



January 27, 2021
Board of Directors Meeting Minutes

Meeting Called to Order: Tyson Lee, President of the Board, called the meeting to order at 6:05 pm. Lee stated that in accordance with USOPC compliance at the beginning of each meeting, board members need to take a minute to look over the agenda and disclose any perceived conflicts of interest. The board reviewed the agenda and there weren't any perceived conflicts of interest.

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

Board Members Present: Eric Buller, Pat Butler, Ebony Haliburton, Tyson Lee, Jonathan Prin, Ray Silvas, Chris Trombetta, and Sherry Wulkan. **Absent:** Brian Ceballo, Hector Colon, Franchon Crews, Dick Hoffmann, and Cam Awesome (*excluded due to conflict of interest in participating in any discussions involving financial and high-performance matters*). Quorum was established.

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

President's Report – Tyson Lee, President of the Board, welcomed all to the call, expressed well wishes, and stated he was pleased to be invited to work out in an Alabama gym.

- **Compliance Documents** – Stacy Arredondo will be sending 2021 Conflict of Interest forms and information on how to complete a new background screening and renew Safesport. Please complete and return to her.
- **World Boxing Council (WBC)** is moving forward to support USA Boxing with third party sanctions. They are going to start small and provide belts for awards and possibly bringing WBC personalities to the Junior Olympics.

Approval of Minutes: A MOTION was made (Wulkan) and seconded to approve the January 7, 2021 Email Vote Minutes. No discussion. MOTION PASSED.

Executive Director Report – Mike McAtee, Executive Director thanked the board members for being on the call and, with department heads, reported the following:

- **Team IP Merchandising:** McAtee referenced the email vote approving the merchandise contract with Team IP. He reported that we have had two onboarding meetings with them and have a minimum financial guarantee in merchandise sales. Team IP is also working on possible Alumni Association discounts and co-branding with Golden Gloves. We are looking to liquidate our current



USA Boxing, Inc.

1 Olympic Plaza · Colorado Springs, Colorado 80909
(719) 866-2300 · FAX: (719) 866-2132 · Website: www.usaboxing.org

inventory at a “garage sale” during Junior Olympics. Pat Butler, Treasurer, added another advantage is that Team IP is taking all the risk and doing all the work which will save on employee and storage expenses.

- **Membership Update:** Lynette Smith, Membership Director reported that membership is down from January 2020, but we are hopeful that it will rise as more events are held. The membership department is busy with a lot of calls to join, about the National event and certifications. The 2021 background screening process is more stringent and criminal findings that used to pass are now flagging members’ records. We are utilizing the appeal process to clear around 90% of applicants with flagged screenings.
 - Chris Trombetta asked if we track membership by regions and if parts of the country that are opened reflect higher membership data. McAtee answered yes and that it is true for most parts of the country, but California actually has more membership than last year.
 - Eric Buller asked if the 10% early registration discount made a difference. Smith answered that she believed it was an excellent tool and members appreciated it. Buller asked how many LBCs discounted their portion too. McAtee answered that only 5 LBCs did not waive their portion and some LBCs also covered gym memberships and/or officials’ memberships.
- **Grassroots Gym Grant Program:** McAtee highlighted the thank you notes from gyms receiving a grant included with the board packets. He acknowledged Jeff Mays, Coaches Committee Chair, Tyson Lee, and the USA Boxing Foundation for its success and stated that he would like to make it an annual program.
- **Events Update:** Mike Campbell, Events & Boxing Operations Manager reported that there is continued financial relief to clubs with the current Sanction Sale, where sanction fees are reduced 50% or about \$150. Halfway through the sale, 55 new sanctions have been scheduled.
- **Back to Boxing Guide:** Campbell also reported that the Covid Back to Boxing Guide, which provides guidelines for holding test events and opening gyms during the pandemic was updated and distributed. The updated guide gives protocols for multi-day shows. Staff received input from stakeholders including officials, LBC leaders and Golden Gloves representatives. There have been 60 test events and information from the after-action reports has been included in the updated guide.
- **National Championships** has been postponed to March 2021 in Shreveport. The event is being combined with the proposed Spring event and is now 10 days long. There are about 1500 boxers expected, which is more than ever, and there is a waitlist. At this time, there will not be (or very limited) spectators and Louisiana State University has offered medical support. Measures are being taken to minimize Covid risk and exposure including pre-verifying passbook documents. This will be helpful for local shows and possible electronic passbooks in the future. Buller offered NCBA and USIBA to be a pilot for E-passbooks.



USA Boxing, Inc.

1 Olympic Plaza · Colorado Springs, Colorado 80909
(719) 866-2306 · FAX: (719) 866-2132 · Website: www.usaboxing.org



- **High Performance Report:** Matt Johnson, High Performance Director reported that the team is working hard and a complete gym has been set up at a vacant department store, since the Olympic Paralympic Training Center (OPTC) is still closed. The team is going to Bulgaria in February and then on to Spain. We are trying to get competition in before the May Qualifiers. Johnson also reported that many budget items transferred from 2020 to 2021 but not having the OPTC has caused additional costs.
- **AIBA Youth Competition:** McAtee added that the AIBA Youth Competition is scheduled for April and we are asking the Foundation for funding since it is important to identify athletes for 2024. However, we want to make sure AIBA is doing covid mitigation and it will be safe to attend. Ray Silvas added a delay until the Fall was discussed but AIBA already has contracts signed so it will be in April. If we get funding from the Foundation and it can be done safely, then we will participate.

Finance Report: –Lisa Peterson, Finance Director reported that the Finance Department is busy closing out 2020 and will report findings to the Audit Committee before the next meeting. She also reported that USA Boxing applied for the second round of the Paycheck Protection Program (PPP) and the first loan of was totally forgiven. Currently, there is a shortfall from membership revenue, which will be part of the budget update before the next meeting. The Foundation is meeting on February 16th, and we are submitting grant proposals. Pat Butler, Treasurer applauded Peterson and McAtee on their efforts and reported that McAtee has introduced a fundraising effort company to the Foundation, which will hopefully help with fundraising.

Soldiers to Sidelines: McAtee thanked Buller for his efforts with Soldiers to Sidelines and is encouraged by the relationship with the organization, whose purpose is to help veterans become coaches.

Board Elections: Since it is a new quad, the board officers (President, 1st Vice President, 2nd Vice President and Treasurer) need to be selected for the next four years. Arredondo will send out a call for candidates and if there is more than one person interested in any office, there will be a vote at the next meeting. Per the bylaws, if there is only one candidate in a position, he or she will be selected by acclamation and, as a reminder, only independent directors are eligible to run for President.

Board Self-Assessment: The USOPC through Boardspan will be sending out a self-assessment of the board. Please complete the survey in a timely manner.

New Business - Bylaws Change: Staff recommended that the board initiate a bylaw change to match the Ted Stevens Sports Act updated by Congress. This will allow an election to be held seating three athlete representatives. The bylaw update increases athlete representation to one-third with the proposed changes highlighted in yellow:



USA Boxing, Inc.

1 Olympic Plaza · Colorado Springs, Colorado 80909
(719) 866-2300 · FAX: (719) 866-2132 · Website: www.usaboxing.org

6.5 Number:

The Board of Directors shall consist of ~~thirteen (13)~~ fifteen (15) Directors as follows:

- (A) ~~three (3)~~ five (5) Athlete Directors (~~one-third of the entire board~~);
- (B) six (6) Independent Directors;
- (C) one (1) General Membership Director;
- (D) one (1) Director from an Affiliated Organization;
- (E) one (1) Director representing the LBCs; and
- (F) one (1) Director who is the USA Boxing member who serves on the AIBA Executive Committee as an Ex-Officio Director with full voting rights.

6.6 The USA Boxing Board of Directors shall be elected as follows: (A) Athlete Directors: There shall be ~~three (3)~~ five (5) Athlete Directors. To ensure representation that reflects the participants, at least ~~(1) two~~ (2) athletes must come from the women’s division and at least ~~(1) two~~ (2) athletes must come from the men’s division. If there is no representative from each division in the applicant pool at the time of the election, then this requirement may be waived by the Board only for that specific election.

- i. Any Elite Athlete may nominate himself or herself by providing notice to the Nominating and Governance Committee within the deadline set forth by the USAB Amended and Restated Bylaws; ~~Updated September 23, 2019 12 Committee~~. Elite Athletes are eligible to vote in an Athlete Director election coordinated by USA Boxing. The individuals garnering the highest number of votes shall be elected.

A MOTION was made (Butler) and seconded to accept the bylaw changes as proposed above. Discussion included Buller asking if the Nominating & Governance Committee eliminates applicants to which McAtee responded, “No, the committee just reviews that the applicants meet the minimum qualifications.” MOTION PASSED unanimously.

Closing: McAtee thanked the board member for their time and Lee announced next meeting is March 10.

Adjournment: A MOTION was made (Butler) and seconded to adjourn the meeting at 7:38 pm. MOTION PASSED.



USA Boxing, Inc.

1 Olympic Plaza · Colorado Springs, Colorado 80909
(719) 866-2306 · FAX: (719) 866-2132 · Website: www.usaboxing.org