

Agenda

Special Meeting of the USA Fencing Board of Directors

February 21, 2017 in Kansas City, MO 10:00 AM CT
Kansas City Convention Center Room 2215C
1-877-885-3221 Passcode: 6869204

I. Call to Order, General Information and Organizational Items

General Announcements

Remarks – Donald Anthony, President

II. Consent Agenda Items (Mr. Anthony)

1. To approve the minutes of the November 16, 2016 and February 12, 2017 meetings.
2. To approve the financial reports for September, October, November and December 2016.
3. To accept the committee, task force and resource team reports. (**Appendices A-P**)
4. To appoint Vic Bianchini to the Veterans Committee.

III. Audit Report (Diana Hoadley and BiggsKofford. P.C.)

Motion: (Ms. Hoadley) To accept the audit report as distributed to the board.

IV. Executive Director's Report (Kris Ekeren)

V. Finance Update (Doug Hayler)

VI. 2017-18 Budget Presentation (David Arias & Doug Hayler)

Motion: (Mr. Arias) To approve the 2017-18 budget as distributed to the board.

VII. Legal Update (Jim Neale)

VIII. ICE Task Force Presentation

IX. Referees' Commission Update (Sam Cheris)

X. Old Business

Motion: (Mr. Schiller) That the following language be added to the USFA Bylaws Article XII Committees, Commissions, and Task Forces

Section 3. Committees of the Board. ~~Unless otherwise provided by the Board of Directors,~~ the President, with the approval of the Board of Directors, shall have the power to create and appoint the members of such committees as the President may deem necessary or appropriate for the management of the USFA, designate the Chairs thereof, and assign functions thereto.

Rationale (amended): This amends the By-Law on the appointment of members of Committees of the Board to allow the creation of a Nominating Committee and selection procedure for the Referees' Commission. ~~FOC as outlined in the next motion to be added to the FOC re-organization already approved by the Board.~~

Part to be amended by Mr. Schiller:

Section 3. Committees of the Board. The President, with the approval of the Board of Directors, shall have the power to create and appoint the members of such committees as the President may deem necessary or appropriate for the management of the USFA, designate the Chairs thereof, and assign functions thereto. ~~Alternatively, the Board of Directors may, by a resolution approved by two -thirds of those present and voting, create Committees of the Board, and appoint, or provide another method for the selection of, the members and chairs of any committees so created.~~

Motion: (Mr. Schiller) That the following language be added to the USA Fencing Bylaws Article XII Committees, Commissions, and Task Forces

Section 1

b. Principal Committee: "Principal Committees" include all Standing Committees and such additional committees as the Board of Directors designates as sufficiently integral to the operation of the USFA as to require a comprehensive understanding of the USFA's goals, functions, organization and operations. ~~No elected officer or director may simultaneously serve as the chair of a Principal Committee, unless otherwise provided in these Bylaws~~

Motion: (Mr. Schiller) To add the following language from Article VI Officers and Secretary of the USFA Bylaws:

b. President. The principal duties of the President shall be to foster the formulation of policy; to develop financial and membership support; to conduct relations between the USFA and the

USOC, the FIE and other authorities whose jurisdictions affect the functions and purposes of the USFA; and to execute the decisions and directives of the Board of Directors and the Executive Committee, if one has been constituted. The President shall chair meetings of the Executive Committee if one has been constituted, the membership and the Board of Directors and shall be a voting member of those bodies. The President shall have such authorities, powers and duties as are assigned to that office by these Bylaws or as are necessary and normally appurtenant to the powers and duties herein specified. Only citizens of the United States who have previously served the USFA as an officer, member of the Board of Directors or chair or member of a Principal Committee ~~who have served for a minimum of two~~ **four years** may hold the office of President.

Motion: (Mr. Mattern) To amend Articles VII and VIII of the USFA Bylaws pursuant to Article XIV, Section 2 to comply with the change from three (3) to two (2) Athlete Directors to the Board of Directors, and to revise Article VII, Section 2.b and 3.b of the USFA Bylaws as follows. In addition, to revise Article VIII to reflect recommended changes to the USFA Athletes' Advisory Council.

ARTICLE VII BOARD OF DIRECTORS

a. Athlete Directors. There shall be three (3) Athlete Directors through August 31, 2016 and two (2) Athlete Directors beginning September 1, 2016. All Athlete Directors shall be voting members of the USFA in good standing who meet the following qualifications: (1) the USOC Athletes Advisory Council Representative; (2) the USOC Athletes Advisory Council Alternate.

Section 3. Terms of Directors.

b. Athlete Directors. Athlete Directors shall be seated for one Quadrennium, or until replaced, whichever is later. For purposes of these Bylaws, a Quadrennium is deemed to start on January 1 of the year following the year in which the summer Olympic and Paralympic Games is scheduled to be held, and end on December 31 of the year in which the next edition of the summer Olympic and Paralympic Games is scheduled to be held.

ARTICLE VIII ATHLETE COUNCIL

Section 1. **Athlete Council.** The Athlete Council shall establish procedures for the selection of athletes to positions in the USFA that are reserved for athletes; shall advise the President and the Board of Directors with respect to issues of concern to athletes; and shall undertake such projects as the Athlete Council shall determine to be in the interest of USFA athletes and

as are assigned to it by the USFA.

Section 2. Terms, Classification and Qualification . The Athlete Council shall comprise of nine or ten athletes as follows:

a. Term: Members of the Athlete Council shall be selected following the selection of the USOC Athlete Advisory Council Representative and Alternate. . Members of the Athlete Council shall be seated for one Quadrennium, or until replaced, whichever is later. For purposes of these Bylaws, a Quadrennium is deemed to start on January 1 of the year following that in which the summer Olympic and Paralympic Games are scheduled to be held, and end on December 31 of the year in which the next edition of the summer Olympic and Paralympic Games are scheduled to be held.

b. Classification of Members. Members of the Athlete Council shall fall into the following categories:

i. USOC Athlete Advisory Council Representative and Alternate.

ii. Weapon Representatives. One member of the Athlete Council shall be selected to represent each of the six internationally recognized weapon and gender categories, making a total of six Weapon Representatives. Such members shall be selected by those athletes qualified to serve in each recognized weapon and gender category as specified in Section 1.c below.

iii. Wheelchair Representative. One Wheelchair Representative shall be selected by all wheelchair fencers who are qualified to serve as specified in Section 1.c below.

iv. Should a member of the Athlete Advisory Council be elected to serve as a member of the USOC AAC Leadership group, that member shall become an ex-officio member of the Athlete Advisory Council.

c. Qualification to Serve: All members of the Athlete Council shall (1) have been ranked in the top 32 of the USFA Senior Rolling Point Standings at the conclusion of the USFA Division I National Championships in the year preceding the start of the term; or (2) shall satisfy the criteria set forth in Sections 8.8.2(c)(1) of the Bylaws of the United States Olympic Committee; or (3) shall within the ten (10) years preceding election, represented the United States in the Paralympic Games, or an IPC-recognized World Championship in events on the Paralympic Games program.

Section 3. Vacancies. Vacancies in the membership of the Athlete Council that arise for any reason other than the expiration of member's term shall be filled by a vote of the remaining members of the Athlete Council. Such selection shall assure compliance with the

requirements set forth in Section 2(b & c) of this Article. Individuals selected to fill vacant positions shall serve the remainder of the term to which they are elected.

XI. New Business

Motion: (Mr. Schiller) To publish, in accordance with the USFA Bylaws Article XIV, Section 2.a, a notice of proposed amendment to the Bylaws to be voted upon at the July 2017 meeting of the Board of Directors, or earlier email vote as directed by the Board, and to provide a means by which comments of the membership relating to the proposed amendment may be commented upon for distribution to the Board prior to such meeting or email vote.

To amend Chapter 1, Section 6, C.6. Fencing Officials Commission of the Operations Manual as follows:

C.6.: Referees' Commission (RC) Nominating Committee.

1. Purpose. The RC Nominating Committee shall be responsible for selecting candidates for the Chair, Vice-Chairs, and Ombudsman of the Referees Commission and in so doing shall take care to select candidates who possess experience and knowledge pertinent to the purposes, interests and needs of the RC and USFA. The RC Nominating Committee will be constituted as stipulated below by the September meeting of the Board of Directors preceding a year in which RC members begin their terms.

2. Composition. The Nominating Committee shall comprise seven (7) members who will be nominated as follows:

- a. Three (3) active referees who are selected by referees who have worked actively at the National level (NAC) in the preceding two years, as per a procedure established by the National Office.
- b. Two members of the Referees' Commission not running for an open position. These will be selected by the RC.
- c. One athlete to be selected by the AAC.
- d. One Board member to be selected by the Board of Directors.
- e. The Executive Director or a staff member of his/her choice shall be the National Office liaison to the RC Nominating Committee.

No person may serve on the Nominating Committee who is candidate for an elected position within the RC, provided that any person who irrevocably renounces his or her right to seek reelection is not disqualified from service. The RC Nominating Committee shall select one of its members to serve as chair. If there is a vacancy on the Nominating Committee, the body which selected/elected the past member shall fill that vacancy.

3. Nominations. The RC Nominating Committee shall advertise on all USA Fencing outlets to solicit applicants for all RC positions to be filled. After the application period is concluded, the RC Nominating Committee would be responsible for the vetting and ranking of candidates who have an interest in being a member of the Commission and will provide names of the two finalists, unranked, for each position. The finalists will then be elected by a group of referees

who have worked at the National or Regional level in the last two years (NAC, ROC, NOC, SYC, RYC), the election to be managed by the National Office. A simple majority is needed, in case of a tie, the Chair of the RC will decide winner.

Rationale: The purpose of this motion is to put in place a structure by which qualified candidates for the RC Chair, Vice-Chairs, and Ombudsman can be vetted and elected by the referee corps. The composition of the Nominating Committee affords a voice for referees, the Board of Directors, the RC, and the Athlete Council in the vetting and selection of finalists while an election by national referees gives them the ultimate say in who their leaders will be.

MOTION: (Mr. Alperstein) To adopt the following policy:

RESOLVED: USA Fencing shall not, by contract or employment, fill any remunerated position that is reasonably anticipated to extend for a period of more than 60 days or command more than \$1500.00 in total compensation, including benefits, without having first publically announced the vacancy and solicited applications. Licensed professionals who have a legally mandated obligation to preserve the confidences of those who consult with them are exempt from this policy, as are persons currently employed or under contract, for the duration of their present position or engagement.

Rationale: USA Fencing's Mission Statement embraces as principal organizational Goals to "Maintain an administrative structure that advances organizational goals and engenders trust and confidence" and to "Promptly communicate relevant information clearly, effectively and accurately." The Strategic Plan adopted to fulfill USA Fencing's Mission and achieve its Goals articulates as its initial core objective to "Optimize Leadership/Operational Effectiveness and Efficiency." The first approved Metric by which to measure progress in reaching that objective is "Clear operating principles, guidelines and bylaws for Board of Directors, National Office and [Referees Commission]. The Core Values that guide all activities of the organization include "Excellence," "Honor" and "Inclusion." Additionally, in September 2016, USA Fencing adopted a "Diversity and Inclusion Plan" that establishes as its first initiative "Recruitment: Assess the current status of recruitment efforts for diversifying the talent pipeline for . . . staff"

The motion seeks the adoption of a policy that supports the implementation and effectuation of these objectives, practices and standards by opening the application process for paid positions in USA Fencing to the broadest and deepest applicant pool. Reflecting organizational goals and values, an open application process not only instills confidence in the organization's constituencies that USA Fencing operates transparently, ethically and above board, but also maximizes the likelihood that open positions will be filled with the most qualified and best suited candidates.

XII. Good and Welfare

MOTION: (Mr. Alperstein) regarding diversity and inclusion:

RESOLVED: USA Fencing remains committed to the principles of diversity, inclusion and openness, and reaffirms that it welcomes and embraces members and participants without regard to ethnicity, religion or national origin. In furtherance of these values, USA Fencing reiterates its commitment to pluralism and its opposition to any practices, policies, rules or laws that discriminate against or stigmatize individuals or groups, that mark them for special treatment, or that deny them the full enjoyment of liberty, opportunity and equality on the basis of superficial or pretextual criteria.

RATIONALE: USA Fencing not only pays lip service to the values articulated in this resolution, but has embraced them in its guiding documents and acknowledges that it has benefitted immeasurably from the policies and values the resolution embraces.

Restrictions that impair the freedom of fencers to advance USA Fencing's Mission, Goals and Objectives are anathema to our values and impede our organizational progress and success. Such restrictions should therefore be resisted and opposed. USA Fencing acknowledges that its competitive success owes much to the pluralism of the people who from the fencing community, and USA Fencing values, embraces and stands by them. The ideals of the Olympic Movement and the contributions to peace afforded by the people-to-people aspects of international sport depend on organizations like USA Fencing stating and standing by principles that advance these values.

XIII. Recess to Executive Session

X. Executive Session

XI. Adjournment

Appendix A

Club/Member Services Call
January 31, 2017

On the Call:

Bob Bodor
Jeff Salmon
Juan Ignacio Calderon
Kirsten Crouse
Fernando Delgado
Karen Dudley
David Sierra

Call began at 10:00 AM, MST

Agenda

1) Bob gave a Membership update

Competitive- down 1%, Non-Competitive down, big disappointment. David fees clubs reject the policy of requiring NC. Rebates haven't had the effect we expected. Has been some migration from NC to HS although not a lot.

2) Program Updates:

Bob gave a Program update.

3) 2017-2018 Membership topics

Group discussed possible membership fee increases. Was concerned about raising competitive and eliminating membership card.

4) Open Discussions- USA Fencing communication to the individual member AND clubs.
Clubs would benefit from hearing things in advance of the general membership. Also mentioned putting the previous club communications on the web site so people can refer back.

Call ended at 10:57 AM, MST

Appendix B

Collegiate Call
February 1, 2017

On Call:
Bob Bodor
Max Chiz
Carla Corbitt
Emik Kaidinov

Call Began at 10AM, MST

Agenda

1) Membership update- up 4%

-Bob gave membership update, discussed possible fee increases.
Bob told about fee increases, Emik: need to offer competitions for the clubs to entice more membership. Carla says they do the same

Group discussed College tournament, invite Clubs and NCAA, possibly at the beginning of the season. Possibly regional

Emik- many years ago there was a Club/NCAA tournament. Held in Chicago, Penn State. It died. Died because of NCAA limit on tournaments. Teams switched from dual to multiple teams.

Now NCAA can squeeze in a tournament.

Emik- need to get clubs to trust where the money is going.

Max- Tulane signed up because there is a ROC, University pays for everyone to get a collegiate competitive membership.

Max- the ROC says half the teams that show up are college clubs. GA Tech, Central Florida, etc

2) NCAA- waiting sabre, not aware of programs in danger. UCSD is turning D-1, Mills College is interested in coming into NCAA. Incarnate Word is up and running. NCAA passed uniform requirement jacket cannot have country code to be printed.

3) Open Discussions- Max said fee increase will be problematic. Need to explain fee increase. Highlight the programs.

Call ended at 10:42 AM, MST

Appendix C

Division Resource Task Force Conference Call			
January 16, 2017		10:00 am Mountain	Conference Call
Type of meeting	Conference Call		
Facilitator	Christine Strong Simmons		
Note taker	Christine Strong Simmons		
Attendees	Seth Kelsey Linda Merritt Allen Evans Jerry Benson Donald Alperstein Christine Strong Simmons		
Monthly Call Discussion			
	Next Call		
Next Call Date/Time	The next call is scheduled for Monday, February 13, 2017** at 10:00 am Mountain Time/12:00 pm Eastern		
The Division Resource Guide Discussion			
Discussion & Action Items	<ul style="list-style-type: none">• Division Guide review this week• Send suggestions/corrections by Friday, January 20th• Number the pages• Check spelling• Add Division reports/financials due by a certain date (page 25)• Post on website next week		
JO Division Officer Meetings			
Discussion & Action Items	<ul style="list-style-type: none">• Early evening meetings (2) 6 pm? Friday & Saturday?• Division Guide on flash drives• Bring items to give away• Christy to send times/days to group• Check with head referee – Tasha/Abdel/Lisa/Lilov		
	Call ended at 10:17 am		

**USA Fencing Division Resource Group Report
February 2017**

Division Resource Members:

Jerry Benson
Allen Evans
Fernando Delgado
Seth Kelsey
Jennifer Nollner
Linda Merritt
Rich Weiss

Board Liaison – Donald Alperstein
Staff Liaison – Christine Strong Simmons

The Division Resource group meets monthly on conference calls to determine the best avenues to better serve and cultivate USA Fencing Divisions and check progress on ongoing projects. This group has been diligently working on substantial updates and revisions to the Division Operating Guide, maintaining the Division Resource pages on the USA Fencing Website and setting up Division Officer meeting's at National Events.

A special thank you to Allen Evans for the significant effort he has put toward updating the Division Operating Guide to make an important resource even more informative for Divisions and their officers.

Appendix D

USA Fencing Election Committee

Meeting Minutes – Thursday, January 12, 2017

Members Present: Dan Berke (Chair), Sam Cheris, Lauren Wunderlich

Members Absent: Michael McTigue, Daria Schneider

Staff Liaison: Kris Ekeren

Guests: Jerry Benson

- Kris welcomed members and thanked them for their service.
- Election of Chair – as indicated in the bylaws, the group elected a chairperson. Sam Cheris nominated Dan Berke for the chair position; Dan was unanimously elected.
- Petition Process
 - Dan discussed the petition process and will distribute the updated forms to the group.
 - Kris will work with National Office staff to develop an announcement for the committee to review with a goal of posting shortly after the nominating committee makes their announcement of candidates.
- Use of Electronic Voting Company
 - The National Office will reach out to 3-4 electronic voting companies to compare the cost of VoteNet (now eBallot) and report back to the committee at the next meeting.
 - It would be preferable to remain with eBallot as long as costs are within market standards.
- Election dates were briefly discussed and will be finalized during the March meeting. There was a general discussion around the length of the election period and most individuals favored a short time frame.
- All candidates, including the HOF candidates, will need to have their information into the National Office by May 1, 2017.
- Dan will set the next meeting for early March.

Update following the Meeting:

The office submitted a proposed announcement of the election and petition process, as noted above, and circulated it for comments by the Committee members. Comments were received and circulated by email, resulting in the publication on USA Fencing's website of an approved announcement.

Appendix E

Collegiate Call
February 2, 2017

On the Call:
Bob Bodor
Leslie Winckler
Holly Buechel
George Janto
Alex Gioiella
David Blake
Daria Schneider
Kathy Vail

Call began at 10 AM, MST

Agenda

Membership Update, Bob shared the latest numbers. Group discussed migration from Competitive to High School. Has been minimal.

Talked about the statistics:

High School Club Membership

- 877 total/ 754 of these fencers are first timer/new profiles. 86%
- Approximately 60 people who had a competitive membership in the past and are now HS Club.
- Upgrades to Competitive have been largely due to errors, confusion. They would have bought competitive all along.
- less than 10 HS Club members have earned ratings, majority of ratings earned at HS competitions are by fencers with full competitive membership

High School Competitive Membership

- We should consider eliminating this membership as it is confusing and not reaching the intended fencer. Group agreed
- Purchases have come from 26 states, most of which do not have high school fencing.
- 13 High School members have received a rating, 10 were never members previously

David- MASS State championships next week, added some new teams....spotty attendance.
Does Mass know about the membership?

How can we get more for the last push of this season?

Celebrate those who have earned a rating, post season promos, probably too late to add many more this season. HS National Championship would be best way to build interest and numbers.

HS All-American- After August 1, deadline to March 1. Group agreed deadline should be after May ROC.

Group very excited about this program, George has some reservations on how interested NJ kids will be.

Call ended at 10:58 AM, MST

Appendix F

Hall of Fame Committee Report

The following report is submitted for the February 2017 USA Fencing Board of Directors meeting held in-person in Kansas City, MO during the 2017 Junior Olympics.

Hall of Fame Committee Compliance

The Hall of Fame Committee is pleased to report full committee compliance of the regulatory items required of all USA Fencing Committee Members, including Professional Upgrade, Background Screen, Safe Sport Training, and Conflict of Interest.

Hall of Fame Committee Leadership and Communications

The Hall of Fame Committee Chair, Board Liaison, and Staff Liaison meet via phone one time per month and are in frequent communication via email. As important or urgent items arise, Leadership remains available to gather and discuss. The full Hall of Fame Committee also communicates regularly via email and determines the candidate slate by providing individual feedback and voting electronically.

2017 Hall of Fame: Class Induction Ceremony

Event planning for the 2017 Hall of Fame Induction Ceremony is underway. This year's event will take place in Salt Lake City, UT in conjunction with the 2017 USA Fencing Summer Nationals and July Challenge. Two potential dates for the 2017 Class Induction Ceremony have been proposed and the team is evaluating logistics for both dates; more will follow in the coming month. The Committee is hopeful to confirm the date soon and publicize participation in alignment with regular fee open registration for Summer Nationals (occurring 1 March 2017 through 10 May 2017).

The 2017 Hall of Fame Class includes: Emmanuil Kaidanov, George Kolombatovich, Greg Massialas, Cody Mattern, Eric Sollee, and Molly Sullivan Sliney.

2018 Hall of Fame: Candidate Slate for Vote

The Hall of Fame Committee has determined the candidate slate for vote for the 2018 Class induction. The ballot will consist of three groups:

- *Group 1 (Posthumous): Two candidates on slate; One to be elected.*
- *Group 2 (Coaches): Two candidates on slate; One to be elected.*
- *Group 3 (Fencers): Four candidates on slate; Two to be elected.*

Also, the Election Committee has set the deadline for all candidate information to be submitted for the website and ballot. All information, including final bios and pictures, should be submitted by 1 May 2017. The Hall of Fame Committee and specific members responsible for these items feel comfortable with this deadline and will submit materials accordingly.

Respectfully submitted,

Andy Shaw

Chair, Hall of Fame Committee

Appendix G

USA Fencing International Championships Exploration Task Force

Meeting Minutes – December 19, 2016

Members Present: Michael Aufrichtig, Sam Cheris, Greg Massialas, Cody Mattern, Phil Reilly,

Staff Liaison: Christy Simmons

Staff Support: Kris Ekeren

- Kris welcomed members and reviewed the charter for the task force.
- The group discussed the goals for hosting international championships in the United States and agreed on the following items:
 - Promote the sport of fencing in the United States
 - Build excitement around athletes and upcoming Olympic games
 - Provide “home field” support for U.S. athletes
 - Sustain role as international leader in the fencing community
- The task force engaged in a discussion on budget, marketing, logistics and event requirements that would be involved in hosting international championships.
- Goal of the group is to build out a 10 year plan for international events and to review feasibility of the following events: Junior/Cade World Championships, Veterans World Championships, and Senior World Championships.
- Next meeting: Thursday, January 12, 2017.

ICE Conference Call			
January 12, 2017		11:00 am Mountain	Conference Call
Type of meeting	Conference Call		
Facilitator	Kris Ekeren		
Note taker	Christine Strong Simmons		
Attendees	Sam Cheris Greg Massialas Cody Mattern Kris Ekeren Christine Strong Simmons		
Monthly Call Discussion			
Junior/Cadet World Championship Budget Review			
Discussion & Action Items	<ul style="list-style-type: none">Kris mentioned that the budget under review was from the DC proposal and was based off of the Budapest budgetThe draft budget was developed with a US city in mind for the Junior/Cadet WorldsSome revenue was adjusted based on history and proposed realistic revenueSam was asked his thoughts on the proposed budget and he said this budget is reasonable but that the numbers may change based on the proposed city, union or non-union, cost of venue and whether the airport is a hubThere may be 1 million in expensesGreg discussed the ticket sales projection and that sales would be influenced by the city selectedCody said that ticket sales may be lower due to the weekday competition; Sam mentioned that tickets for finals will be higher than the weekday passesThe group agreed that this is a reasonable budget		
Potential Cities to host			
Discussion & Action Items	<ul style="list-style-type: none">Potential cities include: Dallas Houston Oklahoma City Tulsa San Jose Columbus PortlandChristy was asked if these cities would be interested and she said the conversation will need to occur to gauge their interestSome of these cities may be better than others in terms of their location/airport but all will be considered.		
Next Steps – Board Meeting Presentation			
<ul style="list-style-type: none">A Power Point presentation needs to be developed for the February Board of Directors meetingA minimum of \$125,000 would be set aside in reserves for the next three yearsICE members will try to be present for the BOD meeting on Tuesday, February 21st			
Call ended at 11:45 am			

Appendix H

USA Fencing Marketing Resource Team

Meeting Minutes – Thursday, December 8, 2016

Members Present: Sri Kasi, Chris Medalis, Maksim Yankovskiy

Members Absent: Lynn Jones, Avedis Reid

Vendor Group Members: David Blake

Board Liaison: Al Kidd

Staff Liaison: Kris Ekeren, Doug Hayler, Jennie Posthumus

- Kris welcomed members and thanked them for their service. The group started out with introductions and sharing their experience with USA Fencing and the IT world.
- Staff provided an update on the IT projects that are currently in development.
 - We'll be utilizing some of the resource team members to assist with the projects, including testing.
- Resource team members provided feedback on the future direction for the organization
 - Data security
 - The importance of data and how it currently drives so many initiatives
 - New opportunities with media and mobile platforms
- David gave a quick update on streaming and the event experience including the scoring machines and other enhancements that can occur
- The group will meet again in March with an update on IT projects.

Appendix I

USA Fencing Marketing Resource Team

Meeting Minutes – Friday, December 9, 2016

Members Present: Phil Reilly, Gayatri Bhalla, Carl Borack, Tasha Hall, Daryl Homer, Bill Walker

Members Absent: Laurence Molloy

Board Liaison: Al Kidd

Staff Liaison: Nicole Jomantas, Kris Ekeren

Guests: Don Anthony

- Kris welcomed members and thanked them for their service.
- Don opened the call with an overview of the progress that USA Fencing has made and indicated that he feels the organization is poised to push forward on the marketing front.
- Kris gave a brief overview on the status of marketing efforts:
 - Re-branding effort by CMD was successful
 - Membership demographic research was also conducted by CMD; provided valuable information to share with potential sponsors
 - Current membership is ~ 35K; short-term goal to get to 40K, long term goal – 85K
 - Post Rio efforts included the first post Games tour and the national fencing weekend
 - Sponsorship – currently in the process of negotiating next quad sponsorships; in addition, Thorne is the first non-endemic sponsor to be secured in recent years.
- The group provided the following feedback on the status of USA Fencing's marketing efforts:
 - Bill emphasized the need for a formal marketing plan; staff to provide information on strategic initiatives, more work needs to be done in this area.
 - Tasha and Daryl discussed the need to harness the energy of the sport and athletes, becoming very targeted with a well defined plan
 - The demographics of the sport are important
 - Al gave his thoughts on capitalizing on the organization's assets – improvement to events that will help market the sport
 - There were discussions on making events more appealing to spectators – timed finals and presentation
 - Increasing media exposure is also key; fencing received great coverage around the Rio Games; how can we keep up the energy for the sport
 - Tim Gunn and his pursuit of fencing through Tim Morehouse is a good example of celebrities bringing recognition to the sport.
- Don closed the meeting by stating he is encouraged by the energy of the group and looking forward to seeing the progress.
- Kris will follow up with additional background items; also, we will meet again after the Director of Marketing has been hired.

Appendix J

USA Fencing Nominating Committee

Final Report

January 11, 2017

1. The Nominating Committee nominates the following persons for the director positions designated, believing that each possesses experience and knowledge pertinent to the purposes, interests and needs of USA Fencing.

Parties for each position are listed in alphabetical order

Position - Director At Large (two to be elected)

Donald Alperstein

Laurie Schiller

Ann Marsh Senic

Philip Sjostedt

2. As a result of the high quality of the parties that submitted applications to the Committee but who were not nominated this time, the Committee believes that USA Fencing would be best served by using those applications as a base for a pool of volunteers that may be available to: serve on committees or commissions; gain broader experience in the workings of USA Fencing; or who can be mentored; so as to be ready to fill officer or board positions in the future.

Respectfully submitted,

Nominating Committee Members

Jimmy Moody (Chair), Diana Hoadley, Dan Kellner, Lew Siegel, Tom Tishman

Appendix K

Paralympic Development Resource Team

Proposed meeting date: February 22nd

Members: Ginny Boydston, Joey Brinson, Leo Curtis, Julio Diaz, Gerard Moreno, Sean Shumate, Les Stawicki. Cody Mattern, Jen Gallagher

Wheelchair Squad “reboot” – have lost more fencers over the past quad than we have recruited, fewer Paralympians in 2016 than 2012, but excellent opportunities and energy to rebuild the team

Key areas of focus:

- Domestic
 - Development
 - Athlete recruitment
 - Veterans’ Administration
 - Rehabilitation hospitals, clinics, and programs
 - Local sport clubs
 - U.S. Paralympics Gateway to Gold programs
 - Club development
 - Coaches
 - Provide wheelchair-specific training/resources to current able-bodied coaches
 - Recruit and train new coaches
 - Create a wheelchair coaching “101” guide
 - Equipment
 - Identify resources to make equipment affordable for clubs
 - Discounts, grants, equipment sharing
 - Create partnerships to develop lightweight, affordable equipment and/or building plans
 - Referee
 - Increase wheelchair specific knowledge and support toward IWAS exam
 - Armorer
 - Increase wheelchair specific knowledge and teach athletes how to make basic “fixes” while traveling
 - Classifier
 - Increase number of classifiers in the US
 - NAC redesign
 - Use time with the full-team wisely
 - Look to add outreach to local VA facilities and/or rehab centers on Thursday or Monday
 - Add opportunity for seminars (nutrition, sport psychology, fundraising), video analysis

- Research the possibility of an able-bodied/wheelchair combined competition
 - Reevaluate points
- International
 - Strategic participation in international competitions
 - Athlete performance plans
 - Identify training priorities and balance with international competition
 - Attend events annually to gain international experience, but focus on Zonals as the main Paralympic qualification path
 - Team priorities
 - Send enough athletes to field a team in team events
 - Begin to introduce performance-based support toward international travel
 - Look into the introduction of a Strength Factor for points at international events
 - Leadership
 - Team Manager position
 - Coaching position(s)
 - Mentorship as a high priority
 - Increase the number of coaches that travel to international competitions
- Additional topics
 - Technology for video capture and analysis
 - Fundraising – balance USA Fencing sponsorships and fundraising with personal athlete sponsorships and fundraising
 - Sport psychology – address the mental aspect of the game more – possible seminar topic
 - Sports medicine – possibility of additional engagement
 - Teamwork – warm each other up, continue to develop positive athlete environment

Appendix L

USA Fencing Referees' Commission Conference Call Meeting Minutes – November 22, 2016

Members Present: Sam Cheris (Chair), Derek Cotton, Devin Donnelly, Mary Frye, Bruce Gillman, Kelly Koehler

Guests Present: Matthew Dreyer, Abbas Fadel, Lisa Campi-Sapery, David Sierra

Staff Liaison: Kate Reisinger

Member Updates

Bruce Gillman, Domestic Referee Development

- Overview of CRI outline provided prior to the call
- Discussion of CRO role
- Overview of the mentor program
- Review timeline

Mary Frye, Domestic Assignments

- November NAC recap
- December and January NAC hiring preview

Kelly Koehler, International Referee Development & Assignments

- Overview of international assignments
 - Some difficulty due to inactive referees
 - Increased budget to fund all international referee requirements

Derek Cotton, Ombudsman

- November NAC feedback – need to respond to referees noting this was aberration and not plan to work referees that many hours

Devin Donnelly, Rules and Examinations

- Overview of documents provided prior to the call
 - Video Referee
 - Guiding Principles for Referees
 - Gender Neutral Rules
 - Comments dues from other RC members by Monday
- Discussion of “in bounds” vs. “out of bounds” for colored area at edge of piste

Sam Cheris, Chair

- Ethics Complaints discussion (Executive Session)

Appendix M

Jeremy - **By the numbers** - athlete contacts and evaluations

- Summer nationals
 - 160 patient evaluations
 - 117 strip calls
 - 45 medical withdrawals
- Oct NAC
 - 50 patient evaluations
 - ? strip calls
 - 10 medical withdrawals
- 2015 Sports Medicine Supply – Inventory cost
 - October 2015 NAC \$329.90
 - November 2015 NAC \$313.08
 - January 2016 NAC \$785.01
 - February 2016 NAC \$115.64
 - April 2016 NAC \$153.89
 - June 2016 Summer Nationals \$1583.74
 - Total supplies ordered \$3281.26 (Additional costs for sandwich bags, hand sanitizer, etc = ~\$50.00)
 - Total does not include all international supply costs
- Future of sports med support through website content (text, blog, videos)
 - Sports med content – working with Nicole Jomantas
 - Monthly sports nutrition Q & A
 - Monthly sports psychology segment
 - Monthly sports medicine segment injuries, rehab, sports performance
 - Sports Med Resources
 - USADA links – In process of submitting information
 - Proper sample collection process
 - Use of Globaldro.org
 - 411 Supplements
 - TUE education
- **Discussion on coaching/sports medicine education** – This is on hold until after the new year. I met with Kate and due to upcoming changes we are going to hold off for now. Below is the information that I have found on coaching education with sport associations and NGB's.
 - **Accreditation template/format**
 - Certificate of completion vs certification through National Committee for accreditation of Coaching Education (NCACE)
 - Accreditation overview
 - Domain 1 - Philosophy and Ethics (4 standards)
 - Domain 2 - Safety and Injury Prevention (7 standards)
 - Domain 3 - Physical Conditioning (4 standards)

- Domain 4 - Growth and Development (3 standards)
 - Domain 5 - Teaching and Coaching (8 standards)
 - Domain 6 - Sport Skills and Tactics (3 standards)
 - Domain 7- Organization and Administration (7 standards)
 - Domain 8 - Evaluation (4 standards)
- Testing courses
 - LEVEL 1
 - CPR/AED Training, emergency first response BLS
 - Coaching principles (ASEP)
 - Sports Specific Fundamentals
 - Youth growth and development
 - Injury reconnection prevention strategies
 - LEVEL 2
 - Strength and conditioning
 - Sports Nutrition
 - Sports Psychology
 - Finances and accounting
 - Leadership and administration
 - LEVEL 3
 - Advanced sport specific strategies and tactics
 - Advanced leadership and administrative techniques
 - Advanced techniques in athlete monitoring systems and evaluations
 - Advanced sports performance strategies
- [Coaches Education Center – Human Kinetics](#)
 - Courses most NGB's use
 - Coaching principles
 - Coaching Essentials
 - Sport First Aid
- Valerie - Tapping into our (healthcare) membership for support and networking
 - Setting up meeting with Grant, Jeremy, and Valerie

Appendix N

The Sports Performance Resource Team has communicated via conference call and email since the last BOD meeting. The topics have included:

- National Coach plan for 2020 quad
- Cadre recommendations for Jr/Cdt Zonals & Jr Worlds
- Visa Support Letter approvals
- FIE Coach Academy recommendations
- Summer Nationals schedule review

Appendix O

Tournament Committee Report

The tournament committee welcomed Sam Cheris as our Referees' Commission liaison, and Cody Mattern and Jeff Spear as the two athlete representatives.

Incorrect Scoresheets

The committee has issued guidance to national tournament staff regarding the handling of incorrectly recorded scoresheets. If a referee incorrectly records a score at the strip that is subsequently signed by a fencer at the conclusion of the pool, it is allowable for the scoresheet to be changed and re-entered within the pool result review period.

The fencer who wishes to change the score must produce the opposing fencer and referee, and all must agree at the bout committee table with the event manager or bout committee chair. Tournament staff is under no obligation to help seek out the opposing fencer or referee and all must be present within the review period in order for the revised score to be accepted. Previously, no scoresheet changes were allowed during the review period if they were recorded correctly from what was stated on the scoresheet. We encourage tournaments at all levels to adopt this policy.

Athlete Handbook and Operations Manual

Members of the tournament committee continue the ongoing maintenance of the athlete handbook and are involved in the current rework of the operations manual. We would like to thank the national office for their facilitation of the review and editing process amongst the various committee members and review group participants.

Future Initiatives This Season

The tournament committee will begin its annual review of the following items immediately following Junior Olympics:

Tournament Qualification and Regional Points

The committee will conduct its annual review of regional qualification pathways to ensure those pathways remain appropriately permissive to the overall fencing population. Additionally, the committee will be reviewing the Division I National Championship qualification pathway to complete our overall review of all qualification pathways.

Summer Nationals Staffing and Future Trainees

In late February, the staffing for Summer Nationals / July Challenge will kickoff with expected completion by the end of March. Our trainee program also continues to bring onboard four new bout committee members per year through training opportunities at select NAC tournaments. Those interested in working at national level events should be proficient in Fencing Time and the local and/or regional level and may contact tc@usfencing.org for more information.

Respectfully submitted,
Brandon Rochelle
Tournament Committee Chair

Appendix P

Vet Committee Meeting

Call date - Nov. 22, 2016

Follow-up meeting – December 3, 2016

Attendees: Rita Comes, Philippe Bennett, Jen Gallagher, Lorrie Schiller, Drew Ridge, David Hitchcock, Phil Reilly, Bill Becker, Jude Offerle

Introduction

- Ready to kick off the 2016 – 2107 season!
- Vet Dinner – tickets are selling well, Outstanding Female – Susan Hurst, Outstanding Male – Arnie Messing

Phil Reilly – Vet World Championships– Committee for bringing World Championships to the US

- Goal: Vet Worlds in the US on the next 4 years, also JR/CDT
- Process
 - 1 – Fact finding - How many competitors, nationalities, FIE requirements
 - 47 Countries, 746 fencers – Stralsund
 - 2 – host cities – dual purpose – fencing and tourism, what do Europeans think (Boston, SF, Miami, NYC, San Diego, Las Vegas, LA)
 - 3 – Next board meeting – propose host Vet Worlds, JR/CDT Worlds
 - 2017 – Slovenia, 2018 – Italy (not yet been confirmed, but pending)
 - What will it take to do it the right way? Sponsors, expenses, etc.
 - If outside of Europe, is there a major size difference? Fencing is evolving, Australia was a while ago, Vegas – lots of packages around the world to get there
- Rita – Phil and she should connect, Vet Committee is here as a resource
- Would it make sense to contact some of the federations?
 - Survey – 6 cities, rank them, leave room for a suggestion
- Drew – observations – really big events, depend strongly on local organization and leader, historically run at the local level, not USA Fencing, local leader should be identified pre-bid
- Philippe – Harvard GP – local Harvard contacts and USA Fencing, needs to be a combination of the two, what will be USA Fencings commitment and what are local organizers' responsibilities
- Lorrie – task force that Phil is involved with, we as a Board are interested but want to do it in a comprehensive and thoughtful way, ensure that local and national are cooperative and invested, great idea, Board is on board, cost dependent, local resources are important
- Phil – While there is doubt about the past, there is a new Board, new commitment, don't repeat history, complete support from office and get boots on the ground to run the event, will need a lot of help, if any one has any background, data, contacts – they are welcome, might want to float ideas – what cities might be interesting internationally, World Master Games – Portland, good sense for what is needed – local and national, with their help can make a great event
- Jude – Board of Directors is in favor of hosting a Veteran Worlds? (Yes) 2 years ago were told that they would need \$100 – 150,000 of funding, is that still true?

- Phil – Need to inform the Board of what it might cost, let's put the past in the past, the Board is committed – needs information about cost, talked to Sam to accrue the money, USA Fencing is in a different financial place, Phil is our advocate to bring the requirements to the Board so that it can be planned – find sponsors, what is needed to run a first class event
- Phil – wanted to inform you as early, thank you!

Drew - 2016 Vet Worlds

- Great organization, the Team Captains did a good job, so did armorer, medical staff is needed – trainer
- Transportation – everyone on their own, Vegas (if there is a US bid) would be good for transportation (lots of options for food and tourism)
- Award stand left something to be desired (unstable),
- Video replay was great, not always used – only for semis and finals – would have been great to run from 16 or 8s
- Big problem was quality of referees, US and Italy are generally the only ones that send decent refs
 - Rita – FIE Vet Council update, ask for refs that were over the regular FIE age limit, has been approved for next year
- There was discussion to host an 80+ category, but Stralsund was overwhelmed, so still being pursued
- Hotel block
 - Would like to be at the same hotel
 - Athletes travel for different reasons, can't make assumptions about budget
 - Driving is not a big problem, if the hotel is fairly central
 - If there was a reasonable hotel option, you would likely get most of the team
- Tall uniform is desired!
- Stralsund – bus service was exceptional, shuttle had been cancelled, but public transport was great!

Summer Nationals

- July 3 – MF/WS
- July 4 - MS/WE
- July 5 - ME/WF
- David – How were the numbers of participants that calculated? Commendable growth
- Dec. 1st intended publication deadline
 - All age groups on the same day
 - Front end loaded – get the good referees
- 100% promotion of pools at Summer National – TC has approved it
 - Used to be that 80% promotion at Vet Worlds and USA Fencing until 2016
 - Matches our rules with FIE Vet rules
 - Bill – we should expect to be treated like 80% promotion at Championships, Championships should have elimination – this is the top of the season

- Rita – talked about it a few years ago, FIE at Vet Worlds – traveled that far and qualified, FIE was able to change with Rule Commission, USA Fencing usually mirrors the FIE rules, so it should be implemented
- Jude – has been kicked around for 12 years or so, many have the same argument as Bill, sometimes numbers are lower at nationals than other NACs – fewer other events to fence, so excuse to match Worlds is now gone
- Bill – JR Worlds and SR Worlds you get eliminated, so why are Vets different, every team uses last year's WC from the last year to select their team

Misc. discussion items

- Vet Worlds Ratings Changes
 - Vets earned their new ratings at Worlds – have been changed in RailStation
- Vet World Team Selection
 - Include last year's World Championships in this year's team selection?
 - Add another Vet NAC?
 - Lorrie – need a broader discussion, Board can look at it, need to include it within the schedule
- Vet Community Meetings – every NAC, beginning in April
- Standing Vet call date?
- Tuesdays/Wednesdays evenings – 6:30 ET works well, Bill
- December 3rd in-person meeting
 - 100% promotion at Summer Nationals?
 - Motion for passed
 - Protect top 8 in Vet combined
 - Proposed vote to the Vet Committee to eliminate any protection from Vet Combined, go strictly on rating
 - Minimum Age for Vet Teams
 - 180? 150? 40/50, 60/70
 - What is the motivation – friends fencing together? Competitive? Increase participation among V70?
 - Might have a hard time getting V70s if 1 per team is required
 - Proposal – V80 exhibition at December 2017 NAC?
 - Max Geuter – does not want it
 - MS and ME V80+ - December 2017 exhibition
 - Motion to ask TC to add demo V80+ MS event approved