



## USA BOXING MEETING MINUTES

BOARD OF DIRECTORS  
Kansas City Expo Center  
11728 NW Ambassador Drive, Salon C  
Kansas City, MO 64153  
December 3-4, 2016  
9:00 am – 5:00 pm

I. CALL TO ORDER (Saturday, December 3, 2016 at 9:00 a.m.)

II. ROLL CALL

Board Members Present: John Brown, President; DJ Walton, First Vice President; Dick Hoffmann, Second Vice President; Angel Villarreal, LBC Director; Ray Silvas, AIBA Director; Lew Perkins, Independent Director; Jim Beasley, Affiliated Organization Director Mary McElroy, Independent Director (via conference call); Cam Awesome, Athlete Director

Board Members Absent: Mikaela Mayer, Athlete Director; Brian May, Treasurer

Staff Present: Mike Martino, Mike McAtee, Lynette Smith, Brian Lawrence

Also Present: Christy Halbert and Al Valenti, Independent Contractors; Dave Packer, Golden Gloves President; Brad Smith, President USA Boxing Foundation and Dennis O'Connell, USAB Foundation Board Member

III. QUORUM ESTABLISHED. Nine (9) members present at the time roll call was taken. 6 members constitute a quorum, 5 votes are a majority.

IV. APPROVAL OF AGENDA

A MOTION was made (Brown) and seconded to accept the meeting agenda. MOTION carried, agenda approved.

V. APPROVAL OF MINUTES

- a. A MOTION was made (Perkins) and seconded to approve meeting minutes of July 1-2, 2016. MOTION carried
- b. A MOTION was made (Walton) and seconded to approve minutes of October 4, 2016 (Email Vote). MOTION carried

VI. FINANCE DIRECTOR REPORT – Brian Lawrence

- a. Reported that after a projected budget loss of \$700,000 we will end 2016 with a \$200,000 surplus
  1. Membership budgeted lower but did not fall off due to SafeSport requirement
  2. Sport Accident Insurance – Saved \$70,000 on deductible
  3. Did not spend all budgeted on High Performance because of schedule and/or change in number of participants at training camps/events

- b. 2017 Budget
  - 1. Propose a tighter, more accurate budget (with \$200,000 deficit)
  - 2. No Expenditure for WSB
  - 3. High Performance Budget is well-defined with a finely detailed plan

A MOTION was made (Hoffmann) and seconded to approve 2017 proposed budget. MOTION carried

- c. Martino announced Brian May (treasurer) was stepping down due to increased work commitments and asked the Board to make recommendations to fill May's position
- d. Mary McElroy announced she is stepping down from her position as Independent Director on the Board of Directors also due to increased work commitments. She said it was a pleasure serving with everyone. Martino asked Mary and other Board members to recommend names to fill her seat on the Board of Directors.
- e. John Brown commended and thanked both Brian and Mary for their excellent service on the USA Boxing Board of Directors.

Mary McElroy left the call at 9:56 a.m.

- VII. Discussion turned to Olympic Team Selection and professional boxers being allowed in the Olympic Games. Halbert and Silvas stated that the U.S. has the opportunity now to let AIBA know the United States does not support and will not be sending professional boxers to international and Olympic competition.

A MOTION was made (Perkins) and seconded that USA Boxing, Inc. formally state it is not in favor of professionals in the Olympics. Motion carried

- a. The Board directed Mike McAtee to develop a position letter stating the United States does not support professionals in Olympic Boxing to send to all federations that would be presented to AIBA<sup>1</sup>.

#### VIII. PRESIDENT'S REPORT – John Brown

- a. Thanked Dave Packer, President of the Golden Gloves for attending the Board meeting.
- b. Thanked Mike Martino for his excellent leadership and for mentoring Mike McAtee as Interim ED, starting December 16, 2016.
- c. With the help of Independent Contractors, Halbert and Valenti has identified problem areas and ideas to remedy these problems
  - 1. Need to better utilize USA Boxing people; staff, volunteers, BOD, Committees, etc.)
  - 2. Need more women in our program
  - 3. Need more communication with membership

#### IX. SEARCH COMMITTEE REPORT – Dick Hoffmann

- a. Executive Director – Mike McAtee will be tapped to fill the role of Interim Executive Director, leaving the DBO position open for now
- b. Hoffmann referred to the Search Committee's Report dated November 16, 2016:

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<sup>1</sup> The letter was sent to AIBA on January 11, 2017, see attachment.

*December 31, 2016*

1. Mike Martino turns over the Executive Director position to Mike McAtee.
  - a. Mike McAtee becomes the interim Executive Director of USA Boxing.
  - b. Mike Martino becomes an unpaid advisor to USA Boxing for external affairs.

*January - March 2017*

2. USA Boxing will restructure its Events, DBO and ED salaries to:
  - a. Hire a new Funding/Grassroots Manager (~\$45K)
  - b. Hire added part-time staff (~\$60K)
  - c. Replace the DBO (~\$55K)

*April 2017*

3. USA Boxing BOD will assess this plan's progress and any improvements in revenue to determine if a new Executive Director should be sought, or if Mike McAtee should be approved and remove his "interim" status.
  - a. If it's deemed appropriate to hire a new ED, we will announce the opening and begin an ED search for a July 1, 2017 start.
  - b. If the plan is working, we will vote to make Mike McAtee the official ED.

X. DIRECTOR OF BOXING OPERATIONS REPORT – Mike McAtee

- a. Thankful for a great six months – lots to learn- Mike Martino has been extremely available and helpful bringing McAtee on board and up to speed. There is a lot going on but the priority is our 33,165 boxers!
- b. Athlete physicals conducted after June 2016 will extend through 2017 membership year
- c. Equipment Testing – Updating files on existing approved equipment manufacturers (insurance certificates, agreements) and is working with Cynthia Burr (formerly with Wayne State) to update the testing process setting new standards and policy so testing may resume
- d. Provided results on a recent survey to coaches and clubs (full results attached).
- e. Introducing new tournament/event structure – East/West Qualifying Tournaments which will include competition for Pee Wee through Elites boxers.
- f. Working to build out USA Boxing event schedule for at least two years (AIBA has stated they will do a better job getting their event schedules distributed)

XI. INDEPENDENT CONTRACT REPORT – Al Valenti

- a. Expertise in marketing and events
  - i. Working to improve costs and ease of attendance for coaches and boxers
  - ii. Working to make USA Boxing national tournaments cost effective with a positive bottom line
  - iii. Events lined up for 2017
    1. Albuquerque in March
    2. Charleston for JO's in Summer
    3. Chattanooga in the Fall
    4. Kansas City for National Championships in December
  - iv. Working to place events for the next three (3) years to include Duals and Continentals
  - v. Working to pitch our events to be broadcast on television

XII. INDEPENDENT CONTRACTOR REPORT – Christy Halbert

- a. Working as Strategic Sport Consultant brought on board to be a bridge between the facets of AIBA, the USOC, etc.
- b. Marketing – looking for ways for both boxers and USA Boxing to benefit and finding ways to make boxers feel relevant and important.

- c. Coaches Online Certification getting excellent reviews.
- d. Designing pathway for Officials Online Certification with R/J Commission.
- e. Developing video library to be available online covering drills, officials training, etc.
- f. Rules at a Glance guide – essential for making matches at the local level.
- g. Domestic Rulebook – working with several committees and commissions to update.
- h. Infographics – developed for most commonly used rules in boxing, i.e., Equipment Control (Glove Table), Weigh-Ins, etc.
- i. Heads Up Concussion Training – Working to make mandatory across the country by January 1, 2018. The training will be linked through the Webpoint membership database making easier access for our members.

XIII. GROUP MEMBER UPDATE – Jim Beasley

- a. Jim Beasley introduced Dave Packer, Golden Gloves President who addressed the Board stating he hoped the Golden Gloves would be allowed to run in its traditional way.

XIV. USA BOXING FOUNDATION – Brad Smith, President, stated this is the first time he has been invited to a USA Boxing BOD Business meeting and believes it is a very good thing. He feels that reciprocal attendance will increase the opportunity for both groups to have a better understanding of each other.

- a. The Foundation has hired an organization (Pursuant-Ketchum) to analyze the USA Boxing database and proceed with a direct marketing campaign to raise monies.
- b. The Foundation supports an Alumni Association and is willing to work with USAB on grant requests to fund its inception and growth

Dennis O’Connell leaves the meeting at 2:25 p.m.

XV. KENTUCKY LBC ISSUE

A MOTION was made (Hoffmann) and seconded to remove Kentucky as an LBC and disperse the Kentucky LBC membership into neighboring LBCs. Motion carried.

XVI. SANCTION PROPOSAL – John Brown

- a. Al Valenti proposing sanction fees be based upon actual insurance costs and risk factors.
  - i. The sanction process needs to be examined and analyzed to charge the correct fees for each type of event based upon established criteria.
    - 1. Require after event reports need to be mandatory.
    - 2. Events lasting more than one day should require additional sanction fees
    - 3. McAtee would like to begin by focusing on Fundraiser sanctions.

A MOTION was made (Walton) and seconded to adjourn the meeting. Motion carried

Meeting adjourned at 3:30 p.m.

Meeting re-convened on Sunday, December 4, 2016 at 12:20 p.m.

Roll Call:

Present: John Brown, DJ Walton, Dick Hoffmann, Ray Silvas, Lew Perkins, Cam Awesome, Angel Villarreal, Jim Beasley

Absent: Mikaela Mayer

Also present: Christy Halbert, Al Valenti

Staff Present: Mike Martino, Mike McAtee, Lynette Smith  
Billy Walsh, Matt Johnson and Jessica Luscinski arrived at 12:57 p.m.

Guests Present: Dave Packer – Golden Gloves, Alan Ashley - United States Olympic Committee and Christina Cruz – Elite Athlete (arrived at 12:55 p.m.)

#### XVII. BOARD OF DIRECTORS OFFICER ELECTIONS

A MOTION was made (Perkins) and seconded to elect John Brown as Board President, DJ Walton as Board 1<sup>st</sup> Vice President, and Dick Hoffmann as 2<sup>nd</sup> Vice President. Motion carried

#### XVIII. EXECUTIVE DIRECTOR REPORT

##### a. Governance

- i. Nominating & Governance Committee has been reappointed for a four (4) year term
- ii. The Board will need to fill the BOD seat vacated by Mary McElroy
- iii. USOC AAC Rep recently elected – Franchon Crews
- iv. Board Member Terms
  1. Angel Villarreal – 2018
  2. John Brown – 2020
  3. Dick Hoffmann – 2018 (re-appointable)
  4. DJ Walton – 2018 (re-appointable)
  5. Ray Silvas – on as long as he serves on the AIBA Executive Commission
  6. Lew Perkins – 2020 (re-appointable)
  7. Mary McElroy – 2020 – Just stepped down (replacement term to 2020)
  8. Cam Awesome – 2018
  9. Jim Beasley – the group members will select who represents them in 2018
  10. Mikaela Mayer – term up and not seeking re-election (replacement term to 2020)

A MOTION was made (Silvas) and seconded to appoint Lew Perkins as the USA Boxing Board of Directors representative to the USA Boxing Foundation. Motion carried.

##### v. Audit Committee Recommendations

1. Conflict of Interest statements must be signed and turned in by every BOD member
  2. Ethics Committee – must engage
  3. Audit Committee – must engage
- vi. Bylaws Updates – Christy and Mike McAtee assigned to make consistent with USA Boxing Rules, SafeSport, etc.
- vii. National Coach – Want to contract with Billy Walsh through 2020, discussion ensued...the Board will vote on the contract

##### b. Sponsorship

- i. Thank you to DJ Walton for providing additional sponsorships so that we have the most national sponsorships in the history of the organization

##### c. Additional Points

- i. USAB has a great staff
- ii. The USOC trusts us and our process, they are confident in our leadership

- iii. Met with William Louis-Marie, AIBA Executive Director and has established a good working relationship with AIBA.
- XIX. USOC HIGH PERFORMANCE PRESENTATION – Alan Ashley – Mission, Sustained competitive excellence with funding based upon performance
- a. Identify the correct athletes (evaluate their commitment)
  - b. Build quality program around those athletes
    - i. Coaching leadership
    - ii. Knows how to succeed internationally
  - c. Resources from the OTC – facilities, science
  - d. Make sure we attend the correct events to best prepare for world competition
  - e. Criteria tightened up for podium potential
  - f. Strength and Conditioning facility upgraded on complex
  - g. Rio Games were high medal mark in non-boycotted games
  - h. Networks with USAB staff to determine the key components for success
  - i. The USOC has seen movement toward more consistency and continuity (ED, Board, Staff) in the past two (2) years which is very important to the USOC Board
- XX. HIGH PERFORMANCE PLAN PRESENTATION – Billy Walsh and Matt Johnson (full presentation attached)
- XXI. CHRISTINA CRUZ ADDRESSES BOARD OF DIRECTORS
- a. It is very difficult for female boxers to collapse into only three (3) weight categories (Olympic weight classes for women) and she requests the Board make a fair assessment and fund all 10 weight classes so women can train and compete in international competition up to and including the Olympic Games.

A MOTION was made (Silvas) and seconded to include the seven (7) non-Olympic weight classes in additional monthly stipends (increasing monthly stipend to \$1000) and to try to secure EAHI Athlete Insurance from the USOC. Motion carried.

A MOTION was made (Hoffmann) and seconded to extend Billy Walsh's contract to 2020. Motion carried.

A MOTION was made (Silvas) and seconded to adjourn the meeting. Motion carried

Meeting adjourned at 2:30 p.m.

Minutes submitted by Lynette Smith on behalf of Mike Martino and Mike McAtee