sheri Rhodes

Bill introduced USAA BOD and USAA staff.
Thanked NFAA, volunteers, staff.

I. Reading of the Minutes of the last meeting

The reading of the minutes was dispensed as attendees were provided with them for review.

II. Announcement by the Chair of the place for holding the next National Target Championships and Annual Assembly

The 2012 U.S. National Target Championships will be a combined event with Easton JOAD Nationals in Hamilton, Ohio, June 27 – July 1, 2012.

III. Report of the Board of Directors

Chairman Corbin commented that they were pleased with the progress of the organization this past year. He also commented that the organization seemed to have less controversy overall.

Chairman Corbin noted that the financials have been good and took time to thank the sponsors and supporters of the organization.

IV. Report of the CEO

a) High Performance – We have had a great past year. Our Teams have done very well. We received the number one ranking in the World Cup Series last year and Brady won bronze at the 2011 World Archery Championships. Both the Men's and Women's Compound Teams took first place as well. Team USA secured four of the six slots available for the Olympic Games.

Our Para Archery Team brought home a silver medal in the W1 Men's Compound Team classification.

- b) JOAD – Our JOAD Membership has experienced huge growth this past year. We have just over 300 clubs registered. USA Archery was able to offer up to \$40,000 in grants this year thanks to the Easton Sports Development Foundation and the Ann Hoyt Fund.
- c) Membership – USA Archery launched an online membership system this past January.
- d) Sponsorships – USA Archery partnered with two new sponsors this year: Mental Management, Inc. and Arizona Archery Enterprises (AAE).
- e) Events – We have worked very hard to raise the level of our events. We feel that we have been successful in this endeavor.

V. Report of the Audit Committee

N/A

VI. Report of the Nominating and Governance Committee

N/A

VII. Old Business

VIII. New Business

IX. Announcement and giving of awards

If it is impossible to determine all awards in time to announce them at the Annual Meeting, the CEO shall announce the results at the banquet and final results will be posted online.

X. Open Forum

Q: What are we doing about being proactive and advanced with regards to staying up to what the world of archery is doing? Why have a mandatory FITA when compound teams are shooting 50 meter rounds everywhere else in the world?

A: A FITA round is still a recognized round and many of the recreational archers that shoot at U.S. National Target Championships prefer to shoot a FITA. USA Archery realizes it is a balancing act and wants to provide all archers opportunity to enjoy the sport and grow within the sport. To help the elite archers, all USAT events are shot as World Cup events.

Q: Has the format for the 2012 Easton JOAD Nationals and 2012 U.S. National Target Championships been set?

A: No, however, there is a discussion on what format will be. The format is scheduled for discussion and vote at the 2012 December Board of Directors meeting. One of thoughts being passed around is keeping it two separate events on one line.

If JOAD Nationals and U.S. National Target Championships remain combined, there will be no rotation of location.

Q: Why do we say we can't have Outdoor Nationals at regional locations due to conditions, however indoor nationals has different conditions also?

A: There are differences in each location and there is an effort to minimize those differences, but there is still a benefit to the regional event which maximizes overall participation.

Comment: Indoor Nationals are too important to the archer to not have good conditions and one location. Perhaps we may not get the participation, 1500 compared to maybe only 400, but perhaps the organization could have regional events in order to qualify up to the national event.

Q: What are the Board of Directors members doing to reach out to their constituencies?

A: There are two independent Directors that do not have an archery constituency. They are independent directors. Once an individual is elected onto the USAA Board of Directors, their job is to direct the entire organization and not just the constituency that elected them. So each Board member really needs to listen to all groups and make decisions that are best for the entire organization.

Comment: There are feelings in the archery community that the directors elected onto the Board of Directors are not reporting back to the Board the thoughts, concerns, and ideas. Many members do not know who to contact on the Board of Directors.

Comment: There is a feeling that when a topic is given to a Board Member, there is no discussion on the topic and no action is taken.

Comment: Decisions are being announced but membership does not feel they are given opportunity to weigh-in on topics.

Q: How are topics selected for Board of Directors discussion? Is there a tool in place?

A: Public forums, Athletes Advisory Committee, etc.

Comment: The survey on the web regarding the 3 arrows vs. 6 arrows was helpful.

Comment: Perhaps find a better way to post Denise's blog and minutes.

Comment: A member is not happy and feels that they are not getting their money's worth when the event is only a single FITA and not a double FITA.

Q: What help, if any, is there to help young archers transition from the NASP program to a JOAD program?

A: There has been some progress but it is very slow. We are working the best we can with NASP on a transition. It will take time.

Comment: If a junior archer is going to earn a senior archer spot, he/she should declare as a senior and shoot on the same line as the senior archers.

Comment: It is helpful to the membership when an archery event is close to a main airport and hotel. It is difficult for single-parent families to get to archery events and it is easier to send the archer alone.

XI. Adjournment

USA Archery
2011 June Board of Directors Meeting Minutes

Saturday, June 18, 2011
Charlotte, NC

I. Call to order

Chairman Bill Corbin called to order the Board of Directors Meeting of USA Archery (USAA) at 8:20a.m. EDT on Saturday, June 18, 2011.

II. Roll Call

The following USAA Board members were present: Chairman Bill Corbin, Erika Anschutz, Cindy Bevilacqua, Greg Easton, Brady Ellison, Belinda Foxworth, Tom Green, Helen Sahi, Brian Sheffler

USAA Staff: CEO Denise Parker, Kimberly Bartkowski

USAA Staff via conference call: Robby Beyer, Cindy Clark, Kisik Lee, Katrina Weiss

Guests via conference call: Ken Waugh, Waugh & Goodwin Associates (external auditor); John Stover, JOAD Committee Chair

The following USAA Board member was not present: Linda Beck

III. Approval of Minutes

Motion to approve the minutes from the January 11, 2011 Board of Directors Conference Call was brought forward, seconded, and the motion passed with all in favor.

IV. Discussion

a) CEO Update

CEO Parker reported that USAA teams are doing very well and there is now depth that the organization hasn't seen in quite some time. USAA has two new sponsors, AAE and Mental Management. Parker reported that the hiring of three individuals to establish the Outreach efforts in Florida has gone well. USA Archery currently has an agreement with the Easton Foundations that allows the USA Archery Outreach efforts to take place in Florida through the end of 2011. Parker also updated the Board that USAA's headquarters building at 711 N. Tejon Street has been placed on the market to sell. There is an NGB in the building that is interested in buying USAA's share of the building, and she indicated they are looking for other available space in the area. The membership transition to WebPoint hosted by Ai Group has gone very well.

b) Financial/Audit Review

Ken Waugh led the Board through the financials, opinion, and recommendations. He explained the satisfied program restrictions and why the

NIKE VIK was moved from the 'donation' section to the 'sponsorship' section. Mr. Waugh expressed his opinion that USAA is very well organized and does not see any major issues.

CEO Parker expressed her concerns with the amount of legal expenses this year primarily related to the USCA grievance. On average, USAA's legal expenses are \$4,000 per year. So far this year \$15,000 has been spent on legal fees. She is also aware of the increasing cost for teams to compete internationally as the dollar continues to fall in value. Another concern Parker noted is the NADA inventory. Much of this inventory may be unusable and she is unsure of USAA's ability to sell much of it.

Motion to approve financial statements as presented was brought forward, seconded, and the motion passed with all in favor.

c) Collegiate/Bylaws Adjustments

With the separation between USCA and USAA, there are bylaws changes that need to occur to reflect the current situation. These changes, as well as other bylaws changes, were recommended by the Nominating and Governance Committee. Upon discussion of the proposed changes the Board made some recommendations for future review.

Recommendation 1: Develop a vacancy/resignation policy for the USAA Board of Directors.

Recommendation 2: Consideration of a plan for a tie BOD vote. Rather than having the Nomination and Governance Committee select the winner, the Board discussed the idea that possibly the seated Board of Directors should select the winner.

Recommendation 3: There are still many inconsistencies in the bylaws and they need to be reviewed in their entirety.

Motion to accept the changes as presented by the N&G Committee was brought forward, seconded, and the motion passed with all in favor. The Recommendations were tabled for future discussion.

Collegiate Archery Arbitration: USAA Board of Directors entered Executive Session at 10:45a.m. EDST and exited at 11:05a.m. EDST.

d) Policy Review

New policies were presented to the Board for their approval; Financial Policy, Travel Policy, and Code of Conduct/Whistleblower Policy. All members of the Board found the policies acceptable.

Motion to accept the Financial Policy, Travel Policy, and Code of Conduct/Whistleblower Policy was brought forward, seconded, and passed with all in favor.

- e) 2012 National Events
JOAD Nationals: John Stover, JOAD Committee Chair, presented the JOAD Committee's opinion of combining the JOAD Nationals with U.S. Target National Championships. His opinion is to make the combined event a permanent change.

USAA staff recommended dates and location for five (5) USAT events in 2012, eliminating the Gold Cup as a USAT event.

Discussion was had related to National Records Proposal and Divisions Classifications presented by National Events Manager, Katrina Weiss. The Board did not support the current proposal for records and division classification proposal: **This item was tabled for future discussion.**

Motion to approve the 2012 event calendar as presented was brought forward, seconded, and passed with all in favor.

- f) High Performance
Coach Certification Proposal – Coach Development Manager, Sheri Rhodes, presented the Board with a proposal that allows for USA Archery and the NFAA to have a joint certification program through the entire pipeline. Discussion took place related to the proposal.

Motion to accept the coaching proposal as presented was brought forward, seconded, and passed with all in favor.

A proposal was presented by the High Performance Committee to add athlete representation to the High Performance Committee. There was discussion related to whether this group acts as a committee and therefore athlete representation is required or if this committee was simply a collection of staff. Discussion took place relative to the confidentiality of the coaches' reviews and possible downsides to adding athletes to the committee.

Additional discussion took place related to adding more to the ITS manual to include language that will refer to job descriptions, procedures, etc. The suggestion was made to formalize the procedure of how people apply, are notified, etc.

Motion to approve the ITS proposal as presented and with suggestions was brought forward, seconded, and passed with all in favor.

Discussion took place regarding the proposed selection procedures for World Archery Indoor Championships and World Archery Field Championships teams.

Motion to accept the World Archery Indoor Championships and World Archery Field Championships Team Selection Procedures as presented was brought forward, seconded, and passed with all in favor.

g) Committee Review and Appointments

The Athlete Representatives commented that Cadet and Junior archers should be inter-mixed with the seniors if they are competing against each other. After much discussion it was decided to take this topic to the membership at the 2011 Annual Meeting and also get opinions from the JOAD Committee and HP Staff. **This item was tabled for future discussion.**

h) Unfinished/Other Business

i. Thompson Award Nomination

This award was last presented in 2003. The Board discussed creating a committee or sub-committee for awards. They will continue the discussion at the next meeting.

Motion to approve the Thompson Award as submitted was brought forward, seconded, and passed with all in favor.

ii. Officials – Attention to the structure of our officials and keeping them updated and educated needs to be a priority.

V. **Adjournment**

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

Chairman Corbin adjourned the meeting at 1:45p.m. EDST.

USA Archery
2011 December Board of Directors Meeting Minutes

Friday, December 16, 2011
Salt Lake City, UT

I. Call to order

CEO Denise Parker called to order the Board of Directors Meeting of USA Archery (USAA) at 8:04a.m. MST on Friday, December 16, 2011.

II. Roll Call

The following USAA Board members were present: Erika Anschutz, Linda Beck, Cindy Bevilacqua, Greg Easton, Belinda Foxworth, Tom Green, Brian Sheffler

USAA Board members via conference call: Chairman Bill Corbin, Brady Ellison, Helen Sahi

USAA Staff: CEO Denise Parker, Kimberly Bartkowski, Katrina Weiss

USAA Staff via conference call: Robby Beyer, Cindy Clark, Kisik Lee, Sheri Rhodes

III. Approval of Minutes

Motion to approve the minutes from the June, 2011 Board of Directors Meeting with one correction was brought forward, seconded, and the motion passed with all in favor.

IV. Discussion

a) CEO Update

CEO Parker reported on the great success both teams and individuals (Recurve and Compound) have experienced this year. At the time of her report USA archers occupied three of the top four spots in the world in both individual and team categories. Two Olympic quota slots for the Women's Recurve Team still need to be secured, but she feels confident this will happen at the Ogden World Cup. This success can be attributed to Coach Lee, his program, and increased funding from both the U.S. Olympic Committee (USOC) and Easton Development Sports Foundation. In addition, the consistency of the staff that travels with the team has also been a contributing factor.

CEO Parker informed the Board that USAA has a new sponsor in Flexor Swing Products. They are makers of balance exercise equipment. The Resident Athletes in Chula Vista are utilizing the exercise equipment. CEO Parker is in discussions with Next Level Archery regarding a sponsorship and hopes to bring them on board soon.

The Archery Trade Association (ATA) relationship has strengthened and they have become a great supporter of USA Archery. They provided USA Archery with a \$40,000 grant for enhancing coach education material in 2011. The ATA has also established USA Archery as the primary partner for the “next step” following the conclusion of NASP and the After School Archery Program (ASAP).

CEO Parker reported that the USOC is launching a new website which means USAA is launching a new website after the first of the year. USAA contractor, Teresa Iaconi, has been working very closely with USOC and has been an integral part of the test group. The new website will provide a more user-friendly interface, as well as a way to utilize social networking tools. Parker informed the Board that the USOC has changed the media content agreement for 2013 and beyond to provide incentive to NGBs who push traffic to the website. USAA stands to lose \$25,000 in funding in 2013 if unique visitor numbers do not increase to 250,000. A major goal for USAA will be to have 250,000 unique visitors to the website by December 31, 2012. We currently have nearly 200,000 unique visitors.

CEO Parker reported that USAA will be starting a peer-to-peer fundraising campaign leading up to the Olympics. USAA will be utilizing Mercury Communications Group as the primary partner. CEO Parker is hoping to leverage the excitement of the Olympics to try out this potential new revenue source.

CEO Parker reported that USAA events have taken on a new level of professionalism this past year. The online scoring, new sponsor banners, and USAA banners add a consistent look to each event. Thanks to ESDF, there will be added prize money for USAT event in 2012.

CEO Parker reported that the area of Coach Development is coming along, albeit much slower than anticipated. This past year has brought the discovery of many structural barriers (another organization previously managing the certifications, poor past records, etc.). It has helped to bring the management back ‘in house.’ On a positive note, USAA will now be able to communicate more effectively and more often with its coaches and instructors.

b) 2011 Financial Review

CEO Parker reported that USAA restructured the chart of accounts this past year to be able to provide more accurate reports and the new chart of accounts enables managers to better oversee their individual programs. USAA is projected to end the year within budget. CEO Parker stressed the importance of the organization starting to plan for building more reserves over the next quadrennial.

c) 2012 National Events

After a great deal of discussion regarding the schedule for the combined U.S. National Target Championships and Easton JOAD Nationals event, the Board agreed that the U.S. National Target Championships event should be a Senior and Master event only, while the Easton JOAD Nationals would serve the needs of youth archers. This would also require those Juniors or Cadets who wish to shoot for the Senior United States Archery Team or other Senior international teams to register as a Senior at this event. USAA staff was to revise the schedule based on this input and return it to the Board for their review.

CEO Parker discussed the National Awards Policy and how it was intended to help keep costs down. However, the cost savings has not been worth the bad feelings and ill-will the policy has created. CEO Parker requested that the Board dissolve the current policy as written.

Motion to dissolve the National Awards Policy was brought forward, seconded, and passed with all in favor.

d) High Performance

After a detailed discussion on the proposed 2012 USAT Team Selection Procedures document, it was decided to have CEO Parker rewrite the proposal with the recommendations from the Board and present the proposals to the membership for further review.

The Board reviewed the World Cup eligibility document. Discussion arose regarding the expectations of coaches and team staff related to the responsibility for minor team members. The Board felt that more communication to parents related to what level of oversight would occur needs to be outlined. USAA staff will be drafting a document for parents to review on all trips where a minor is traveling on an adult team.

e) 2012 Budget

It was noted that USAA received increased funding for Olympic and Paralympic programs from the USOC for 2012. It was also noted that there are only three World Cup stages in 2012, rather than the usual four. It was also reported that ESDF and ATA have provided \$90,000 in funding for an Outreach position and support for 2012. CEO Parker also noted the main increase in revenue and expenses for 2011 are related to the income and expenses for the 2012 World Indoor Championships. CEO Parker noted that she prepared the budget very conservatively and expects to increase the revenues over what is currently budgeted.

Motion to approve the 2012 Budget as presented was brought forward, seconded, and passed with all in favor.

- f) Bylaws
Bob Pian, Chair of the Nominating and Governance Committee, received assurances from the USOC that it is acceptable to change USAA's bylaws so that the Chair position of USAA's Board of Directors may extend to a third, and final, two-year term.

Motion to amend USAA By-laws to extend the opportunity for the Chair to run for a third two-year term was brought forward, seconded, and passed with all in favor.

The current Board seats include a seat for grassroots collegiate. As USAA has eliminated the collegiate club and individual memberships, it was discussed that the Board consider holding a special election to replace the current seat with one that represents the constituent group for which that seat now represents (non-JOAD clubs).

Motion to proceed with a special election for this seat was brought forward, seconded, and passed with all in favor.

- g) Committee Review and Appointments
Motion to accept committee appointments as proposed was brought forward, seconded, and passed with all in favor.
- h) Unfinished/Other Business
CEO Parker is lobbying to have World Archery encourage countries that are hosting open events to accept non-national team members directly without any uniform restrictions. This is particularly applicable to the World Archery Americas events.

V. **Adjournment**

USAA Board of Directors entered into a private session to discuss USAA staffing.

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

CEO Parker adjourned the meeting at 1:50 PM. MST.

Minutes submitted by: Kim Bartkowski

Minutes approved on: 6/4/2012