



**USA BOXING BOARD OF DIRECTORS**  
**MEETING MINUTES**  
*Courtyard by Marriott*  
345 W 100 S, Salt Lake City, UT 84101

**December 3, 2017**

Approved by Email Vote of Board of Directors on February 24, 2018

- I. **Call to Order** - The USA Boxing Board of Director's meeting was called to order by John Brown on Sunday, December 3, 2017 at 8:37 am. John introduced Clay Dutcher - advisor and Ebony Haliburton - potential board candidate.
  
- II. **Roll Call** was led by Stacy Arredondo - Administrative Assistant
  - Board Members Present: John Brown - President; DJ Walton - First Vice President - Dick Hoffmann - Independent Director; Angel Villarreal - LBC Director; Ray Silvas - AIBA Director; Jim Beasley - Affiliated Organization Director; Cam Awesome - Athlete Representative; and Franchon Crews - Athlete Representative.
  - Board Member Absent: Lew Perkins - Independent Director
  - Staff Present: Mike McAtee and Stacy Arredondo (Brian Lawrence for Finance Report and Matt Johnson and Billy Walsh for High Performance Report)
  - Also Present: Christy Halbert and Al Valenti, - Independent Contractors; Clay Dutcher - Advisor; and Ebony Haliburton - potential Board Member.
  - Quorum was met with eight Board of Directors present.
  
- III. **Approval of Board of Directors Meeting Minutes**
  - A MOTION was made (Hoffman) and seconded (Beasley) to approve Meeting Minutes of June 2-3, 2017 and Email Votes of June - November 2017. MOTION PASSED.
    - On October 11, 2017, a MOTION was made (Villarreal) and seconded (Perkins) made to pass two policies regarding the JO Regional Chairpersons and the Sanction Fee Split for Groups. The JO Regional Chairperson proposal outlined the duties of the chairperson and specified that the host LBC for the Regional Championships will rotate between LBCs. The Sanction Fee Split proposal determined that fees from additional tournament days for Golden Gloves Sanctions would be split 50/50 between the National Office and the LBC. MOTION PASSED.
  
    - On November 7, 2017, a MOTION (Silvas) was made and seconded (Awesome) to pass the proposed USA Boxing Safesport Handbook. The Safesport Handbook helps recognize, reduce and respond to misconduct in the sport of boxing. The motion was seconded by Cam Awesome. MOTION PASSED.
  
- IV. **Finance Report & Budget** - Brian Lawrence
  - 2017 finishes \$321,919 under budget because of increasing revenue and decreasing expenses.

- 2018 Budget (see attached) is similar to last year except for a \$90,000 increase in revenue from membership which will go towards grass roots training; \$400,000 for the start-up of boxing equipment sales; the possible hosting of the Youth Continental Championships; \$40,000 for the Alumni Association which should grow; and an increase of \$100,000 to \$400,000 for investment in youth and juniors, which we are asking the Foundation to fund.
- There was discussion about the creation of a fitness membership and the fee structure. There will be two fee structures: one for under 18 and one for over 18 years of age.
- A MOTION was made (Walton) and seconded (Villarreal) to approve the 2018 budget. MOTION PASSED.

**V. Conflict of Interest Forms – Brian Lawrence**

- Board members were asked to complete a form that lists potential conflicts, sign and return to Stacy. This is part of the USOC audit.

BREAK

**VI. President's Report – John Brown**

- With the new Executive Director, new Boxing Operations Manager, great consultants, and Chris Cugliari for Alumni Association there is now a great team and things are getting done.
- The year's highlights include: a new LBC election process; new rule book; updated bylaws; online coaching certification; new sanctioning process thanks to Al Valenti; new code of conduct; potential new Board members; increased group member involvement including equal rights for females; financial accountability; new training facility; better relationship with Foundation; excellent judicial committee; and the start-up of manufactured equipment.
- Things that have been neglected in the past are now being handled. USA Boxing is now running like a business.
- USA Boxing is starting the process of manufacturing our own equipment to sell at events. We will have member and non-member prices.

**VII. Executive Director Report – Mike McAtee**

- **Grassroots Update**
  - LBC Workshops –two trainings were held this fall for Presidents, Treasurers, Chief of Officials and Registration Chairpersons. Attendance was 50 for the first session and over 80 for second.
  - Code of Conduct and Disciplinary actions/letters – we are trying to speed up the grievance process and make disciplinary actions more strict. It was suggested to create guidelines outlining the penalties for actions. An independent investigator investigates more serious issues.
  - LBC Treasuries – there has been some concern of theft from certain LBCs. The national office is taking over the treasuries of 5 LBCs and is requesting that our CFO be on all LBC bank signature cards. Being treasurer is difficult and we had many LBCs without sufficient knowledge.

- **AIBA** – Ray Silvas reported
  - The AIBA President, Wu resigned but wants to be Honorary President which will be voted on in January at Congress and will probably be denied. There are concerns about financial accountability.
  - Olympic Weight categories are also a concern. We are the only sport that does not have equal participation of men and women. The IOC has decided that the two smallest men’s divisions will be eliminated to achieve equality. However, the AIBA interim president is having meetings with IOC to try to re-negotiate this.
  - The Executive Congress is in Dubai in January 2018. Mike McAtee, Executive Director will attend.
  - Mike McAtee stated that having Ray Silvas, Angel Villarreal and Tom Virgets involved in AIBA and Christy on AIBA’s Women’s Commission is important for our organization.
  
- **Grants** - VA and CDC Anti Violence Proposals
  - Working with Iowa State University and DJ’s contact for a Veterans grant
  - Submitted Parkisons’ grant but was not successful
  - Anti-violence through the CDC - we have stories of how boxing has helped prevent violence.
  
- **Group Memberships** – USA Boxing is requiring paperwork from group members including financial reports, bylaws, proof of non-profit status, etc. Golden Gloves is moving forward with equality for females. Group Members include: USIBA, NCBA, Golden Gloves and National Latino Boxing Association. We found out that some Golden Gloves franchises have been operating under the Nationals 501 3c but they will be required to have their own next year.
  
- **Equipment Testing** - We re-tested products that hadn’t been tested for years and some did not pass. New manufacturers were also tested. Mike McAtee and Christy Halbert went to ASTM and investigated another foam.
  
- **Gym Naming Rights** - Connections have been made with ABG Marketing Company (who has Ali naming rights) and the Ali family but naming of the new OTC Boxing Training Facility has not been finalized. It is the hope that the funds raised will allow us to bring more youth to camps.
  
- **Sponsorship Update**
  - USOC is our biggest sponsor
  - \$10,000 Showtime for the National Championships
  - JBL headphones –giving us 25 headphones for training
  - Sponsorship with Under Armour, STING, RX, Impact continues
  - Live streaming
  
- **Alumni Association** – there are approximately 150 members. We are hoping for more sponsors from it. The association’s purpose is to raise money for grassroots boxers and to network.

- **Adaptive Boxing** – we are moving forward with an Adaptive Boxing program – National Amputee Boxing Association including starting to talk with AIBA for international competition
- **Staffing Updates**
  - Farewell to Edith Smith in July; intern Malcolm Perry in September; and Dave Boucher in November
  - Welcome aboard Mike Campbell – Manager of Boxing Operation & Events; Nicole Anderson – Alumni Association Coordinator; Liz Podominick – National Programs & Events Coordinator; Taryn Cass - Membership & Operations Assistant; Jarad Branski – National Teams Medical Manager; and Jose Polanco – Strength & Conditioning Coach. An intern in Marketing will be starting in January.

## LUNCH BREAK

### VIII. **High Performance Update** (see attached)

Matt Johnson, High Performance Director & Billy Walsh, Head Coach

### IX. **Independent Contractor** (Al Valenti & Christy Halbert) written reports attached

### X. **Group Member Updates**

- National Collegiate Boxing Association (NCBA) and National Latino Boxing Association (NLBA) written reports attached
- Jim Beasley reported for Golden Gloves – Golden Gloves had a quality venue in Lafayette; people were impressed with Mike McAtee during the Golden Gloves meeting; decided that females would get the same support as men and tournaments be in conjunction with men tournaments; and National Golden Gloves will be held in May; Jim Beasley announced that he is retiring from his Executive Director position.

### XI. **Old Business**

- **Strategic Plan** – Clay, Lew & Chris came to Colorado Springs and started an outline that will be presented to the board. We received a grant \$10,000 grant from USOC that will cover related costs.
- **Board Training** – training will be included in an upcoming Board meeting.
- **Independent Board Member** – the Nominating and Governance Committee will receive Ebony Haliburton's resume and make recommendation to the Board.
- **Treasurer Appointment** – the bylaws state that if we don't have a Board member qualified then the Nominating & Governance Committee can appoint with the treasurer being a non-voting member. Al Thompson is interested in fulfilling this vacancy. Brian Lawrence, CFO supports his appointment. His resume will be forwarded to the Nominating and Governance committee.

- **Central/Northern California Border Issue** - There was a request to revisit the recent decision to change the Central California LBC border. The national office recommends that June's decision stand as 4 of the 5 California LBCs are happy, and only one prefers to go back. A MOTION was made (Hoffman) and seconded (Villarreal) to deny the request and keep previous decision. MOTION PASSED.
- **Judicial committee** is looking at appeals of background screening results. Discussion about redemption, but not putting kids in danger.

## XII. **New Business**

- **Treasury Supervision** - It was proposed that there be a LBC bylaw changes for next meeting about the oversight of treasuries and that annual audits need to be conducted. This will be Old Business and voted at the next meeting.
- **Bank Signature Card** - A motion was made (Brown) and seconded (Walton) that we put USA Boxing Chief Finance Officer on our LBC treasuries signature card. MOTION PASSED. The LBCs will be notified first.
- **Youth Ambassador Program** - It was proposed by Cam Awesome that he lead a publicity campaign including public speaking and social media for reimbursement of travel, per diem and production support. The focus will not be about Olympic gold but about building confidence, self-defense, and youth betterment with the goal to get more kids in the gym. Mike McAtee proposed that Cam and the National Office get together to work out the details and then hold an email vote.

## XIII. **Adjournment:** A motion was made (Brown) and seconded (Crews) to adjourn at 5:40 pm.



**Budget  
January through December 2018**


		Revenue	Expense	Net
1	<b>Membership</b>			
2	Membership fees	2,976,209		2,976,209
3	Sanctions fees	537,129		537,129
4	Insurance		868,990	(868,990)
5	Grassroots training		50,000	(50,000)
6	Safe Sport		15,600	(15,600)
7	Other expenses		384,859	(384,859)
8	<b>Total membership</b>	<b>3,513,338</b>	<b>1,319,449</b>	<b>2,193,889</b>
9				
10	<b>Marketing</b>			
11	Sponsorship	1,000		1,000
12	Donations	8,000		8,000
13	Merchandise	75,731	42,409	33,322
14	USOC content agreement	75,000		75,000
15	Other revenue	41,700		41,700
16	Other expenses		84,056	(84,056)
17	<b>Total marketing</b>	<b>201,431</b>	<b>126,465</b>	<b>74,966</b>
18				
19	<b>Legal</b>			
20	Legal fees		50,000	(50,000)
21	Legal settlements			-
22	<b>Total legal</b>	<b>-</b>	<b>50,000</b>	<b>(50,000)</b>
23				
24	<b>Retail</b>			
25	Boxing equipment sales	403,700	139,205	264,495
26	Other expenses		24,000	(24,000)
27	<b>Total retail</b>	<b>403,700</b>	<b>163,205</b>	<b>240,495</b>
28				
29	<b>Alumni Association</b>			
30	Membership dues	40,000		40,000
31	Donations	2,500		2,500
32	Other expenses		17,360	(17,360)
33	<b>Total Alumni Association</b>	<b>42,500</b>	<b>17,360</b>	<b>25,140</b>
34				
35	<b>Corporate Administration</b>			
36	Salaries and benefits		1,546,458	(1,546,458)
37	Other expenses	20,000	148,970	(128,970)
38				-
39	<b>Total Corporate Administration</b>	<b>20,000</b>	<b>1,695,428</b>	<b>(1,675,428)</b>
40				
41	<b>Boxing Operations</b>			
42	Boxing Operations Admin			
43	Other expenses		46,000	(46,000)
44	<b>Total Boxing Operations Admin</b>	<b>-</b>	<b>46,000</b>	<b>(46,000)</b>
45				
46	Qualifier/Regional Tournament - ABQ - Mar	55,500	177,205	(121,705)
47	Continental Championship	263,500	296,786	(33,286)
48	Junior Olympics - WV - Jun	88,500	179,407	(90,907)
49	Qualifier/Regional Tournament - TN - Oct	78,000	188,626	(110,626)
50	National Championships - SLC - Dec	122,500	213,659	(91,159)
51				-

52	<b>Total Events</b>	<b>608,000</b>	<b>1,055,682</b>	<b>(447,682)</b>
53	<b>Total Boxing Operations</b>	<b>608,000</b>	<b>1,101,682</b>	<b>(493,682)</b>
54	<b>High Performance</b>			
55	<b>USOC Funded Programs</b>	685,640		685,640
56	<b>High Performance</b>			
57			-	-
58				-
59	<b>Total Funded High Performance Staff</b>	-	-	-
60	Elite Men			-
61				
62	Competitions			
63	Strandja tournament - Feb 14 - 28 - Bulgaria		51,875	(51,875)
64	USA vs IRL		28,675	(28,675)
65	Feliks Stamm tournament - Apr 27 - May 6 - Finland		42,803	(42,803)
66	KAZ camp and competiton - May 6-27 - KAZ		69,375	(69,375)
67	Chemistry Cup - Jun 20-Jul 1 - Germany		51,565	(51,565)
68	Dual vs Germany - Oct 10-14 - TN		19,675	(19,675)
69				
70	Camps			
71	Multi nation camp & RR - Jan 3-21 - COS	61,380	70,375	(8,995)
72	Strandja prep camp - Jan 28-Feb 14 - COS		6,185	(6,185)
73	USA vs IRL prep camp - Mar 6-13 - COS		4,800	(4,800)
74	Feliks Stamm prep camp - Apr 13-27 - COS		5,765	(5,765)
75	KAZ prep camp - Apr 22-May 6 - COS		5,765	(5,765)
76	Chemistry Cup prep camp - Jun 10-20 - COS		5,270	(5,270)
77	Dual camp - Oct 1-10 - COS		5,220	(5,220)
78				
79	Athlete stipends		8,400	(8,400)
80				
81	Medal bonus		20,000	(20,000)
82				-
83				-
84	<b>Elite Men Total</b>	<b>61,380</b>	<b>395,748</b>	<b>(334,368)</b>
85	Youth Male			
86	Pavlyukov training camp - Feb 28-Mar 8 - COS		11,010	(11,010)
87	Pavlyukov Youth Memorial Tournament - Mar 8-17 - Russia		53,932	(53,932)
88	Continental Champs prep camp - Apr 22-May 4 - COS		17,295	(17,295)
89	Continental Championships - May 4-12 - Colorado		12,600	(12,600)
90	World Championship prep camp - Aug 7-21 - COS		5,540	(5,540)
91	World Championships - Aug 21-Sep 10 - TBD		72,775	(72,775)
92	Youth Olympic Games prep camp - Sep 16-26 - COS		1,535	(1,535)
93	Youth Olympic Games - Sep 26-Oct 12 - Argentina		810	(810)
94				
95	Medal Bonus		12,000	(12,000)
96				
97				-
98	<b>Youth Male Total</b>	<b>-</b>	<b>187,497</b>	<b>(187,497)</b>
99	Junior Male			
100	Training camp - Feb 4-11 - COS		16,340	(16,340)
101	Heydar Aliyev prep camp - May 4-11 - COS		15,470	(15,470)
102	HeydarAliyev Junior Cup - May 11-20 - Azerbaijan		58,630	(58,630)
103			-	-
104	<b>Junior Male Total</b>	<b>-</b>	<b>90,440</b>	<b>(90,440)</b>
105				
106	<b>Men's Total</b>	<b>61,380</b>	<b>673,685</b>	<b>(612,305)</b>
107	Elite Women			
108				
109	Competitions			




110	Strandja tournament - Feb 14 - 28 - Bulgaria		25,295	(25,295)
111	Feliks Stamm tournament - Apr 27 - May 6 - Finland		23,168	(23,168)
112	Continental Championship - Jun 22-Jul 1 - TBD		55,536	(55,536)
113	Dual vs Germany - Oct 10-14 - TN		10,800	(10,800)
114	World Championships - Oct 31-Nov 22 - TBD		80,967	(80,967)
115				
116	Camps			
117	Multi nation camp & RR - Jan 3-21 - COS		20,175	(20,175)
118	Strandja prep camp - Jan 28-Feb 14 - COS		3,110	(3,110)
119	Feliks Stamm prep camp - Apr 13-27 - COS		4,815	(4,815)
120	Continental Champs prep camp - Jun 3-22 - COS		6,390	(6,390)
121	Dual camp - Oct 1-10 - COS		2,620	(2,620)
122	World Championships prep camp - Oct 21-31 - COS		5,415	(5,415)
123				
124	Olympic woman stipends		-	-
125	Non-Olympic women stipends		20,000	(20,000)
126				
127	Resident		3,000	(3,000)
128				
129	Medal bonus		20,000	(20,000)
130				
131	<b>Elite Women Total</b>	<b>-</b>	<b>281,291</b>	<b>(281,291)</b>
132	Youth Female			
133				
134	Multi nation camp and dual - Mar 18-Apr 1 - COS		14,470	(14,470)
135	Continental Champs prep camp - Apr 22-May 4 - COS		17,295	(17,295)
136	Continental Championships - May 4-12 - Colorado		12,600	(12,600)
137	Youth Olympic Games prep camp - Sep 16-26 - COS		1,210	(1,210)
138	Youth Olympic Games - Sep 26-Oct 12 - Argentina		540	(540)
139	World Championships prep camp - Oct 21-Nov 11 - COS		5,590	(5,590)
140	World Championships - Nov 11-25 - TBD		75,275	(75,275)
141				
142	Medal Bonus		12,000	(12,000)
143				
144	<b>Youth Female Total</b>	<b>-</b>	<b>138,980</b>	<b>(138,980)</b>
145	Junior Female			
146	Training camp - Mar 18-Apr 1 - COS		18,605	(18,605)
147	Training camp and dual - Jul 1-12 - COS		15,365	(15,365)
148				
149	<b>Junior Female Total</b>	<b>-</b>	<b>33,970</b>	<b>(33,970)</b>
150				
151	<b>Womens Total</b>	<b>-</b>	<b>454,241</b>	<b>(454,241)</b>
152	<b>Total USOC Funded Programs</b>	<b>747,020</b>	<b>1,127,926</b>	<b>(380,906)</b>
153	<b>Non USOC Funded Programs</b>			
154				
155	High Performance overhead		32,140	(32,140)
156	Under Armour - value in kind	225,000	225,000	-
157	AIBA coach certification		5,000	(5,000)
158	Coach education		40,000	(40,000)
159	Medical		6,000	(6,000)
160	Strength & Conditioning equipment		20,000	(20,000)
161	Tech/equip		4,140	(4,140)
162	Event coaches		25,000	(25,000)
163				
164	<b>Total Non USOC Funded Programs</b>	<b>225,000</b>	<b>357,280</b>	<b>(132,280)</b>
165	<b>Total High Performance</b>	<b>972,020</b>	<b>1,485,206</b>	<b>(513,186)</b>
166				
167	<b>Governance</b>			

168	Annual meeting		28,000	(28,000)
169	<b>Committees</b>			
170	AAC		1,000	(1,000)
171	Audit		1,000	(1,000)
172	Coach		1,000	(1,000)
173	Grassroots		1,000	(1,000)
174	Judicial		1,000	(1,000)
175	LBC		1,000	(1,000)
176	Personnel		500	(500)
177	Rules & Regulations		1,000	(1,000)
178	<b>Total Committees</b>	-	<b>7,500</b>	<b>(7,500)</b>
179	<b>Board of Directors</b>			
180	General meetings		36,000	(36,000)
181	Administration		75,000	(75,000)
182	Business development		1,000	(1,000)
183	<b>Total Board of Directors</b>	-	<b>112,000</b>	<b>(112,000)</b>
184	<b>AIBA International Relations</b>			
185	AIBA executive committee		-	-
186	AIBA commission meetings		8,000	(8,000)
187	AIBA congress		6,000	(6,000)
188	AIBA development		10,000	(10,000)
189	International relations		8,200	(8,200)
190	AMBC executive committee		2,500	(2,500)
191	AMBC commission meetings		2,500	(2,500)
192	<b>Total AIBA International Relations</b>	-	<b>37,200</b>	<b>(37,200)</b>
193	<b>Total Governance</b>	-	<b>184,700</b>	<b>(184,700)</b>
194				
195	<b>Development and Education</b>			
196	Physicians course	8,000	5,000	3,000
197	Equipment testing		10,000	(10,000)
198	USA Boxing R/J workshop		25,000	(25,000)
199	AIBA Certification - Coaches			-
200	AIBA Certification - Referees/Judges			-
201	<b>Total Development and Education</b>	<b>8,000</b>	<b>40,000</b>	<b>(32,000)</b>
202				
203	<b>Foundation Programs</b>			
204	Alumni Association	44,958		44,958
205	Youth and Junior male and female camps and int'l events	150,000		150,000
206	Program 3			-
207	Program 4			-
208	Program 5			-
209	Program 6			-
210	Program 7			-
211	Program 8			-
212	Thomas Sarge Scholarship	30,000	30,000	-
213	<b>Total Foundation Programs</b>	<b>224,958</b>	<b>30,000</b>	<b>194,958</b>
214	<b>Total</b>	<b>5,993,946</b>	<b>6,213,495</b>	<b>(219,549)</b>



**USA Boxing**  
**High Performance**

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- High Performance Staff
- High Performance Mission & 2020 Objective
- 2017 Review
- Key 2018 Initiatives
- 2018 High Performance Schedule
- High Performance Investment

**Overview**

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## Department Staff

- Matt Johnson – High Performance Director
- Billy Walsh – National Team Head Coach
- Jess Luscinski – National Teams Manager
- Jarad Branski\* – National Teams Medical Manager
- Kay Koroma – National Assistant Coach
- Jose Polanco\* – Strength & Conditioning Coach
- Liz Podominick\* – National Programs & Events Coordinator
- TBD – Junior & Youth National Coach (Contract Position)

\*Staff member hired in 2017

# High Performance Department



## High Performance Mission

- Consistently Place American Boxers at the Top of World Podiums

### 2020 Objective

- Move from 6<sup>th</sup> Place at the 2016 Rio Olympic Games, to the Number 1 Boxing Nation in the World by the end of the 2020 Tokyo Olympic Games
  - 2016 Elite Women's World Championships – 3<sup>rd</sup> Place
  - 2016 Youth Men's World Championships – 2<sup>nd</sup> Place
  - 2017 Elite Men's World Championships – 6<sup>th</sup> Place
  - 2017 Youth Women's World Championships – 4<sup>th</sup> Place

# 2017 Review

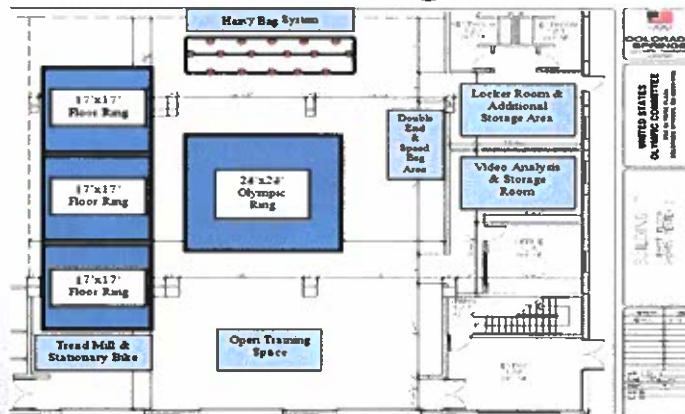
## 2017 HP Schedule Statistics



- 2017 Training Camps and Competition Opportunities
  - Athletes – 316 Opportunities
  - Coaches – 124 Opportunities
  - Officials – 6 Opportunities (of 8 international events attended by USA)
- AIBA Certifications
  - 6 coaches advanced from 1 to 2 Star AIBA Certification
  - 19 R/J's passed AIBA 1 Star Certification
- January 1-November 31, 2017
  - 286 out of 334 days were spent in high performance training camps and/or competitions

## 2017 Review

## World Class Training Environment



## 2017 Review



## World Class Training Environment



## 2017 Review

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## World Class Training Environment



## 2017 Review

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## World Class Training Environment




USA BOXING

COMPONENTS OF A BOXER

USA Every Athlete Matters

## Outside of the Ring



- Partnership with Lively Minds Tutoring
  - Provides high level tutoring and educational services for athletes during all training camps
- 2 National Team Athletes currently enrolled in college
  - Both awarded USOC ACE Tuition Grant
  - 2 additional athletes pending enrollment for 2018

## 2017 Review

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## Talent Identification, Selection and Retention (Athletes & Coaches)



- **Identification**
  - Implementation of Regional Events – Western & Eastern Qualifiers & Regional Championships
  - Coaching Application Process
- **Selection**
  - Selection of athletes based on multiple events and competitions
  - Selection of coaches based on evaluation process following application
- **Retention**
  - Athletes who meet performance markers receive increased funding
  - Enhanced coaching opportunities in 2018

## 2017 Review

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- 2018 Elite Athlete Contracts
- 2018 Coaching Education
- 2018 AMBC Youth Men & Women Boxing Championships
- 2018 High Performance Schedule

## Key 2018 Initiatives

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## 2018 Athlete Contracts



- **Long Term & Short Term**
  - Offered to elite athletes based on performance markers met
- **Tiered Funding Criteria**
  - Podium – Olympic and/or World Championships Medalist
  - World Class – Returning Olympian, Top 8 at World Championships, Top 2 at Continentals
  - Elite National – Athlete wins 75% or more international competition bouts during year
  - National – Baseline Contract for all elite national champions
- **Athlete Bonus Structure & Performance Markers**
  - Medal bonuses and pathway for enhanced yearly funding
  - Minimum performance criteria to remain on full funding
- **Early Termination (Buy-Out) Clause**
  - Early Termination Clause to increase athlete retention and commitment

## Key 2018 Initiatives

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## Coaching Education



- **One Vision**
  - Educate the organization on the high performance mission and ensure that USA Boxing membership is working towards that mission
- **World Class Education**
  - Create world class coaching education system to ensure USA Boxing membership is provided education, resources and tools to be successful from grassroots to high performance
- **Long Term Athlete Development**
  - Ensure USA Boxing athletes are taught fundamentals and mechanics to set foundation for progression towards world class competitive excellence
- **Pathway for Coaching Opportunities**
  - Provide coaching membership with clear and concise pathway to progress from beginner to elite.
  - Provide eligibility requirements for selection to high performance squad coaching opportunities

## Key 2018 Initiatives

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## AMBC Youth Men & Women Boxing Championships Colorado Springs 2018



- Bid submitted November 24, 2017
  - Currently Pending AIBA Approval
- **Short Term Objectives**
  - Direct qualification event for the 2018 Youth Olympic Games and 2018 Youth Men & Women's World Championships
  - Create opportunity to further international relations with AMBC and AIBA
  - Put USA back on the map for hosting major international events
- **Long Term Objectives**
  - Development of Youth National Team
    - 75% of 2016 Olympic Team was a member of the 2014 Youth National Team
  - Host 2020 Olympic Continental Qualifier
    - Traditionally USA Boxing's most successful event in Olympic qualification

## Key 2018 Initiatives

2018 High Performance Schedule				
#	Dates	Name of Event	Location	Team
1	January 3-21	Orientation & Training	Colorado	Elite Men & Women #1's & 2's
2	January 9-21	Multi Nation Camp (GB, POL, NZ)	Colorado	Elite Men & Women #1's & 2's
3	Jan 28-Feb 14	Strandja Prep Camp (Elite Men)	Colorado	Elite Men & Women
4	February 4-11	Junior Boys Training Camp	Colorado	Junior Boys
5	February 14-26	Strandja Tournament	Bulgaria	Elite Men & Women #1's
6	February 18-26	Pavlyukov Training Camp	Colorado	Youth Boys
7	Feb. 26-March 8	Pavlyukov Youth Memorial Tournament	Russia	Youth Boys
8	Feb. 24-March 7	Feliks Stamm Prep Camp	Colorado	Elite Men & Women #2's
9	March 6-17	Feliks Stamm Memorial	Finland	Elite Men & Women #2's
10	Feb. 26-March 4	USA vs IRL Prep Camp	Colorado	Elite Men #3's
11	March 9-21	USA vs IRL Duals	MA & Philly	Elite Men & Women #1's & 3's
12	March 25-April 8	Youth Girl's Multi Nation Camp & Dual	Colorado	Youth Girls
13	March 25-April 8	Junior & Youth Girls Camp	Colorado	Junior & Youth Girls
14	April 22-May 6	KAZ Prep Camp	Colorado	Elite Men
15	May 4-11	Heydar Aliyev Prep Camp	Colorado	Junior Boys
16	May 11-20	Heydar Aliyev Junior Cup	Azerbaijan	Junior Boys
17	May 6-27	KAZ Camp & Competition	Kazakhstan	Elite Men
18	May 7-29	Youth Continental Champs Prep Camp	Colorado	Youth Boys & Girls
19	May 19-27	Youth Continental Championships	Colorado	Youth Boys & Girls
20	June 3-22	Continental Champs Prep Camp	Colorado	Elite Women
21	June 22-July 1	Elite Women's Continental Championships	TBD	Elite Women
22	June 10-20	Chemistry Cup Prep Camp	Colorado	Elite Men
23	June 20-July 1	Chemistry Cup	Germany	Elite Men
24	July 1-12	Junior Girls Camp and Dual	Colorado	Junior Girls
25	August 7-21	Youth Boy's Worlds Prep Camp	Colorado	Youth Boys
26	Aug 21-Sept 10	Youth Boy's Worlds Prep Acclimation & Competition	TBD	Youth Boys
27	September 16-26	Youth Olympic Games Prep Camp	Colorado	Youth Boys & Girls
28	Sept 26-Oct 12	Youth Olympic Games	Argentina	Youth Boys & Girls
29	October 1-10	Dual Camp	Colorado	Elite Men & Women
30	October 10-14	Dual vs GER	Tennessee	Elite Men & Women
31	October 21-31	Elite Women's World Championships Prep Camp	Colorado	Elite Women
32	Oct 31-Nov 22	Elite Women's World Championships	TBD	Elite Women
33	Oct 21-Nov 11	Youth Girls Worlds Prep Camp	Colorado	Youth Girls
34	November 11-25	Youth Girls World Championships	TBD	Youth Girls

**Consistently Place American Boxers at the Top of  
World Podiums**



**Thank you for your time.  
We now open the floor for any questions.**

**Questions**















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## Project Matrix update (June to Dec 2017)

Christy Halbert, Ph.D., Strategic Sport Consultant

Project Title	Status	Description
 Search for new protective materials for gloves & headgear	on-going	Southern Impact Lab finished their testing and submitted report to USAB National Office; SI identified new material (VN600) to be sent to Sting for glove/headgear prototypes/testing
 Update headgear and glove standards	on-going	Attended ASTM Boxing equipment Task Force meeting in Atlanta in Nov. w/ Mike McAtee; ASTM is proceeding with project; Next meeting scheduled for May 2018
 Boxing Day in America (new program development)	Nov 4 Feb 18 on-going	Boxing Day in America: Sparring Expo — athlete development and media program for LBCs; LBC Toolkit & draft of press release submitted to USAB in Aug.; Gulf Assoc piloted Nov. 4th; Southeastern Assoc scheduled to pilot on Feb. 17; Final report to be submitted end of Feb. 2018; If approved as a national program, official USAB roll-out scheduled for Nov. 3, 2018
 USOC Coach Education Mobile App	pending	USOC encouraging USAB to use mobile app portal for education of coaches (and officials); Awaiting meeting to be scheduled by USAB National Office
 Electronic Passbook (Elimination of paper books)	pending	Proposal and impact statement submitted to USAB National Office (July); BOD & office approved Implementation by on hold until MatchTracker non-compliance is addressed
 Headgear Research Aggregate	Done	<a href="http://BoxingStudy.com">BoxingStudy.com</a> created to make research easily understandable and accessible; Site can be expanded to include additional subjects in future; Site to educate USAB membership; Support Mike McAtee's proposal to AIBA EC (Jan. 2018) regarding USAB's position on headgear
 Non-Contact Boxer Membership	pending	Policy and graphic submitted in August; USAB National Office changed to "Fitness Membership" Scheduled to implement in Jan. 2018
 Kahoot! Quizzes (education pilot)	on-going	Four quizzes created as pilot of Kahoot! for use at Nat. events for officials' continuing education; R&J Commission confirmed permission to test at Nationals in Salt Lake City
 Strategic Design (on-going) Grassroots & Commissions, Scoring, R&J Consistency	on-going	Communication with various Commission members — Education initiatives; new "Score a Round" videos for R&Js in production; Kahoot! pilot; Grassroots Organizer proposal; See also various projects, including updating of Scoring videos & infographics
 Strategic Consulting — staff, BOD members, Commission members	on-going	IOC Agenda 2020 analysis of weight categories for men & women — presentation available; USAB Bylaws updated; Regional JO Policy written/submitted (Sept.) to USAB National Office National Rulebook published by USAB National Office in November
 Remove ban on LASIK	Done	Legislation, waiver, coordination with Medical Commission; Tested successfully at RWC; Successfully completed at publication of National Rulebook
 Officials' & Coaches' education videos for membership	pending	Feb. uploaded officials' videos to USAB Dropbox for YouTube site - awaiting Nat. Office upload; USAB National Office has plans for coaching videos from Billy Walsh
 Concussion Education	pending	CDC no longer accepting Partners, but granted USAB permission to use educational materials; Awaiting instruction from USAB National Office regarding poster & wallet card series
 Clarification Documents — Various	Closed	Scoring Rules Clarification created for RWC Holding Rule Clarification created for RWC Rule exemption worksheet for Affiliated Orgs. Scoring infographic updated (new AIBA rules) Response to 10-pt Scoring Criteria summary from R&J Commission

**Independent Contractor Report - Al Valenti  
June – December 2017**

- Continued to work on the buildout of the USA Boxing Alumni Association
- Attended the Association of Boxing Commissions Annual Convention at Mohegan Sun
- Presented an eleven bout amateur boxing event at the ABC Convention
- Attended the National Junior Olympic Championships in Charleston WV
- Presented the kick off Press Conference at the National Junior Olympics Championships which included Gold Medalist Pernell Whitaker and Olympian Fernando Vargas
- Began the planning of Ireland vs USA Boxing competition which will be held March 2018
- Site visit and marketing plan in Chattanooga for the Eastern Qualifier
- Attended the LBC Workshop in Colorado Springs;
  - Took part in meetings concerning LBC issues and finances
  - Event discussions
  - Q & A with grass roots members
- Presented the Official Press Conference in Salt Lake City announcing the 2017 National Championships and Alumni Association Hall of Fame Reception; Olympic Silver Medalist Virgil Hill was in attendance
- Attended a meeting in NYC with Mike McAtee and the ABG Company regarding the Muhammed Ali Naming Rights Development
- Met with Bernard Dunn, High Performance Director for Ireland, to finalize the Ireland vs USA Competitions
- Attended the Eastern Qualifier in Chattanooga and presented the Event Kick Off Press Conference attended by Olympian Raul Marquez
- Assisted the Board of Advisors for the USA Boxing Alumni Association launch on November 1
- Solicited sponsors and worked on the 2017 National Championships and Alumni Hall of Fame reception in Salt Lake City
- Entered into a discussion with Charleston CVB regarding the 2018 Junior Olympic Championships
- Opened a dialogue with Red Corner Media regarding the marketing of the 2018 Western Qualifiers in ABQ