



September 24, 2019
Board of Directors Phone Conference Meeting Minutes

Meeting Called to Order - Tyson Lee, President of the Board, called the meeting to order at 6:12 pm.

Roll Call - Stacy Arredondo, Executive Assistant, conducted roll call.

Board Members Present: Cam Awesome, John Brown, Eric Buller, Pat Butler, Brian Ceballo, Hector Colon, Ebony Haliburton, Dick Hoffmann, Tyson Lee, Ray Silvas, Chris Trombetta and Sherry Wulkan. Absent: Franchon Crews. Quorum was established.

Staff present: Mike McAtee, Stacy Arredondo, Lynette Smith, Matt Johnson, Mike Campbell, and Lisa Peterson.

Meeting Guidelines - Stephen Hess, attorney, presented guidelines on how to conduct and interact at board meetings. The points covered included:

- Under Colorado statutory law, board members are not representatives of constituents but have duties to the entire Board.
- The board must act collectively as a whole organization through the board meetings: smaller groups to discuss, poll or campaign a side of a topic is not permitted; all board members need to have all information so emails about a topic must go to all board members; and proxy voting is not allowed, if a board member misses a meeting he/she does not have a vote.
- The board must abide by confidentiality and not disseminate or speak about board business.

Questions were asked of Mr. Hess including protocol for committees, board members requesting information and breach of confidentiality:

- Committees are permitted as long as they follow the same board rules and go through the President and have minutes taken so all board members can know the information.
- Board members and committees must go through the President to solicit information from staff. The Board President will then decide if appropriate and if it is, make the request to the Executive Director. If the President does not deem pertinent, then he/she will let the requesting board member know. Board members should not interface directly with staff.
- The Board decides if there has been a breach of duties including confidentiality and then look at excusing the board member if deemed necessary.



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There was a suggestion for formal board training and Mike McAtee, Executive Director, will look into seeking monetary support from the USOPC for the training.

Approval of Minutes – A MOTION was made (Trombetta) and seconded to approve the minutes from the August 14, 2019 phone conference board meeting. The MOTION PASSED and the minutes were approved as written.

President of the Board Report – Tyson Lee

- Ready to Fight Update – Lee and Mike McAtee, Executive Director, reported that the board at the last meeting approved the Ready to Fight, Parkinson's boxing program contingent on the contract. Since then with input from Pat Butler, Sherry Wulkan and Stephen Hess, attorney, the agreement should be signed this week. Ready to Fight will be promoted to coaches at the Eastern Qualifier and Olympic Trials/National Championship events.
- Lee emphasized that as part of the USOPC Safesport audit, all Board of Directors must take Safesport training and submit background screening information. Most board members have already complied, but Lee reminded the ones who have not, to do so. There was also discussion on if physicians need to take Safesport, since they have other trainings. However, since Safesport is mandated by federal law, doctors must take the training as well. USA Boxing is working on trying to get doctors continuing education credit for it.

Executive Session – A MOTION was made (Buller) and seconded to go into Executive Session at 7:18 pm. MOTION PASSED.

Proprietary future funding opportunities were discussed.

A MOTION was made (Hoffmann) and seconded to come out of Executive Session and re-start the meeting at 8:45pm. MOTION PASSED.

Roll Call – Stacy Arredondo conducted another roll call. Cam Awesome, John Brown, Eric Buller, Pat Butler, Hector Colon, Tyson Lee, Sherry Wulkan, Ebony Haliburton, Dick Hoffmann, and Ray Silvas were present. Brian Ceballo and Chris Trombetta had left the call. Absent: Franchon Crews. Quorum was established.

Sponsorship Company Proposal – Danny Lockhart from Team Hustle presented information on his company and how they can help with sponsors, endorsements and marketing. Lockhardt answered board questions then left the call. After board discussion, a MOTION was made (Hoffmann) and seconded to move forward with a non-exclusive one-year renewable agreement with Team Hustle with the contract to be reviewed by attorney, Stephen Hess. 9 votes in favor and 1 vote opposed. MOTION PASSED.



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At 8:33 pm Cam Awesome left the call. Quorum still established with 9 board members present.

Agenda Items - A MOTION was made (Buller) and seconded to table the last two agenda items (Joe Louis Bourbon Sponsorship and Coaches Commission) with more information to be given and to focus on the fee increase agenda item now. MOTION PASSED.

Fee Increase Proposal – Mike McAtee, reported that per the Board’s direction, staff came up with a fee increase structure to help offset the budget deficit. A memo was sent to the board on August 14, 2019 outlining the below tiered fee increase proposal. It was also recommended that if the Board of Directors decides to increase USA Boxing fees, it is recommended that we freeze the Local Boxing Committees’ (LBC) ability to raise membership fees in 2020.

Boxer (Athlete) Fees:

Tiered fee structure by age shifts the burden toward the boxers who are most likely to have the ability to cover the fee increase while keeping fees low for new and younger boxers.

Age	3-year average	Current Fee	Current Revenue	Fee Increase	Increased Revenue
8-10	2,232	\$55	\$122,760	0	0
11-16	9,878	\$55	\$543,290	\$5/\$60	\$49,390
17-34	19,432	\$55	\$1,068,760	\$10/\$65	\$194,320
35+	2,366	\$55	\$130,130	\$20/\$75	\$47,320
Total					\$291,030

Coaches and Officials (Non-Athlete):

Coaches and Officials are the backbone of the organization and a slight fee increase will help sustain the continued growth USA Boxing has seen over the past three years.

Coaches and Officials	3-year average	Current Fee	Current Revenue	Fee Increase	Increased Revenue
	11,446	\$75	\$858,450	0	0
	11,446	\$75	\$858,450	\$5/\$80	\$57,230
	11,446	\$75	\$858,450	\$10/\$85	\$114,460

Registered Club/Gym Fees:

Currently Local Boxing Committees (LBCs) collect an LBC Boxing Club fee in addition to the \$180 fee USA Boxing collects. The fee range collected by LBC’s is: Minimum \$0, midrange \$45 and the high is \$100.



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A MOTION was made (Buller) and seconded to raise boxer fees based on the tiered boxer/athlete structure outlined in the August 14, 2019 memo with the caveat (directive) to re-visit within the year if sponsors are secured. After discussion, the MOTION passed with a 6 - 3 vote; boxer/athlete fees will be raised.

A MOTION was made (Buller) and seconded to not raise fees for non-athletes (coaches and officials) as outlined in the August 14, 2019 memo. After discussion, the MOTION passed with 8-1 vote; non-athlete fees will not be raised.

A MOTION was made (Buller) and seconded to raise club fees as outlined in the August 14, 2019 memo. After discussion, the MOTION failed with a 0-9 vote; club fees will not be raised.

Adjournment – A MOTION was made (Butler) and seconded to adjourn the meeting at 10:40 pm. MOTION PASSED.



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