



**USA Archery Board of Directors Meeting Minutes
September 10, 2024
Zoom Call**

I. Welcome, Introductions, Conflict of Interest/Disclosures and Confidentiality

Chair Belinda Foxworth called the Meeting to order at 5:00pm MT.

1. The following voting Board Members were present: Belinda Foxworth, Nobu Ishizuka, Bobby Sharma, Josh Halpern, Erin Niehaus, Kris Strebeck, Jeff Greer, Jacob Wukie, Makenna Proctor, Jason Tabansky, Lexi Hull, Heather Kohl and Kevin Mather.
2. Chair Belinda Foxworth reiterated the importance that all board members participate in discussions so we can hear different points of view. She stressed that as a board, we must honor the duty of confidentiality and reminded the board that when a decision is made, even if there are dissenting viewpoints, that we need as a board to honor that decision and support as a board.
3. Belinda reminded the board that Independent directors can and should interact with the staff and lend their expertise. After discussion about this point, the board is in agreement that the ability of the CEO and management to leverage board resources is an important aspect of the board/management relationship
4. Belinda reiterated how conflicts of interest should be handled and that board members should not hesitate to ask whether or not a board member(s) should recuse or abstain from voting on any topic where a conflict may exist.

II. Board Chair Election

Kevin made a motion to nominate Belinda as Chair retroactively to the beginning of year, elected for the 2024-2025 term. Jeff seconded. Motion passed with Belinda recused, no abstentions.

III. Approval of Meeting Minutes

1. Board of Director Meeting Minutes – April 20, 2024
 - a) Nobu Ishizuka motioned to approve, Bobby Sharma seconded, approved with no abstentions.
2. Annual Meeting Minutes

- a) Meeting was attended by Jeff Greer in person and Kevin Mather and Heather Koehl virtually. It was requested to include Q&A in posting of meeting video on USAA Website. No other comments by the board and direction given to go ahead and post.
- 3. NAA Foundation Logo
 - a) NAA Foundation logo was presented for approval by the Board due to use of USAA logo in design.
 - b) Josh made motion to approve, Kris seconded, approved with Nobu abstaining.
- 4. USAA 2023 990
 - a) Board reviewed organizations 990
 - b) Josh made motion to approve, Kevin seconded, approved. No abstentions.

IV. Board Entered into Executive Session

- 1. Discussed CEO mid-year review goals and priorities

The meeting adjourned at 7:21pm MT.