

# Agenda

## Special Meeting of the USA Fencing Board of Directors

February 24, 2021 at 6:00 pm ET  
Via Teleconference  
1-877-805-0965 Passcode: 2478629

### **I. Call to Order**

General Announcements

Remarks – Peter Burchard, President

Conflict of Interest announcement.

### **II. Consent Agenda Items (Mr. Burchard)**

1. To approve the minutes from the December 9, 2020 meeting.
2. To approve the September-December 2020 financial reports.
3. To appoint Lauren Haynie to the Ethics Committee.
4. To receive the SafeSport Resource Team (**Appendix A**), SEMI Committee (**Appendix B**), Tournament Committee (**Appendix C**) and Youth Development Committee (**Appendix D**) minutes.

### **III. Strategic Plan Update (Ms. Ekeren)**

### **IV. Legal Update (Mr. Neale)**

### **V. Sports Performance Update (Ms. Reisinger)**

### **VI. Diversity, Equity, Inclusion & Belonging Resource Team Update (Mr. Dyett)**

### **VII. Finance Update (Ms. Toelle)**

### **VIII. Governance Task Force Update (Ms. Holmes)**

### **IX. Coach Development Integration Working Group Update (Ms. Simmons, Appendix E)**

### **X. New Business**

**MOTION (Mr. Alperstein):** That USA Fencing form a Task Force to explore integration of USA Fencing and the United States Fencing Coaches Association (“USFCA”) comprising USA Fencing Members to be appointed by President Burchard and USFCA members appointed by USFCA President Mattern. The Task Force is charged with the following undertakings:

1. To determine the legal feasibility of a merger or other integration of the two entities; and, if such merger or other integration is found to be feasible,
2. To explore the advisability for both entities of merging or otherwise integrating the organizations; and, if the Task Force determines that such an integration is in the best interest of the organizations,
3. To devise and recommend a plan for the integration of USFCA and USA Fencing, that includes an outline of the method of integration and a structural template for coaching recruitment, certification and professional development following integration of the organizations.

The Task Force shall consist of members appointed as above by USA Fencing and the USFCA and a USA Fencing staff liaison, with each organization able to include and consult legal counsel of their choice in addition to the Task Force members.

**RATIONALE:** The relationship between USA Fencing and the USFCA is a long one, but it has never been formalized and has sometimes been awkward. Exploratory discussions between representatives of both groups, whose memberships largely overlap, have been positive and indicate that the entities have generally consistent interests. It appears that there is synergy to be had by combining their operations under the USA Fencing umbrella. USFCA provides coaching experience, systems, and expertise that USA Fencing needs, but lacks administrative assets and access to resources USA Fencing can provide. USFCA’s knowledge and programs comport with USA Fencing’s Mission and substantially address key Objectives and Priority Initiatives of its Strategic Plan. There is reason to believe that a merger or other integration of the two organizations would benefit both and better enable them to serve the needs of their members while advancing their joint dedication to grow and improve the sport of fencing in the United States.

**MOTION (Mr. Burchard):** In the event the Board adopts the motion to form a Task Force to explore integration of USA Fencing and the United States Fencing Coaches Association (“USFCA”), and with the assurance of USFCA President Cody Mattern that the following individuals from USFCA will be appointed to represent that organization in the Task Force’s work:

Rob Handelman  
Vincent Bradford  
Jen Oldham  
Chuck Alexander

the President appoints the following members to the Task Force and seeks the Board’s approval thereof:

Maureen Griffin  
Sebastien Dos Santos  
Donald Alperstein

and does so noting that the Athletes Council has previously approved the following athletes to serve on the Task Force on behalf of USA Fencing, conditioned only on empaneling of the Task Force:

Terrence Lasker  
Adam Watson

**RATIONALE:** If the Board of Directors proceeds with the creation of a Task Force to explore integration of USA Fencing and the USFCA, it will be necessary to appoint Task Force members to represent USA Fencing. The President makes such appointments, as provided in USA Fencing Bylaws §12.5. USFCA has previously appointed the individuals to serve on the Task Force on its behalf, and in anticipation of formation of the Task Force and recognizing the need for athlete representation, the Athlete Counsel has appointed Mr. Lasker and Mr. Watson, leaving only the non-athlete representatives of USA Fencing to be appointed and approved.

**Motion (Mr. Burchard):** That the following members be appointed Vice Presidents on the Board for a one year term, subject to quarterly review and evaluation by the Board during such term.

1. Gabrielle Sabharwal
2. Ivan Lee
3. Daria Schneider
4. Misha Itkin

**Rationale:** In the time of the Pandemic, each of these VP's will tackle specific tasks related to the recovery and continued health and well-being of USA Fencing. The nominees will bring wisdom and experience to the Board from unique perspectives. Their practical knowledge and deep connections will serve the board well.

1. Gabrielle Sabharwal: President of Center for International Sports Leadership (CISL, 501(c)3), working to train and develop the Organizing Committee for the Olympic Games in LA. CISL was a sponsor of Long Beach Grand Prix (2017), raising and contributing funds for the event, generating publicity and spectators, and modeling the fencing event for LA Olympics effort. Continued involvement in Grants for High Performance Athletes for the Foundation for Global Sports Development (GSD). Deep connections in international sports organizations and fund-raising sources.
2. Ivan Lee: Olympian, International referee, NCAA coach, Peter Westbrook Foundation member and volunteer coach. Junior World Champion by Team, NCAA Champion, Pan American Champion, New York City police officer. Mr. Lee brings a frank and unencumbered voice. Ivan believes deeply in high school and collegiate fencing and will drive efforts to spread fencing to all communities in the USA.
3. Daria Schneider: USOPC member Board of Directors, past USA Fencing Board of Directors, Harvard head coach, USA Fencing Team Captain, National Champion, World Championship Team medalist, Pan American Team. Ms. Schneider brings experience at the USOPC, NCAA, international competition and board governance. Hers will continue to be a strong voice for fencing in the upper echelons of the sport.

4. Misha Itkin: Elite coach, former National Coach, club owner, connection with Eastern European community for consensus building and relations with the FIE and the Pan American Confederation. PhD in sports education with specialization in fencing.

**Motion (Ms. Prescod & Mr. Burchard):** To create a DEIB Committee Working Group to focus on formulating an amendment to the USA Fencing Bylaws, establishing a Standing and Principal DEIB Committee pursuant to Sections 12.1 and 12.2 of the USA Fencing Bylaws. Upon initial Board approval the DEIB Resource Team will constitute the working group, in consultation with the Governance Task Force. The working group shall be tasked with drafting a formal charter, developing the role and responsibilities of the DEIB Committee and proposing formal language for inclusion in the Bylaws and approval by the Board.

**DEIB Committee Mission:** To provide meaningful opportunities to increase the presence, influence, and protection of marginalized identities within USA Fencing governance.

**Rationale:** Establishing the DEIB Committee is a critical step towards creating a sustainable diversity, equity and inclusion mission at USA Fencing. A Standing Committee will formally incorporate diversity, equity and inclusion into USA Fencing and ensure that this mission becomes a core part of the overall mission of USA Fencing.

The creation of a DEIB Standing Committee is the natural progression of the existing DEIB Resource Team. The recent DEI Audit performed by The Inclusion Playbook (the “Auditor”) recommended DEIB becoming a committee with decision-making influence in the governing of the organization as a best practice.

The DEIB Committee is not meant to replace the DEIB Resource Team. With the creation of a Standing Committee that will oversee diversity, equity and inclusion on a broader and more operational level, the DEIB Committee will work closely with the DEIB Resource Team in the implementation of diversity initiatives. Further rationale for supplementing the DEIB Resource Team with a formal committee include:

1. Resource groups are led by a staff liaison and it is best practice to separate the duties of governance from the national office.
2. Staff leadership cannot advise on Bylaws, policies, and Board nominations.
3. Establishing sustainability of an active DEIB mission at USA Fencing through a committee that can only be disbanded through amendment of the Bylaws.
4. Ensure that DEIB matters are appropriately vested within the jurisdiction of a committee with a specific mandate to address diversity, equity and inclusion.

## **XI. Good and Welfare**

## **XII. Recess to Executive Session**

## **XIII. Executive Session**

## **XIV. Recess**

## Appendix A

### SafeSport Resource Team Meeting Minutes – January 21, 2021

**Members Present:** Lauri Lewis, Sada Baby, CJ Callahan, Sarah Kaufman, Rich Weiss

**Members Absent:**

**Board Liaison:** Nzingha Prescod

**RC Liaison:** Sue Borgos

**Staff Liaison:** Suzie Riewald

**Guests:** Cat Bouwkamp

#### *SafeSport Club Recognition Program*

- SSRT provided feedback on the SS Club Recognition application; SR will edit and get update application to group for final review
- SSRT will serve as reviewers of applications; National Office working on rating form and timeline

#### *MAAPP 2021-22: Discussion of strategies for education / support*

- Revised MAAPP to be implemented August 2021 – discuss strategies to educate members on new policy: Outline specific changes “what’s new?” and have stakeholders discuss implication; Best Practices documents/ webinar; Update existing resources to reflect changes

#### *Training opportunities offered from Center for SafeSport (to be discussed at next meeting)*

*Requested/ suggested that more diversity be added to the SSRT; SR will follow up with Kris E.*

#### *Perceived need to educate members on mandatory reporting*

- Discussed the need to educate our members on mandatory reporting – when to report – RC has had conversations about this and the need for specific procedures as to what to do with concerns
- Suggestion to create fencing specific scenarios to educate on what needs to be reported (make use of Parent Toolkit from US Center for SafeSport)
- Create downloadable posters on ‘Reportable Violations’
- is this information that can be communicated to clubs/ events through SS Division officers; follow up discussion needed

#### *How to best use our SS Division Officers*

- Great infrastructure to have in place but need to make use of the contacts
- Suggested to have a Zoom meeting to educate/ provide material so they are equipped
- They should serve a role in communication of updated MAAPP/ relevant changes
- Protocols in place to help ensure SafeSport compliance at the club level – are coaches working in clubs members and in compliance?

#### **Action Items:**

- SSRT to provide any additional feedback or questions for the SafeSport Club Recognition Application to SR by 1/28/2021; Update SS Club recognition application for final review and timeline
- MAAPP 2021 – details as to ‘what has changed?’ and draft of documents to help with education of members
- Work on drafts of education material related to Mandatory Reporting (discussion as to avenues for dissemination)
- Further discussion regarding Division SafeSport Contacts

## Appendix B

**Name: SEMI Committee USA Fencing**

**Meeting Minutes – November 5, 2020**

**Members Present:** Irene Edgerton, Brian Rosen, Glen Hollingsworth, Liz Morey, Ron Herman, David Blake, Ted Li

**Members Absent:** Al Merritt

**Board Liaison:** Donald Alperstein (Absent)

**Staff Liaison:** Glen Hollingsworth

**Guests:** N/A

### **NEW BUSINESS**

#### **1) Armory Survey for Second half – January 2021 thru July 2021**

- a. Irene will send second survey to hire list within the next 2 weeks
- b. Kathy will confirm Head Techs for the rest of the season
- c. No exceptions to the mask rule (needs to be included on the survey)
- d. No final decision on hotel rooms (leaning toward single rooms)
- e. Still working on logistics for getting to events and back
- f. Doing Safety Check only will be included on the next survey

#### **2) Statics on Masks coming off during competition**

- a. We need to keep collecting data regarding this issue until a decision is made
- b. Due to the short season and it was decided that more data is needed
- c. Kathy will talk to regional Head Techs about collecting mask data and using the SEMI Mask form
- d. Irene will send the form to Kathy and put it on the SEMI google doc site

#### **3) Prieur Masks-Ted Li**

- a. Ted informed SEMI that he inspected all Prieur Masks that Absolute Fencing had in stock and all of them passed inspection
- b. Absolute Fencing would like SEMI to address this issue
- c. Kathy will draft a statement and send to the committee
- d. We do not see a problem with the mask, the mask needs to be inspected just like any other mask
- e. Once SEMI approves the statement Irene will send to the National Hire list and Absolute Fencing

#### **4) Procedures for rest of 2020-2021 season**

- a. National Office would like us to inspect Mask, Gloves, and Lames, athletes will do a self-check on body cords

- b. Armory will provide person to oversee the body cord self-check station
- c. What SEMI originally wanted to do only a safety check (Mask and Gloves only)
- d. Referees would like to have a third item checked either Lame or body cords/head cords
- e. The National Office is trying to work out a compromise on this issue
- f. SEMI will stick with the Safety Check only

**5) Staffing levels for the rest of the 2020-2021 season**

- a. Armory would prefer not to drop below 6 staff (including Head Tech) due to setup and tear down workload
- b. Will have 4 rooms with 16 strips in each room (at least 64 strips)
- c. Will need to see how many fencers, strips, and what the schedule is before we can really answer this question

**6) Armory Staff for Regional Events-Update**

- a. Kathy received the spreadsheet with all the Regional events
- b. Kathy listed all the Head Techs that were not on the National Hire list, most were known to SEMI
- c. Kathy will reach out to the Clubs that do not have approved Head Techs
- d. Kathy will suggest that Regional events only do safety checks

**ANNOUNCEMENTS**

The SEMI committee has a new athlete on the committee Jonathan Yergler.  
Next meeting is scheduled for December 3, 2020 at 8:30pm

**ADJOURN**

**Name: SEMI Committee**

**Meeting Minutes – December 3, 2020**

**Members Present:** Kathy Walters, Irene Edgerton, Brian Rosen, Liz Morey, David Blake, Ted Li, Al Merritt, Alice Kee, Chuck Alexander, Ron Herman

**Members Absent:** Anne Crocket, Leo Curtis, Jonathan Yergler

**Board Liaison:** Donald Alperstein (Absent)

**Staff Liaison:** Glen Hollingsworth

**Guests:**

**Approval of Agenda and November 5<sup>th</sup> Minutes – Approved**

**NEW BUSINESS**

**1) Introducing new members on the SEMI Committee**

- a. Kathy introduced three new members to the SEMI Committee
- b. Alice Kee, Chuck Alexander, and Anne Crocket were appointed to the SEMI Committee by the USAF Board of Directors

**2) Armory Survey for Second half – January 2021 thru July 2021**

- a. Irene will send second survey to hire list when the National office has the schedule set for the rest of the season
- b. National office has not released final protocols for tournaments (will happen in January)
- c. National office has scheduled an event each month starting in February
- d. Glen will try and get information to Kathy about the February event ASAP, so she has time to work on arranging staff
- e. Results from a short survey have not been published, Kathy will send information shortly

**3) Procedures for rest of 2020-2021 season**

- a. SEMI is waiting for the final procedures to be published by the National Office, hopefully sometime in early January

**4) Staffing levels for the rest of the 2020-2021 season**

- a. Armory would prefer not to drop below 6 staff (including Head Tech) due to setup and tear down workload

**5) Status on adding Regional Armorers to the National Hire List- update**

- a. Kathy sent an email to all armorers listed on the Regional Events Spreadsheet that were not on the National Hire list, and some are interested in becoming National Armorers and being added to the National Hire List
- b. Kathy asked Liz to pull out all the armory information listed in the regional events bid packaged and have that information ready for the next SEMI meeting
- c. SEMI wants to work toward a Regional Hire List and have all Regional Events staffed by an armorer that is on the National Hire List
- d. Glen will work with SEMI on trying to find a place to put the Armory National Hire list on the USAF website
- e. Currently Irene is the keeper of the Armory Hire List

**6) Status on Regional Events logging Mask displacement issues during competition**

- a. Kathy sent an email to all armorers listed on the Regional Events Spreadsheet that we need information on Mask displacement (form sent to all Regional Head Techs)
- b. Kathy also asked each Regional Head Tech to send her a report on the event

- c. Kathy also asked Liz to send the SEMI Committee the Regional Head Tech report submitted by Bob Lightner
- d. Liz will work on how we can use that as a template for all Regional Head Techs to use, the goal being that we would like Head Tech reports from all regional events
- e. Alice Kee will send Kathy a report on her regional event
- f. Brian suggested that we should be working on a short manual for Regional Events that could be included in the Regional bid package

**7) Status on VET World Championships scheduled for October 2021 in Daytona**

- a. This event is still on the schedule, and the National Office doing some preliminary planning for this event
- b. Kathy asked Ted to start working on planning for this event

**ANNOUNCEMENTS**

**Next meeting is scheduled for January 7, 2021 at 8:30pm**

**ADJOURN**

## Appendix C

### **Tournament Committee**

#### **Meeting Minutes – December 17, 2020**

#### **Members:**

Brandon Rochelle (Chair)

David Blake

Meredith Delgado

Maggie Dull

Nikki Franke

Alan Geller

Andrey Geva

Cody Mattern

Jeff Salmon

**Board Liaison:** Peter Burchard

**RC Liaison:** Devin Donnelly

**US SEMI Liaison:** Liz Morey

**Staff Liaison:** Dan Mott

#### **Regional events sanctioning:**

- Based on national conditions, and the requirement for fencers to travel between states for many regional events, the tournament committee recommends reverting to Phase I (local events only) through February 28, 2021.

#### **Regional point qualification structure:**

- Qualification to summer nationals will be adjusted. There will be three ways to qualify:
  - 2019-2020 Regional Points. If a fencer qualified in a weapon in the 2019-2020 season, they would maintain that qualification in 2020-2021 for Summer Nationals. For youth and cadet pathways, if the fencer has since aged out of a category, they may carry their qualification to the next age category up in that weapon.
  - Division qualifiers. Fencers can qualify via division-level events. The TC will recommend adding additional divisional-level youth events should there not be a sufficient number of reasonable regional event opportunities in each region.
  - 2020-2021 Regional Points. For regional events held already this season, and when regional events restart, fencers may earn points towards qualification. Existing point-based thresholds will remain, along with additional pathways based on percentages of each regional point list by region. This additional pathway will qualify the top 25-40% of 2020-2021 regional point holders depending on how many tournaments end up being held, and to be decided by the TC once Phase II resumes.
- The committee would like to emphasize regional tournament attendance is not a requirement for qualification to this year's Summer Nationals as we look to define additional pathways based on last season's results, and to be determined pathways via division-level tournaments later in the season.

## **SYC Points**

- National points earned via SYCs will be maintained until replaced by a future SYC. SYC #1 of 2019-2020 will be replaced by SYC #1 of 2020-2021 once held. If not enough new SYCs are held to replace all 2019-2020 SYCs, points from those previous SYCs not replaced will be maintained for the remainder of the 2020-2021 season.

## **Additional actions of the committee during the 2020-2021 season:**

- State-level restrictions on attendees for regional events
  - Geographic restrictions do not prohibit events from issuing classifications for the remainder of the 2020-2021 season.
- Ratings decay
  - Ratings decays will be postponed until August 1, 2021.
- New para-fencing event types
  - Two new types of competition formats were presented to the tournament committee by the national office for sanctioning and classification. "Walk and roll" events are hybrid para/able events where fencers are combined on able-bodied fencing strips when two able-bodied fencers are competing, and on para fencing strips when two para fencers, or a para and able-bodied fencer, are competing.
    - "Walk and roll" events may use the same classification chart as able-bodied events as long as at least one IWAS certified referee is present.
  - "Sit and fight" events follow the same format as traditional para events with both para and able-bodied athletes eligible to compete.
    - "Sit and fight" events may use a new qualification chart to be developed by the national office, or delegated resource group, and returned to the TC for review, and with at least one IWAS certified referee present at the tournament. The qualification chart developed should factor the total number of para fencers that are in the competitive field as well as their final placements to determine the classification strength.

Respectfully submitted,  
Brandon Rochelle  
Tournament Committee Chair

## Appendix D

### **Youth Development Resource Team**

#### **Meeting Minutes – December 11, 2020**

**Members Present:** David Arias, Christine Strong Simmons, Ina Harizanova, Jennie Salmon

**Members Absent:** Brando Messinese, Adam Maczik, Mika'il Sankofa, Adam Watson

**Board Liaison:** David Arias

**Staff Liaison:** Christine Strong Simmons

1. Welcome and Introductions
2. ADM program information – Adopted by the USA Fencing Board in 2017

The United States Olympic & Paralympic Committee has collaborated with NGBs to introduce the American Development Model to help Americans realize their full athletic potential and utilize sport as a path toward an active and healthy lifestyle. The model utilizes long-term athlete development and quality coaching concepts to promote sustained physical activity, athlete safety and age-appropriate development with the aim of creating a positive experience for American athletes across all levels of sport.

3. Qualification to National Championships
  - Updated Petitions to include COVID
  - Adjusting qualification paths due to lack of competitive opportunities
  - No downgrade of classifications until August 1, 2021
  - Working to determine when in 2021 national tournaments resume, the tournament combinations and if there will be caps needed
  - Modified Athlete Handbook on the website
4. Next call in January 15, 2021 at 11am Eastern, 10 am Central, 9 am Mountain & 8 am Pacific to discuss determine resource team goals for this season

**Name: Youth Development Resource Team**

**Meeting Minutes – Friday, January 15, 202**

**Members Present:** David Arias, Mika'il Sankofa, Ina Harizanova, Jennie Salmon, Brando Messines, Christine Strong Simmons

**Members Absent:** Adam Watson, Adam Maczik

**Board Liaison:** David Arias

**Staff Liaison:** Christine Simmons

**Guests:** Nzingha Prescod

The group discussed various goals for the season including:

- Research athlete retention to determine why athletes drop out
- Create best practices for regional organizers to ensure a great competition experience for Athletes, Coaches, Referees, BC, Armorers and Parents
- Educate clubs and coaches about the American Development Model and the benefits of this program for young athletes
- Promote the importance of kids having fun in sport to minimize early burnout
- Develop a sustainable athlete development model for USA Fencing
- Provide coaches with foundational coach education (non-sport specific) to enhance their training and experience

Youth Festival Discussion:

The YDRT considered the creation of a Youth Festival that included some competition, clinics, fun activities and educational programs for young athletes, coaches and parents. Having National Coaches and National Team Athletes would really enhance this Festival. The group would need to discuss how young athletes are selected for the Festival and the type of education/activities that could be provided. In addition, there should be a way to provide scholarships for disadvantaged and marginalized youth to attend the Festival. It may be possible to host this event in 2023 and the Olympic Training Center, if available, would be inspirational for all attendees. Sponsors and fundraising should be considered when developing this event.

**Name: Youth Development Resource Team**

**Meeting Minutes – Friday, February 12, 2021**

**Members Present:** Mika'il Sankofa, Ina Harizanova, Jennie Salmon, Brando Messines

**Members Absent:** Adam Watson, Adam Maczik, David Arias

**Board Liaison:** David Arias

**Staff Liaison:** Christine Simmons

**Guests:** None

**Regional Organizer Best Practices:**

- Create best practices for regional organizers to ensure a great competition experience for Athletes, Coaches, Referees, BC, Armors and Parents

Best practices guidance to be developed to assist regional organizers -

1. Selecting qualified lead officials process document
2. Regional Organizer information regarding replacement of lead officials and NO notification.
3. How to develop a tournament schedule/referee to strip ratio
4. Regional post tournament survey questions review

**Youth Festival Discussion:**

- The YDRT discussed the 2023 proposed Youth Festival. This event would include some competition, clinics, fun activities and educational programs for young athletes, coaches and parents.

Clinics/Education/Activities Ideas – (some fencing community expertise could be utilized for these sessions)

1. Youth Coaching Clinic – American Development Model & Social and Emotional Learning
2. Youth Nutrition, True Sport (USADA) & Sports Medicine
3. How to serve the sport – Referee, Bout Committee, Armory, etc.
4. Navigating the regional and national tournament structure
5. Collegiate fencing information
6. How to prepare for a tournament, what to expect, honoring the game & code of conduct
7. Various youth activities for skill development and fun

## Appendix E

**Name:** Coach Development Integration Group

**Meeting Minutes** – November – December 2020

**Members Present:**

Cody Mattern/ATH – President of USFCA & Group Lead

Chuck Alexander – USFCA Member

Cassandra Bates/ATH

Vincent Bradford/ATH & USFCA Member

Bob Bodor – USA Fencing Member Services

Maureen Griffin – Club Coach/Positive Coaching Alliance Certified

Terrence Lasker - Club & National Coach

Suzie Riewald – USA Fencing Safe Sport/ADM

Bill Shipman – USFCA Member

David Sierra – USFCA Member

**Members Absent:** None

**Board Liaison:** Peter Burchard, President of USA Fencing & USFCA EC Member

**Staff Liaison:** Christine Simmons & Group Lead

**Guests:** None

The Coach Development Integration Group met during November and December 2020 to discuss coach development and education in the United States. In addition, the group talked about the USOPC Standards Audit that includes reviewing each NGB to determine their compliance in governance, finance, Safe Sport etc. After that audit is complete, the USOPC will look at compliance with the Ted Stevens Act that includes NGB requirements such as coach education and development. The Act does not explicitly state how National Governing Bodies should structure coach education.

Group Consensus Items:

- Coach education and development is a high priority for fencing in the US
- A future requirement for coaching certification plan and roll out as defined by the Ted Stevens Act
- Certification must be easily obtainable and available broadly before it can be rolled out and required for levels of membership
- Phase 2 Continued Education Requirements eventually added to maintaining coaching certification
- Creation of entry-level and continuing education credit focused on "soft" or non-sport specific coaching
- Advanced certification focusing on sport-specific training modes (group classes, private lessons, continuing education credits)

There are two scenarios below for moving forward on Coach Education. Integrating USFCA into USA Fencing or USA Fencing providing coach education certification and utilizing other organizations, such as USFCA, for continuing education requirements.

**Alternative #1:**

The group discussed what the structure would look like if USFCA joined USA Fencing as a Coach Commission or Committee under USA Fencing

- Replicate a similar organizational structure of the USFCA with appointed membership into the initial Coaches' Commission under USA Fencing.
- During transitional period (which is aligned with the term of the USFCA), the Executive Committee of the Coaches' Commission will fine tune organizational structure,

- procedures/processes and mission statements of the Commission and sub-committees.
- If this model were adopted, the two groups would create a transition team to assist with the details of the merger.
  - At the end of the transitional period, the new membership of the Executive Committee will be voted into office with other coach representatives from USA Fencing.
  - Coaches' Commission provides recommendations to USA Fencing regarding coach education, certification levels/content and continuing education providers.
  - USFCA coaching education materials and other resources would be available for use in the USA Fencing coach education program.
  - USA Fencing budget, technology and staff resources developed to build coaching education and offer the program through the USA Fencing membership platform.

**Alternative #2:**

The group also talked about an alternative collaborative scenario with USA Fencing developing coach education that requires continuing education to maintain the certification.

- Coaching Education certification offered through the USA Fencing membership platform including general and weapon specific coaching education.
- USA Fencing budget, technology and staff resources developed to build coaching education.
- Development of a resource team to provide recommendations for coach education, certification levels/content and continuing education providers.
- Educational content developed by USA Fencing, USOPC, other NGBs and coach education providers.
- USFCA and other educational vendors may provide USA Fencing with approved continuing education courses to meet certification levels and/or maintain the levels.

These discussions may provide both independent organizations with information regarding strategic synergies in coach education and possible collaboration opportunities in the future.