



**USA Boxing Board of Directors
Meeting Minutes - March 31, 2019
Reno, Nevada**

- I. **Meeting Called to Order** - John Brown, President of the Board called the meeting to order at 7:08 am.

Stacy Arredondo, USA Boxing Administrative Assistant asked that Conflict of Interest forms be returned to her and briefed the Board on reimbursement procedures; the travel program; and protocol regarding responding to email votes.

- II. **Roll Call** – Stacy Arredondo, Administrative Assistant
Board members present: Cam Awesome, John Brown, Eric Buller, Pat Butler, Brian Ceballo, Hector Colon, Ebony Haliburton, Tyson Lee, Ray Silvas, Chris Trombetta, Sherry Wulkan and Dick Hoffmann (arrived at 7:17 am). Franchon Crews was present for elections via conference call. Quorum was established.

Staff Present – Mike McAtee, Stacy Arredondo, Lisa Peterson, Brian Lawrence and Mike Campbell.

A MOTION was made (Buller) to move forward and not wait for Dick Hoffmann. MOTION PASSED by straw vote and the meeting proceeded. Hoffmann arrived at 7:17 am.

- III. **USOC Presentation** - Rick Adams, Chief of Sport Performance and NGB Services, reported that he felt it was important to come in person due to the past governance issues but was at the meeting to answer questions and not to interfere. He wanted the Board to know that he was happy with High Performance, Mike, and USA Boxing staff.

IV. **Elections**

A MOTION was made (Hoffmann) to allow Franchon Crews to vote remotely. MOTION PASSED unanimously.

- President of the Board

Each candidate (Hector Colon and Tyson Lee) gave a 10-minute speech about themselves.

A NOMINATION was made (Brown) and seconded to elect Hector Colon as President of the Board.

A NOMINATION was made (Brown) and seconded to elect Tyson Lee as President of the Board.

Voting was conducted by secret ballot with Stacy Arredondo, Lisa Peterson and Ebony Haliburton counting the ballots. Tyson Lee was elected President of Board.

- 1st Vice President

A NOMINATION was made (Brown) and seconded to elect John Brown as 1st Vice President.

A NOMINATION was made (Butler) and seconded to elect Hector Colon as 1st Vice President. Colon accepted the nomination.

Voting was conducted by secret ballot with Stacy Arredondo and Brian Ceballo counting the ballots. John Brown was elected 1st Vice President of the Board.

- Treasurer

A NOMINATION was made (Hoffmann) and seconded to elect Chris Trombetta as Treasurer. Trombetta accepted the nomination.

A NOMINATION was made (Ceballo) to elect Hector Colon as Treasurer. Colon declined the nomination.

A NOMINATION was made (Butler) and seconded to elect Patrick Butler as Treasurer.

After questions from other board members, Trombetta withdrew his nomination and opted to be part of the audit committee. All agreed to Patrick Butler's nomination and Butler was elected Treasurer.

The Board took a short break after which the new President of the Board, Tyson Lee took over conducting the meeting.

V. **Reports**

- Executive Director Report - Mike McAtee gave report at the Saturday, March 30, 2019 board training (attached).
- High Performance Report – Matt Johnson, High Performance Director and Billy Walsh, Head Coach gave an update on Saturday about the elite team, Olympic qualifiers and moving towards Tokyo in 2020.
- Alumni Association Report – Chris Cugliari gave an orientation on Saturday about the purpose of the USA Boxing Alumni Association. The Alumni Association has approximately 1200 members since its inception two years ago.
- Independent Contractors - Al Valenti, Special Projects Consultant, gave his report. There was discussion as to if sponsorship funds were raised for the Western Qualifier event, who determines where events are held and about keeping the costs low for coaches. Additional Independent Contractors Reports from Christy Halbert, Strategic Sport Consultant, and Abbey Smith, Events Coordinator, are attached.
- After Action Report for Western Qualifier - Mike Campbell, Boxing Operations & Events Manager, reported that there was positive feedback about having the event in Reno all under one roof and being an Olympic qualifier for 2 boxers per weight class. There was a question on when the Board can expect financial recap of WQ expenses and income with an April 19 date given by the finance team.

- Marketing and Sponsorship Discussion – There was discussion on who handles marketing and sponsorships. It was explained that some sponsorships are handled by Al Valenti, Special Projects Consultant, but there is not a staff person designated to do this. The Executive Director would like to have a staff member, but budget constraints prevent it. Tyson Lee, President of the Board, advised that all board members have connections and need to help with sponsorships and that a fundraising committee/task force will be determined. Social media presence was also discussed.
- Affiliated Member Reports - Eric Buller informed that the National Collegiate Boxing Association (NCBA) and National Latino Association (NLA) reports are attached and that he had reached out to United States Intercollegiate Boxing Association (USIBA) and Golden Gloves but didn't get a response. He stated that he is at the meeting to represent all 4 group members and will do his best to do so. He then gave background information on NCBA and wanted to educate the board on collegiate boxing and the importance of collecting injury data.
- AIBA – Ray Silvas orientated the board on AIBA, the organization that sanctions international boxing. Silvas reported that the Olympic qualification processes have been set and Silvas thinks it's a good idea that USA Boxing hosts a qualifier. There was a question regarding the international movement to put headgear back on, but Silvas said it will stay off.

VI. **Old Business**

- Tactical Implementation of Strategic Plan – Mike McAtee reported on Saturday that the USOC can facilitate a two-day workshop to develop a tactical plan for the strategic plan. He gave possible dates of July 15-16 or July 19-20, 2019 and will work with the new president to determine who from the board shall attend with staff.

VII. **New Business**

- 2018 Financial Report was distributed (attached).
- 2019 Budget – Mike McAtee, Executive Director explained that the budget was created by all department heads, and the finance team, Lisa Peterson and Brian Lawrence, but it will be great to have the support from the Treasurer and Audit Committee in the future. The budget (attached) was presented with the request for help to balance providing excellent services to our members and the \$707,591 deficit. The finance team answered questions that had been posed via email including: there are \$1,000,000 in reserves; we have two audits a year (external audit and from the USOC); and that the High Performance staff recommends to not do World Series of Boxing (WSB), since costs are rising from \$200,000 to \$1,000,000. The Board discussed raising fees; sponsorships; making 3-4 year budget projections; having some officials just stay at events for part of the week; and what it would be like if it was a zero-based budget. Tyson Lee requested that data start being collected regarding the savings of part-week officials.

A MOTION was made (Brown) and seconded to not do WSB. All unanimously agreed so the MOTION PASSED.

A MOTION was made (Hoffmann) and seconded to temporarily approve the 2019 budget until no later than May 15 and that the finance team will provide the Board of Directors budget reduction options by email no later than May 1 for the Board of Directors to review and reconvene via teleconference to approve a revised budget that continues to support our members. All unanimously agreed. MOTION PASSED.

VIII. Closing & Adjournment

Tyson Lee, President of the Board, thanked everyone and mentioned that committee and task force information will go out soon.

A MOTION was made (Lee) seconded to adjourn the meeting at 3:03 pm. All unanimously agreed. MOTION PASSED.

The meeting ended at 3:03 pm.



USA Boxing Executive Director Report to the Board of Directors

March 30-31, 2019

2019 Events

March 23-30
Western Elite Qualifier
Reno, NV

April 2 -11
Pan Am Qualifier
Managua, Nicaragua

June 22-29
National Junior Olympics
Madison, WI

July 27 - August 2
Pan American Games
Lima, Peru

September 7-21
Men's
World Championships
Yekaterinburg, Russia

October 3-13
Women's
World Championships
Ulan Ude, Russia

October 5-12
Eastern Qualifier
Columbus, OH

November 2 -9
Last Chance Qualifier
Oxnard, CA

December 7-15
National Championships
& Olympic Trials
Lake Charles, LA

2018 Membership Stats

Athletes 31,108
Coaches/Officials /Physicians 12,788

Gender

Male 86.5 %
Female 13.5 %

Race / Ethnicity

Hispanic/Latino 33.3 %
Caucasian 29.8 %
African American 25.5 %
Native American 1.6 %
Asian 2.3 %
Pacific Islander 1.2 %
Two or More Races 5.7 %
Other/Not Declared .06 %

Age

Under 18 25.4 %
18-30 38.7 %

Judicial Update

18 grievances
6 appeals
43 background screening appeals
20 discipline issues
27 SafeSport reports

Media Assets

Facebook Likes 92,405
Twitter Followers 32,804
Instagram Followers 74,653
Website 2,992,000
YouTube 11,626
Snapchat (Not trackable)
Quarterly e-newsletter

2018 Highlights & 2019 Programs

Team USA Won 56 Medals (25 gold)
4,185 Boxers Participated at National Events
Hosted Youth Continentals
Sanctioned 1375 Events
Strategic Plan Created
Facilitated Ringside Physician Symposium
Events held in all 50 states plus Washington DC
Social Media followers Increased
\$321,118 raised in apparel sales
\$55,501 raised in equipment sales
National Event Participation Increased Over 70%
Fitness Membership Launched
New Coaches Education Program Initiated
85% of All Matches Reported in Matchtracker
Hosted 20 Training Camps &
4 Multi-nation Camps
Expanded MatchTracker to Include Foreign Bouts
Team USA Competed in 13 Competitions
& Won 53 of 84 Duel Matches
Resident Ambassador Program Created
Hosted 5 Alumni Events
Background Screening Appeal Process
Tested & Certified 2 More Equipment Companies
Safesport Coordination
1200 Joined the Alumni Association
Fitness Marketing Plan Created
Collected Injury Data for Headgear Research
Initiated the Referee/Judge (R/J) Pathway
Encore /Gen2Gen Initiative
Sanctioned an Adaptive Boxing Event
Group Member/Golden Glove Compliance
ASTM Equipment Testing & Concussion Research
CDC Anti-violence Surveys
Contracted with Shorts Travel Company
Conducted Board of Director Elections
Created a Handbook for LBC Treasurers

Current Sponsors

USOC
United Airlines
Under Armour
STING
RX Smart Gear
IHG
Impact Custom Mouthguards
Beautiful Fighter

Top Athletes to Watch

Ginny Fuchs - 51 kg
Naomi Graham - 75 kg
Duke Ragan - 57 kg
Freddy Rojas - 69 kg
Troy Isley - 75 kg
Keyshawn Davis - 63 kg
Richard Torrez - 91+ kg





USA Boxing
Income Statement
 January 1, 2018 through December 31, 2018

	Revenue	Actual Expense	Revenue minus Expense
1 Membership			
9 Total membership	3,465,725	1,514,684	1,951,041
10			
11 Marketing			
19 Total marketing	253,820	178,154	75,666
20			
21 Legal			
24 Total legal	-	66,505	(66,505)
25			
26 Retail - Boxing equipment			
30 Total retail	55,501	94,264	(38,763)
31			
32 Alumni Association			
37 Total Alumni Association	38,794	63,895	(25,102)
38			
48 Total Corporate Administration	(28,169)	512,084	(540,253)
49			
53 Total Boxing Operations Admin	(5,603)	235,982	(241,585)
54			
61 Total Events	491,376	1,240,226	(748,850)
62 Total Boxing Operations	485,773	1,476,208	(990,435)
63 High Performance			
64 USOC Funded Programs	645,873		645,873
65 High Performance			
66			-
67 High Performance staff		610,033	(610,033)
68			-
69 Total Funded High Performance Staff	-	610,033	(610,033)
70 Elite Men			
71			-
93 Elite Men Total	109,284	541,241	(431,957)
94 Youth Male			
105 Youth Male Total	-	149,330	(149,330)
106 Junior Male			
112 Junior Male Total	-	23,636	(23,636)
113 Men's Total	109,284	714,206	(604,922)
114 Elite Women			
141 Elite Women Total	-	367,858	(367,858)
142 Youth Female			
154 Youth Female Total	-	92,900	(92,900)
155			
156 Junior Female			
160 Junior Female total	-	34,910	(34,910)
161			
162 Women's Total	-	495,667	(495,667)
163 Total USOC Funded Programs	755,157	1,819,906	(1,064,748)
164 Non USOC Funded Programs			
169 Total Non USOC Funded Programs	160,883	219,133	(58,250)
170 Total High Performance	916,041	2,039,039	(1,122,999)
171			
183 Total Committees	-	3,591	(3,591)
184 Board of Directors			
191 Total Board of Directors	-	139,069	(139,069)
192 AIBA International Relations			
199 Total AIBA International Relations	-	11,313	(11,313)
200 Total Governance	-	153,973	(153,973)
201			
202 Development and Education			
208 Total Development and Education	27,971	24,949	3,022
209			



Budget
January through December 2019

		Revenue	Expense	Net
1	Membership			
9	Total membership	3,441,987	1,599,679	1,842,308
10				
11	Marketing			
18	Total marketing	345,300	172,045	173,255
19				
20	Legal			
23	Total legal	-	35,000	(35,000)
24				
25	Retail			
30	Total retail	279,182	238,831	40,351
31				
32	Alumni Association			
37	Total Alumni Association	42,500	49,054	(6,554)
38				
39	Corporate Administration			
48	Total Corporate Administration	50,000	552,261	(502,261)
49				
50	Boxing Operations			
54	Total Boxing Operations Admin	-	209,169	(209,169)
55				
69	Total Events	569,435	1,415,820	(846,385)
70	Total Boxing Operations	569,435	1,624,989	(1,055,554)
71	High Performance			
72	USOC Funded Programs	661,640		661,640
73	High Performance			
74				-
75	High Performance staff		600,662	(600,662)
78	Total Funded High Performance Staff	-	600,662	(600,662)
79	Elite Men			-
106	Elite Men Total	50,000	313,418	(263,418)
107	Youth Male			
121	Youth Male Total	-	73,077	(73,077)
122	Junior Male			
133	Junior Male Total	-	93,613	(93,613)
134				
135	Men's Total	50,000	480,108	(430,108)
136	Elite Women			
157	Elite Women Total	-	233,498	(233,498)
158	Youth Female			
170	Youth Female Total	-	56,523	(56,523)
171	Junior Female			
181	Junior Female	-	69,905	(69,905)
182				
183	Womens Total	-	359,926	(359,926)
184	Total USOC Funded Programs	711,640	1,440,696	(729,056)
185	Non USOC Funded Programs			
199	Total Non USOC Funded Programs	225,000	596,660	(371,660)
200	Total High Performance	936,640	2,037,356	(1,100,716)
201				

Budget
January through December 2019

		Revenue	Expense	Net
202	Governance			
213	Total Committees	-	7,500	(7,500)
214	Board of Directors			
218	Total Board of Directors	-	96,720	(96,720)
219	AIBA International Relations			
227	Total AIBA International Relations	-	49,200	(49,200)
228	Total Governance	-	163,420	(163,420)
229				
230	Development and Education			
236	Total Development and Education	14,000	14,000	-
237				
238	Foundation Programs			
248	Total Foundation Programs	130,000	30,000	100,000
249	Total	5,809,044	6,516,635	(707,591)