



**July 29, 2020**  
**Board of Directors Meeting Minutes**

**Meeting Called to Order** - Tyson Lee, President of the Board, called the meeting to order at 6:06 pm.

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

**Board Members Present:** Eric Buller, Pat Butler, Brian Ceballo, Hector Colon, Ebony Haliburton (joined at 6:25 pm) Dick Hoffmann, Tyson Lee, Ray Silvas, Chris Trombetta, and Sherry Wulkan. **Absent:** Franchon Crews 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, Lisa Peterson, Lynette Smith, Mike Campbell, Brian Taylor, and Stacy Arredondo.

**Welcome / President's Report** - Tyson Lee, President of the Board welcomed and thanked the board members for being on the call. Lee stated that he has been monitoring what USA Boxing staff have been working on during the pandemic.

**Board Member Background Screenings and SafeSport Training:** Lee announced that some board members still need to do SafeSport training and/or get their background screenings. This is needed for our compliance with the United States Olympic & Paralympic Committee (USOPC). Arredondo will send the information out again.

**Election of First Vice President of the Board:** John Brown resigned from the Board of Directors in June 2020, so his position as First Vice President needs to be filled. Mike McAtee, Executive Director read the job description from the bylaws. Hector Colon and Eric Buller nominated themselves and gave a short speech about their interest and qualifications for the position. Board members emailed Arredondo, Wulkan and Peterson their vote by secret ballot. Hector Colon was elected First Vice President.

**New General Membership Director Update:** McAtee informed the board that we received 24 applications for the General Membership Board of Director, the position vacated by John Brown. The applications have been forwarded to the Nominating & Governance committee for selection. The Nominating & Governance Committee members are: Admiral Kendall Pease, Richie Meade, Al



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Gaherty and Bob Russell and athlete representative, Alexandra Love; most of the committee (except for Love) have served since 2013 and their term will be up at the end of 2020.

**Board Member Terms up at the end of December:** McAtee informed the board that we have several board members (Hector Colon – Independent Director; Tyson Lee – Independent Director; Ebony Haliburton – Independent Director; and Franchon Crews – Athlete Director) whose terms are up at the end of 2020. All are eligible for at least another term but will need to re-apply for to be considered for selection.

**Cam Awesome, Athlete Director Status** – Eric Buller asked about the status of Cam Awesome’s conflict of interest suspension due to his boxing for the Trinidad and Tobago Olympic team. After discussion including concern of meeting the board’s athlete representation requirements per the bylaws, it was determined that McAtee would reach out to the USOPC Ombudsman’s office for guidance and Ceballo would be a point of reference for the athletes.

**Staff Reports:** Mike McAtee, Executive Director, reported on #BacktoBoxing, where he referenced the tab on the website as it is constantly changing based on state and local guidelines dealing with the pandemic. McAtee reported that staff have conducted weekly LBC President calls; LBC full board regional calls; Coaches Commission calls; and test event planning calls. McAtee feels that Zoom has improved communication within the organization. McAtee stated that staff department heads would report on their departments.

**Membership Report:** Lynette Smith, Membership Director expanded on the LBC and grassroots engagement during COVID. Membership has increased by 700 during the month of the July and it was determined that most were from areas of test events, which makes the statement, “events drive membership” very true. Smith informed the board that one of the new membership staff is fluent in Spanish which has become very helpful.

**Injury info in our Parents Guide:** McAtee reported that staff have been working on a Parents’ Guide, which includes injury data. We were able to compare boxing’s injury statistics to other sports (such as soccer and football) and the study shows that boxing has less injuries. The data was tabulated from medical restrictions and insurance claims at the local level and by doctors tallying injuries (bloody nose, lacerations, concussions, etc.) for each bout at the national level.

**Boxing Operations and Events Report:** Mike Campbell, Boxing Operations & Events Manager reported on the success of having LBC test events before holding sanctions, which has enabled LBC leaders to ensure COVID safety procedures are in place. Campbell also reported on national event costs over the last five years. The number of boxing opportunities at the national level has increased but the per bout cost has decreased. Campbell also said that we are looking into the possibility of having a combined event with USA Judo and USA Wrestling to save costs.



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**NGB Comparative Event Study:** McAtee reported that staff is working on an event comparative analysis which compares boxing's events' budget, sponsors, venues, number of participants, number of volunteers, set-up days, etc. to other National Governing Body (NGB) sports. The results will be shared with the Board of Directors and all participating sports once the study is completed.

**High Performance Report:** Matt Johnson, High Performance Director gave an update on the Olympic Qualification Team (OQT) and the closing of the Olympic Training Center. The OQT participated in two camps in June and July at the Hotel Elegante in Colorado Springs. Athlete safety measures have been a priority. Plans are underway for another camp at the end of August in Colorado Springs and preparation camps in Europe prior to Germany's Cologne Cup in October. Johnson added that the OQT training has been able to continue thanks to the \$150,000 grant approved from the Foundation.

**Additional Foundation Grants:** McAtee announced that in addition to the \$150,000 for high performance, the USA Boxing Foundation approved \$30,000 for scholarships; \$95,000 reimbursement for the 2019 Last Chance Qualifier; and \$25,000 for grants for struggling gyms. Staff member, Cam Thompson will head up a committee consisting of coaches, LBC leaders, Foundation members, and Board members to create the criteria, application and process for gym owners to apply.

**Communications Update:** Brian Taylor, Communications Manager presented an overview of the *Giving Games*, the fundraising program that we are participating in with 25+ NGBs, which coincides with when the 2020 Olympics were originally scheduled. In addition to direct donations, there will be a pool of money shared between all participating sports from money raised in an Omaze Sweepstakes. Taylor asked the board to reach out to their personal contacts to help raise funds. Hector Colon, *Giving Games* board representative, said he would personally donate \$1000 and asked if the rest of the board can give as well.

**Finance Report:** Lisa Peterson, Finance Director reported that COVID did have an effect on 2020's first two financial quarters but the Small Business Association Paycheck Protection Program (PPP) loan helped; Quarter 1 had a positive net income of \$1,130,480.00 and Quarter 2 had income loss of -\$224,682, which left \$905,798.00 net income for the first two quarters. Expenses for second quarter totaled: \$610,616.

**Boxing Equipment Sale:** McAtee reported that the 4<sup>th</sup> of July 50% off Boxing Equipment Sale was a huge success and benefited our financial situation.



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**Financial Suggestions:** Buller suggested pushing fitness memberships to increase membership this year. Lee suggested that we offer incentives to sanction holders to re-schedule instead of request refunds for cancelled events.

### **Old Business**

A MOTION was made (Hoffmann) and seconded to set aside \$47,000 this year to refund sanctions for events cancelled due to COVID. After discussion, a deadline to request refunds of October 31, 2020 was added. Buller motioned and it was seconded to end discussion. Both MOTIONS PASSED.

McAtee requested that staff be excused to leave.

### **New Business**

A MOTION was made (Hoffmann) and seconded to waive a potential/perceived conflict of interest of Hector Colon's book. Discussion included that attorneys permit potential conflicts as long as they are stated, and that Colon will donate \$2 per book through any USA Boxing promotion. MOTION PASSED.

**Merchandise Proposals:** Several companies have approached USA Boxing to handle the selling of apparel, equipment and merchandise. McAtee would like a BOD Merchandise Task Force formed to review the Request for Proposals (RFPs) and make a recommendation to the board. Lee thinks Wulkan and Trombetta might have good insight but would like all interested board members to reach out to him.

**AIBA:** Hoffmann asked about the status of AIBA and it was decided that Silvas and McAtee would meet and create a summary to inform the board.

**Staff Appreciation:** Trombetta stated that he's appreciative of the staff for staying strong and pushing forward during COVID. McAtee agreed that USA Boxing is blessed with a great staff. Lee also credited McAtee's leadership and complimented the board for using their backgrounds, especially budgetary, to help the organization.

**Adjournment:** A MOTION was made (Haliburton) and seconded to adjourn the meeting at 8:47 pm. MOTION PASSED.



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