



**USA BOXING BOARD OF DIRECTORS
JUNE 2-3, 2017 MEETING MINUTES**

Holiday Inn – KCI Expo
11728 NW Ambassador Dr., Kansas City, MO 64153

- I. The USA Boxing Board of Director's meeting was called to order on Friday, June 2, 2017 at 2:20 pm.
- II. Roll Call was led by Lynette Smith, Membership Director
 - Board Members Present: John Brown - President; DJ Walton - First Vice President - Dick Hoffmann - Independent Director; Lew Perkins - Independent Director; Jim Beasley - Affiliated Organization Director; and Cam Awesome - Athlete Director.
 - Board Members Absent: Angel Villarreal – LBC Director, Franchon Crews – Athlete Director and Ray Silvas - AIBA Director.
 - Staff Present: Mike McAtee, Lynette Smith and Stacy Arredondo. Also Present: Abbey Smith, Christy Halbert and Al Valenti, - Independent Contractors; and Clay Dutcher – Advisor.
 - Quorum was met with six Board of Directors present.
- III. Approval of Board of Directors Meeting Minutes
 - A MOTION was made (Perkins) and seconded (Hoffmann) to approve meeting minutes of: December 3-4, 2016 MOTION PASSED.
- IV. Finance Director Report –Brian Lawrence (via telephone)
 - Report included good news: A \$218,000 loss was budgeted for, but currently there is a surplus of \$170,000. This is from additional membership revenue, insurance savings; Merrill Lynch investments and High Performance savings.
 - 2017 Financial Projections and Investment Guidelines were distributed. Brian discussed our current investment plan with Peoples Bank who indicated USA Boxing would need to diversify its investments to receive higher returns. Peoples said that with our current plan, likely no company could do better than Merrill Lynch. Brian remarked that Merrill Lynch should have been proactive in bringing this to our attention, at this point ML is making more money from our investments than we are. Peoples Bank advised to expand mutual funds and add exchange traded funds to the guidelines.
 - A MOTION was made (Perkins) and seconded (Beasley) to accept the financial report. MOTION PASSED.
- V. President's Report – John Brown
 - Wants Boxing Operations Director and Events Coordinator positions filled soon.
 - Thanked Abbey Smith, Al Valenti, Mike McAtee and volunteers for Nationals Championships.
 - Golden Gloves has agreed to follow USA Boxing about female equality and to submit financial statements.
 - Mike McAtee and USA Boxing are asking for all to follow rules that have been in place but have not been followed or enforced in years.

- The Foundation and USA Boxing with Chris Cugilari and Mike McAtee are moving forward to set up an Alumni Association. The need for the association was determined by a study/survey that was conducted.
- Thanked Christy Halbert for the posters (infographics) regarding rules and procedures that happen ringside. Working on how to recruit 1,000 officials (18.5 per LBC). Christy and John are working on a campaign to get more officials and doctors involved.
- Working on a plan to recruit more female boxers at the middle and high school levels.
- Announced that USA Boxing is off probation from USOC.
- The new USOC boxing training facility is in use and USA Boxing is working on the naming rights.
- The Treasurer and an Independent Director slots are open on the Board. John asked for suggestions on candidates

VI. Executive Director Search Committee Report

- A MOTION was made (Brown) and seconded (Hoffmann) to go into Executive Session at 2:52 pm. MOTION PASSED.
- A MOTION was made (Brown) and seconded (Perkins) to leave Executive Session at 3:35 pm. MOTION PASSED.
- Dick Hoffmann, who was on the Executive Director Search Committee announced that Mike McAtee is now the permanent USA Boxing Executive Director. Mike accepted and praised the National Office staff.

VIII. Executive Director and Director of Boxing Operations Report – Mike McAtee

- Feels USA Boxing must provide training at the grassroots level so we will hold LBC Workshops on August 3-6 and September 21-24. Workshop topics include: Proper Steps to Put on a Show, Risk Management, Chief of Officials, Webpoint, Match Tracker, Board positions and more.
- Stressed the importance of customer service and announced that we are standardizing events.
- Thanked the membership and tournament management teams including: Debbie Holmes, Mike Campbell, Abbey Smith, Angel Villarreal, Shawn Reese and Al Valenti for making events run smoothly.
- Discussed updated Code of Conduct and Disciplinary Actions, allowing for faster resolution of Code violations which include a grievance process. Informed the Board regarding the engagement of an investigator (retired police detective) to look into issues and complaints. Referenced Matt Johnson's High Performance Update.
- USA Boxing has applied to be a voting member of the ABC (Association of Boxing Commissions) and he is attending the ABC Conference in July. ABC is a North American not-for-profit professional boxing and mixed martial arts (MMA) organization.
- Met with Massachusetts State Athletic Commission (MASAC) about Medical testing – looking to use the SCAT test (Sport Concussion Assessment Tool) which is used for high school athletics as opposed to MRI's. Taking a stand that USA Boxing is not like MMA so we should not have to meet their stringent requirements. Going to execute a pilot program giving SCAT assessments at registration for National Tournaments to establish a baseline and then re-testing those with an RSCH to determine the possibility of a concussion.
- Submitted information for grants, including for APDA (American Parkinson's Disease Association) and Encore's Anti-violence.
- Working with Group Memberships including Golden Gloves, National Collegiate Boxing Association, United States Intercollegiate Boxing Association, and National Latino Boxing Association. He went to PAL Conference in May to promote setting up boxing programs and is in discussions with the Armed Forces and their boxing programs.

- Pushing for equitable treatment of females, Paralympics and religious exemptions.
- Conducted equipment testing –having all equipment that was previously approved re-tested and new equipment seeking approval tested to ensure current safety standards are met. We will eventually update standards.
- USOC is providing training for staff on various topics including fundraising endeavors.
- Staffing Updates - Farewell to Annemarie Blanco and Dana Johnston. Brian Taylor hired from internship to communications. Edith Smith is retiring in July. Welcome aboard to Claudia Douglas in membership; Dave Boucher in merchandising and 501 (c)3 assistance; and Stacy Arredondo as administrative assistant.
- Will be looking for a Boxing Operations Director who will also execute events with Abbey and Al. John Brown wants someone who will have time for creativity, so possibly two positions.
- Dave Boucher is helping the LBC's apply for 501(c) 3; which allows them to raise funds easier.
- Suggestion about creating kits on how to start a club and it's great that we are having the LBC training.

IX. Independent Contractor Report - Al Valenti

- Praised the President, Executive Director and staff. Thanked Clay Dutcher for writing a report identifying the challenges facing USA Boxing.
- Feels the need for an aggressive Boxing Marketing Strategy like "Boxing Day in America;" We need to "re-sell" USA Boxing to the membership and have USA Boxing better promoted at the local level: including have boxers promote themselves.
- Junior Championships coming up; June 26 is Olympic Day which will be celebrated during the tournament.
- Salt Lake City Visit – feels that lodging has to be great for membership; a user-friendly city with affordable airfare, food etc. is best.
- Distributed a report that outlines projected event dates for the upcoming years.
- Feels that branding is important - mission statement; tri-fold brochure; and much more social media with buy-in from the boxers and grassroots need to be utilized.
- A MOTION was made (Perkins) and seconded (Awesome) to adjourn for the day at 6:30 pm. MOTION PASSED.

Meeting called back to order Saturday, June 3, 2017 at 9:18 am.

- Present: John Brown - President; DJ Walton - First Vice President; Dick Hoffmann - Independent Director; Lew Perkins - Independent Director; Jim Beasley - Affiliated Organization Director; and Cam Awesome - Athlete Director. Staff Present: Mike McAtee, Lynette Smith and Stacy Arredondo. Also Present: Abbey Smith, Christy Halbert and Al Valenti - Independent Contractors; and Clay Dutcher – Advisor.

IX. Independent Contractor Report - Al Valenti continued

- Discussion continued about promoting USA Boxing; Need to be back on broadcast TV; Suggestions of reality TV following athletes and putting qualifiers on television. Discussion that social media is the best way and we need additional staff to handle this; encourage filming ourselves (or even parents) and submit to ESPN and other outlets. John Brown wants a media plan so we can ask for funds to produce film.

- Discussion turned to sponsorships. Action plan: staff will give AI figures of the four National tournaments so he can approach Top Rank, Golden Boy as well as previous Olympians and pro Boxers.
- Feels that USA Boxing needs to have a visual presence (booths, networking and attending pre-fight activities) at big fights such as Las Vegas in September.
- AMR involvement – the goal is to have an ambulance / EMT at all shows. Some states require it. Wondering if there is a possible discount on insurance if there is an ambulance on site. Asked if EMT's can help with pre and post bout checks.
- Question about having EMTs, nurse practitioners, physician assistants ringside instead of/ in addition to doctors. Doctor's Commission should discuss this, since high school football just use trainers and have ambulances.

IX. Independent Contractor Report - Christy Halbert

- Projects include: rule book changes; Infographics; bylaw updates; CDC "Heads Up" Concussion Training; concussion awareness at clubs; working on scoring and official videos; and changing Lasik surgery prohibition to allow it.
- Volunteered to be the lead on the "Boxing Day in America / Sparring Jamboree" National event in November, which will include a membership drive, official training, coach networking and developmental bouts. This year will be a pilot program with a few LBCs then next year for all.
- Moving towards electronic passbooks with Matchtracker. Mike's vision is to build infrastructure, test system without passbooks on a few LBCs, then educate all, get feedback and adjust program to completely eliminate Passbooks.
- Fitness Membership – Christy suggested having a non-contact membership category for younger children or those just wanting to work out at the gym. A MOTION was made (Walton) and seconded (Hoffman) to create a fitness membership at a lower cost. MOTION PASSED.
- Coordinated safety research to a launch boxer safety initiative at Chattanooga event. Presented a PowerPoint showing the research regarding use of headgear in boxing. AIBA changed to not using headgear starting at 2016 Olympics

IX. Independent Contractor Report - Abbey Smith

- Pushing for a projected event schedule through 2020; created a bid package process that outlines helping with local shows and working on bridging the gap with between USA Boxing and the LBCs; and suggested having a "Topic Tuesday" on social media that will answer questions.

X. Group Member Updates

- Golden Gloves – Jim Beasley is processing the financial statements; most Golden Gloves Franchises are now in compliance; Women's GG Tournament is July 10-14, 2017 in Ft. Lauderdale, Florida; Junior Golden Gloves is July 19-22; and the 2018 Golden Gloves National Tournament is in Omaha, NE on May 8-14, 2018.
- NCBA, USIBA and NLA (Provisional Status) written reports were distributed.

XI. No Committee/Commission Reports.

XII. Old Business

- Foundation - Pursuant Ketchum assisted the Foundation with request for solicitation; a survey required to move forward was completed; and currently asking for a grant for funding. Nominations to Foundation Board were filled: Elise Seignolle elected as Athlete Representative;

Dick Hoffman appointed as the Audit Committee Representative; Lew Perkins as the USAB Board Representative; and Chris Cugalari as the Member at Large Representative.

- Sanction/Membership Fee Proposal was presented with the convenience fee increase used to fund LBC training. A MOTION was made (Perkins) and seconded (Walton) to approve the Sanction Membership Fee Proposal. MOTION PASSED.
- Board Training and Strategic Planning Session needs to be scheduled. Dates will be arranged in the next few weeks.

XIII. New Business

- Discussion and approval of Governance Documents including the Amended & Restated Bylaws; USA Boxing Domestic Rulebook; USA Boxing SafeSport Policy Handbook; USA Boxing Grievance & Complaint Policy; and USA Boxing Diversity and Inclusion Strategic Plan. A MOTION was made (Brown) and seconded (Walton) to approve the above listed changes to the governance documents. MOTION PASSED.
- Central/Northern California Border Issue – A MOTION was made (Hoffmann) and seconded (Perkins) to move San Joaquin Valley County from the Central California LBC to Northern California LBC. MOTION PASSED.
- Ethics Committee – Need to identify and seat committee members per the USOC Audit Report. Board members signed the conflict of interest forms.
- Discussion about filling the Treasurer’s seat due to Brian May’s resignation.
- DJ Walton suggested having local specialized training facilities and have National Coaches go there for camps as opposed to have the athletes/coaches always come to Colorado Springs.

IX. Adjournment

- A MOTION was made (Beasley) and seconded (Awesome) to adjourn for the day at 3:45 pm. MOTION PASSED.

Minutes submitted by Stacy Arredondo on behalf of Mike McAtee