

Minutes

Annual Meeting of the USA Fencing Board of Directors

Saturday, October 16, 2021 at 6:00 pm Eastern Time

Present: Peter Burchard, David Arias, Donald Alperstein, Cliff Bayer, Kate Holmes, Abdel Salem, Adam Watson, Lorrie Marciel Holmes, Nzingha Prescod, Alan Kidd

Absent: Lauren Haynie

Guests: Peter Barton, Stephen Hess, Kris Ekeren, Bridget Toelle, Kate Reisinger, Christine Simmons, Sam Chervis

I. Call to Order

General Announcements

Mr. Burchard asked for a moment of silence to remember Stephan Khinoy.

Remarks – Peter Burchard, President

Conflict of Interest announcement.

II. Consent Agenda Items (Mr. Burchard)

1. To approve the minutes from the August 31, 2021 meeting.
2. To approve the email vote minutes from September 24 and October 6, 2021.
3. To approve the reappointment of Peter Barton as Parliamentarian.

Motion (Mr. Burchard): To amend the August 31, 2021 minutes with the inclusion of objections to the Bylaws.

This item was moved to New Business for discussion.

Motion (Mr. Alperstein): To approve items 2 and 3 on the consent agenda.

Second Adam Watson

Motion passed.

III. Post Tokyo Report (Ms. Reisinger)

IV. Education & Coach Development Update (Ms. Strong Simmons)

V. Finance Update (Ms. Toelle)

VI. New Business

Motion (Mr. Burchard): To amend the August 31, 2021 Minutes with inclusion of objections to the Bylaws.

Motion failed for lack of a second.

Motion (Mr. Watson): To approve the Minutes from the August 31, 2021 Board meeting as submitted.

Second Mr. Kidd

Motion passed.

Motion (Mr. Alperstein): To approve the Committees and Resource Teams for the 2021-22 season as provided to the Board.

Rationale: The committee working group has reviewed all applications and provided the board with recommended appointments for the 2021-22 membership year.

The Secretary was requested to read the updates to the Committee and Resource Group selections for the Board.

Motion (Mr. Watson): To accept Committee and Resource Group outline.

Second Mr. Kidd

Motion passed.

Motion (Mr. Watson): That the Board of Directors of USA Fencing appoint as a Vice-President Mr. Samuel D. Cheris.

Rationale: Mr. Cheris brings to the Board experience, connections and abilities not present among the voting members of the Board. These include, but are not limited to, his extensive international experience, both with the FIE and in competitions. He is USA Fencing's longest tenured FIE representative and chairs the Legal Commission, one of the most important and influential positions in the FIE. His long experience on DTs (including as chair) and as Chief of Mission at world cup, Grand Prix, championship, and Olympic events makes him an invaluable advisor on the preparation and protection of USA teams and athletes. He brings financial knowledge and experience that is not shared by any other member of the Board, and appointing him a Vice President will allow the Board to put him on the Budget Committee if it so desires, where his successful work in placing USA

Fencing on a sound financial footing can continue, a contribution greatly needed at this time. Mr. Cheris also stands in a unique position to assist the Board due to his position as treasurer of the United States Fencing Foundation.

**Second Mr. Alperstein
Motion passed.**

Motion (Ms. Prescod): To further the purposes and duties of the Diversity, Equity, Inclusion and Belonging (DEIB) Committee as set forth in USA Fencing Bylaws Section 12.12, the DEIB Committee may at its option have a liaison to each USA Fencing committee and resource team. The DEIB liaison for each committee and resource team shall be invited to attend each meeting of the committee or resource team to which the liaison is assigned and shall be included in the distribution of materials and minutes of that committee or resource team. The following procedures for selecting such liaisons shall be in effect, commencing immediately:

1. The DEIB Committee may select any of its members to serve as liaison to any committee or resource team as the DEIB Committee designates by giving notice of such selection to the Chair of the Board and to the Secretary, who shall then notify the appropriate staff liaison and chair of such committee or resource team of the selection; or
2. The DEIB Committee may nominate other qualified USA Fencing members to serve as DEIB liaison to committees or resource teams for confirmation by the Board of Directors, and upon confirmation the Secretary shall notify the appropriate staff liaison and chair of such committee or resource team of the selection such nominee shall begin serving in the role.

The DEIB Committee shall adopt procedures by which the committee and resource team liaisons report to the DEIB Committee to assist that committee in the discharge of its mission and duties.

DEIB Committee liaisons may be removed from the committee or resource teams to which they assigned by the procedures set forth in USA Fencing Bylaws Section 10.5.

Rationale: USA Fencing's recently adopted bylaw amendments created the DEIB Committee with the purpose of creating and providing meaningful opportunities to advise the organization and increase the presence and protection of underrepresented communities within USFA governance. The DEIB Committee advocates on behalf of underrepresented groups relating, but not limited, to race, disability status, gender, gender identity, ethnicity, religion, political opinions, family status or another innate attribute. The committee is charged with assisting the Board of Directors with assuring diverse representation on the Board, committees and resource groups so that diverse perspectives and views are included in governance matters; with identifying qualified candidates for leadership positions to be considered in the selection process on the Board, committees and resource groups; with educating and preparing interested individuals to serve in USFA governance; and with addressing inquiries regarding the applicability, compliance or non-compliance with anti-discrimination standards. The DEIB Committee can best serve these functions and discharge its duties by engaging with each USA Fencing committee and

resource team, providing conduits of information between itself and the committees and resource teams, and by staying abreast of their activities. The motion provides a method for accomplishing this goal that vests the DEIB Committee with discretion on how to fulfill its mission and achieve its purposes while preserving appropriate Board oversight.

Second Mr. Alperstein

Motion passed.

Motion (Ms. Marcil Holmes): To revise the Black Card Review policy by eliminating the “Level 0” category.

Rationale: The Black Card Review Group is recommending that Level 0 Black Cards be removed from the Black Card Policy. As stated:

Level 0: Administrative Black Cards are those given for failure to appear on the strip, for mid bout withdrawal, and when no disrespect, unsportsmanlike conduct or other aggravating elements are involved. Administrative black cards, while recorded, do not result in a follow-up email from the USA Fencing National Office or Ethics Committee and do not put the individual in a probationary period.

The change will align USA Fencing’s rules with FIE policy o.74 and o.79, under which failure to appear is considered an elimination, not an exclusion, with no black card issued. Fencers who fail to appear are listed in the final result maintaining place as if they lost the bout in direct elimination, versus a black card where a fencer’s name no longer appears in the final results. Since the inception of the BC Policy no other Level 0 Black Cards have been issued.

Second Mr. Watson

Motion passed.

Motion (Mr. Alperstein): To reappoint the existing members of the Legal Resource Group and to add the following individuals to that Group:

Emil Pehlivanov, Esq.

Jonathan Hirsch, Esq.

Raymond Snytsheuvel, Esq.

Rick Torres, Esq.

Samuel Lillard, Esq.

Rationale: The Legal Resource Group serves USA Fencing in several ways. Among these are service as chairs of grievance/disciplinary panels, advisors to such panels, *pro bono* legal counsel and otherwise assisting USA Fencing’s general counsel in the discharge of their duties. Supporting materials for each of the new nominees are included in the Executive Session sharefile (because they are considered personnel documents).

Second Mr. Kidd

Motion passed.

Motion (Mr. Alperstein): That the following additional prospective amendments to the USA Fencing Amended and Restated Bylaws be approved for publication pursuant to Bylaw Section 14.2.a, and that they be considered for adoption at a meeting of the Board following the required comment period:

That Section 7.20.b of the Amended and Restated Bylaws as adopted August 31, 2021, be amended to read, in its entirety, with the addition of the words below in red and the omission of the words below that are struck through:

Unless otherwise provided in these Bylaws, the majority vote of directors voting on a matter shall be the act of the Board of Directors. ~~On matters requiring no more than a simple majority vote of Directors in attendance, the~~The Chair of the Board may, but shall not be required to, cast a vote, ~~except to break a tie,~~ and on matters requiring no more than a simple majority vote of Directors in attendance, the Chair's failure to vote ~~in such case~~ shall diminish the number of persons counted as present and voting for determination of a majority vote.

Rationale: It was the decision and intent of the Governance Task Force that the person serving as Chair of the Board, unlike the case with the office of President as it previously existed, should not be prevented from voting on all matters that come before the Board and should have the right to vote on the same footing as other directors. The amendments proposed by the GTF inadvertently failed to remove the restriction. The last clause of the proposed amendment recognizes the Chair's prerogative of not casting a vote, in which case they shall not be considered in calculating the number of votes needed to approve a proposed action.

That the following Section 7.21 be added to the Amended and Restated Bylaws as adopted August 31, 2021:

Section 7.21. Transition. The terms of the At-Large directors elected as officers in 2020 shall end in and be filled by election in, 2024. The term of the At-Large director elected in 2020 shall be extended from two (2) years to three (3) years, and that position will be filled by election in 2023. The three At-Large directors elected in 2023 shall serve three (3) year terms ending in 2026. Upon conclusion of the transition in 2026, these Bylaws shall be automatically amended to remove this Section.

Rationale: At the meeting on August 31, the proposed amended and restated bylaws were adopted in their entirety except for the section governing transition to the new terms for At-Large directors, and no alternative provision was proposed at that time. The transition must be accounted for, and the foregoing proposes to do that by adopting essentially the same approach adopted by the Governance Task Force.

That Section 7.15.c of the Amended and Restated Bylaws as adopted August 31, 2021, be amended to read, in its entirety, with the addition of the words below in red:

c. Except as otherwise provided in these Bylaws, a specific question or matter that might be considered at a meeting of the Board may be submitted to a vote by mail, facsimile, email or other means at the discretion of the Chair of the Board or upon resolution of the Board of Directors, unless one or more directors makes an effective

written demand that such action not be taken without a meeting. In the conduct of such votes, the Secretary shall provide notice thereof to each member of the Board of Directors containing a clear statement of the question to be voted upon and the date on which voting shall be closed, with a request that each member cast their vote thereon and communicate it to the Secretary and the Chair of the Board prior to the closing date. The notice shall also state that a failure to respond **by casting a vote, abstaining in writing, or demanding in writing that such action not be taken without a meeting**, will have the same effect as abstaining in writing. The closing date shall be not less than three business days after the provision of notice of the vote to be taken. The question or matter submitted for decision under this Subsection shall be approved if the affirmative votes equal or exceed the minimum number of votes that would be necessary to take such action at a meeting at which all of the directors then in office were present and voted.

Rationale: §7-128-202(2)(c) of the Colorado Revised Nonprofit Corporation Act provides that action may not be taken without a meeting if a director objects to doing so and requires that the notice of action to be taken without a meeting so states. The Bylaw as written complies with the first of these provisions but does not require that the notice include reference to the right to object. The proposed amendment addresses and corrects that omission.

That Section 10.1 of the Amended and Restated Bylaws as adopted August 31, 2021, be amended to read, in its entirety, with the addition of the words below in red:

Section 10.1. **Exclusive Procedure.** Officers, directors and committee members may be removed from the positions to which they have been duly selected only by the procedures set forth in this Article **or by judicial proceedings in compliance with the Colorado Revised Nonprofit Corporation Act.**

Rationale: Colorado law provides for the removal of officers, directors, etc., by judicial decree, but the Amended and Restated Bylaws do not make allowance for that provision and in fact appear to attempt to exclude the possibility. The proposed language makes clear that USA Fencing is not attempting to evade that provision and reaffirms that its operations, as stated in §1.3, shall conform to law.

That the references in Section 1.2; 1.3; 7.13; and 7.20.c to the “Colorado Nonprofit Corporation Act” be amended to read “Colorado Revised Nonprofit Corporation Act.”

Rationale: There are four specific references in the Bylaws to the Colorado statutes governing nonprofit corporations. The official short title for that statute as set forth in Colorado Revised Statutes §7-121-101 is different from the language currently appearing in the Bylaws, and they should be corrected to conform with the statute.

**Second Ms. Kat Holmes
Motion passed.**

Motion (Mr. Alperstein as Liaison to the Referee Commission): Beginning with the NAC scheduled for December 9-12, 2021, and until further action by the Board of Directors, entry to USA Fencing national competition venues will be limited to individuals who are fully and demonstrably vaccinated against coronavirus (Covid-19) disease, those

who have demonstrated authentic medical or religious vaccination exemptions, and vaccine ineligible individuals (i.e., members of groups for whom vaccines have not been approved by the CDC or FDA). Rules for regional and divisional competitions shall continue to observe regulations in effect for the jurisdiction where such competitions are held, and the organizers of regional competitions and the sanctioning divisions of local competitions are authorized to adopt and enforce such additional coronavirus (Covid-19) disease vaccination requirements as they deem appropriate. Mask rules, venue number caps, social distancing and other means for preventing the spread of the virus shall comply with or exceed local regulations. The USA Fencing National Office is instructed to adopt procedures for assuring compliance with the vaccination rules at national competition venues, including the authentication of claimed exemptions and testing or other requirements for vaccine ineligible individuals. The National Office is authorized to continue the imposition of such other Covid-19 regulations as appropriate.

Rationale: Coronavirus (Covid 19) disease continues as a pandemic health problem in the United States. The spread of the disease and individual susceptibility are best controlled by full vaccination with FDA approved and CDC recognized vaccines. Such vaccines are easily obtained and are administered at no cost. USA Fencing has an obligation to take reasonable steps to protect its members and guests. Vaccination requirements have been shown to be effective and have been widely adopted by governments, industry, schools, and other institutions. USA Fencing should act accordingly to protect all who enter its venues.

Motion (Mr. Alperstein): To amend the motion to the adjusted verbiage below.

Second Mr. Watson

Motion to amend passed.

Motion (Mr. Alperstein as Liaison to the Referee Commission): Beginning January 1, 2022, and until further action by the Board of Directors, entry to USA Fencing national competition venues and inclusion in any capacity on an international delegation under USA Fencing's auspices will be limited to individuals who are fully and demonstrably vaccinated against coronavirus (Covid-19) disease, those who have demonstrated authentic medical or religious vaccination exemptions, and vaccine ineligible individuals (i.e., members of groups for whom vaccines have not been approved by the CDC or FDA). Rules for regional and divisional competitions shall continue to observe regulations in effect for the jurisdiction where such competitions are held, and the organizers of regional competitions and the sanctioning divisions of local competitions are authorized to adopt and enforce such additional coronavirus (Covid-19) disease vaccination requirements as they deem appropriate. Mask rules, venue number caps, social distancing and other means for preventing the spread of the virus shall comply with or exceed local regulations. The USA Fencing National Office is instructed to adopt procedures for implementing and assuring compliance with the vaccination rules for national competition venues and for inclusion on international delegations, including the authentication of claimed exemptions and testing or other requirements for vaccine ineligible individuals. The National Office is authorized to continue the imposition of such other and additional Covid-19 regulations as appropriate.

Rationale: Coronavirus (Covid 19) disease continues as a pandemic health problem in the United States and abroad. The spread of the disease and individual susceptibility are best controlled by full vaccination with FDA approved and CDC recognized vaccines. Such vaccines are easily obtained and are administered at no cost. USA Fencing has an obligation to take reasonable steps to protect its members and guests. Vaccination requirements have been shown to be effective and have been widely adopted by governments, industry, schools, and other institutions. USA Fencing should act accordingly to protect all who enter its venues or travel internationally with its athletes and others.

Second Mr. Watson.
As amended motion passed.

VII. Other New Business

Motion (Mr. Kidd): To remove Mr. Burchard as Board Chair and appoint Mr. Arias as the new Chair.

Second Adam Watson and Cliff Bayer

Mr. Salem asked if it was legal to change the Chair on the Board. Mr. Hess (General Counsel) said that based on the USA Fencing Bylaws, it is legal for the Board to change the Chair of the Board.

Motion Passed

Mr. Arias resigned his position as the Treasurer.

Motion (Mr. Watson): To appoint Sam Cheris as the Treasurer and for him to relinquish his Vice President position.

Mr. Cheris agrees to the appointment as Treasurer and resigns from the VP position.

Second Ms. Kat Holmes
Motion passed.

VIII. Good and Welfare

Mr. Burchard mentioned that there will be a perpetual trophy in memory of Buckie Leach for a Women's Foil coach of the year in various categories. More information will be forthcoming as details are determined.

IX. Recess to Executive Session

Motion (Mr. Kidd): To recess to Executive Session.

Second Mr. Watson
Motion passed.

X. Executive Session

Present: Abdel Salem, Donald Alperstein, David Arias, Cliff Bayer, Lorrie Marcil Holmes, Adam Watson, Nzingha Prescod, Sam Chervis, Peter Burchard, Kat Holmes

Absent: Alan Kidd, Lauren Haynie

Guests: Peter Barton, Stephen Hess, Kris Ekeren, Kate Reisinger, Bridget Toelle, Christine Simmons

The board approved a recommendation on a MAAPP violation.

The board approved a recommendation on a bullying/misconduct issue.

The board received an update on two disciplinary panels.

The board received an update on a SafeSport issue.

The board voted to exercise discretion regarding which athletes are entered in competitions and approved expenditures associated with the decision.

Appendix A
Presentations

Education:

Million Coaches Grant

- USA Fencing, USA Weightlifting and USA Triathlon submitted a proposal to the Susan Crown Exchange for the Million Coaches Challenge in 2021

- The group was awarded a three-year grant to develop a coaching social and emotional learning education module, refresher, on-site clinic and accompanying resources

- All three sports will work to develop educational content that can be shared with other National Governing Bodies

- Scholarships will be provided to coaches in need to fund completion of the SEL training.

Next Steps

- Included in the grant is initial funding for procurement of a Learning Management System for USA Fencing
 - The companies will be tested over the next several months (companies were recommended and have been utilized by other NGB education providers)

- Funding for software was included in the grant to develop the SEL educational modules and may be used for future educational content and programming

- SEL curriculum consultant groups are being vetted now by the sport cohort in collaboration with the USOPC (they were also awarded a grant by the same group)

2022

With current resources:

- Select a LMS company and software provider 2021 or early 2022

- Complete the SEL module in 2022 and the refresher course, on-site clinic and resources in 2023

- Determine level 1 coach certification modules/curriculum with various staff, coaches and educators (Resource Team)

- Develop partnerships with True Sport and the Positive Coaching Alliance for use of their coach education content
- Establish a communication strategy around the importance of coach development and the initial professional development certification from USA Fencing **With additional financial resources:**
 - Hire a staff member for the Education Department with experience in:
 - coaching
 - fencing
 - software/LMS expertise
 - developing educational programs/curriculum for online and in person certification/seminars
 - Coach Profile developed in the database that is automatically updated when curriculum is completed by the member

2023-2026

- Determine level 2 coach certification modules with various staff, coaches and educators (Resource Team)
- Partnerships solidified with sport specific coach education providers for continuing education requirements added to level 2 certification (ex. USFCA)
- Development of athlete, tournament official and parent online educational curriculum/modules/certification
- Update the communication strategy targeting the importance of coach professional development through level 2 and the additional education certification offerings through USA Fencing

Finance:

Please keep in mind the financials provided to the Board are unaudited draft financials. Our financial audit is scheduled for early next month. As a high level summary for the draft FY20/21 financials you can see that we ended the year with net income of \$98K, which is better than the \$(167)K loss that was in the working budget. We did not access reserves last year. Membership

and Development had more net income than anticipated in the working budget. As previously discussed with the Board, Summer Nationals was not as profitable as anticipated in the working budget. Despite the best efforts of staff to control expenses, the Union requirements in Philadelphia significantly contributed to the elevated expenses at Summer Nationals. The increased revenue in General Admin is from the investment income with the USOE and the 1st loan forgiveness from the Paycheck Protection Program and the Employee Retention Credit in FY20/21. The second PPP loan for \$264K is on the Statement of Financial Position for FY20/21 we anticipate the full loan will be forgiven this fiscal year.

The 21/22 year is starting off strong. We anticipate August and September financials being shared with the Board soon so keep your eye out for those.

Sports Performance – Post Tokyo Update

2020 Tokyo Olympic & Paralympic Wrap-Up

The Games in Tokyo were unprecedented in just about every possible way and I think we can all agree that the fact the Games even happened was incredible. The Organizing Committee in Tokyo, along with the IOC and IPC certainly pulled off a miracle.

I want to start by thanking our athletes for the professionalism, patience, grit and determination they showed in the lead up to and at the Games themselves. They transformed living rooms into gyms, took lessons over zoom and turned roommates into training partners to prepare for the most difficult competition of their lives. The toll the past 18 months had on our athletes was enormous and they deserve so much credit for the sacrifices they made to represent our country in Tokyo. I also want to thank all of our coaches, medical providers, support staff and most importantly, the friends and family of our Olympians and Paralympians for providing our athletes with the tools to succeed.

As we reflect on the preparation for the Games and the actual experience on the ground in Tokyo, many highlights as well as a handful of challenges come to mind. I'd like to quickly go through the highlights or maybe more accurately the key reasons for success and, alternatively, some of the challenges for both of our Olympic and Paralympic campaigns.

I'll start on the Olympic side:

- Athlete Retention - 12 of the 24 athletes selected for Tokyo were at least second time Olympians with 25 Games among them. This was supported in part by a strong direct athlete support system.
- Positive integration of our personal coaches - starting in Rio and continuing in Tokyo each personal coach was accredited to be on the strip during the individual events. In Tokyo we were able to accredit 17 coaches throughout the Games, which is critical to athlete success.
- I want to give a huge shout out to our amazing training partners both during the lead up to the Games and also in Tokyo. Each squad had a dedicated group of training partners who not only supported our Olympians in training, but they were also the best cheerleaders in all of Team USA.
- Sports medicine support - for the first time we were able to send sports med providers to each event in the two years leading up to the Games. In addition, we had two sports med

providers in Tokyo, which allowed us to have dedicated support both at the venue and in the practice facility.

- In addition, the USOPC High Performance Training Center was critical to the team's success. It gave us a comfortable training space everyone could access including personal coaches and training partners. The USOPC provided strength and conditioning services as well as meals and full sports medicine support. We are extremely grateful to the USOPC for providing this resource.
- And, of course, best moment of the Games was the historic gold medal won by Lee Kiefer and the bronze won by Gerek, Alex, Nick and Race in the men's foil team event.

And, of course we faced many challenges in the lead up and on the ground in Tokyo. Perhaps the most critical was the lack of competitive opportunities for our athletes heading into the Games. Unlike most of our competitors, each US squad only had one international level competition and those events were four months prior to the Games.

In addition, one athlete and two coaches were quarantined for 14 days in Tokyo after being deemed close contacts to a positive case. Obviously their final preparation was significantly impacted due to this.

And finally I would be remiss if I didn't address the required inclusion of an athlete under investigation by the US Center for Safe Sport on the ground in Tokyo. I understand the unique circumstances surrounding the investigation ties the organization's hands, but I want to offer my personal feelings to what is an understandably emotional and difficult time for all of our athletes. I personally want to apologize to the athletes in Tokyo who undeservedly had to endure through the many distractions and concerns for their own safety while trying to prepare for the most important competition of their lives.

Moving on the Paralympic Games, where Ellen, Shelby and Terry along with Coach Mickey made a splash in Tokyo. It was the first time we had a women's team compete since 2004. In addition, Ellen in women's foil and Shelby in women's epee made it into the table of 16.

While they worked hard in training camps, our Paralympians battled in Tokyo without any competitive opportunities in the preceeding 18 months. Overall, the Para program in the United States faces significant but solvable challenges. We need to invest in the development of a solid pipeline and athlete retention programs so that we don't have "one and done" Paralympians moving forward. The lack of financial, training and competitive resources puts our athletes at a disadvantage compared to our competitors. We are thankful to have Paralympian, Cat Bouwkamp, leading our efforts in this area and look forward to seeing her hard work pay off.

Finally I want to thank the fencing community for their overwhelming show of support after the death of women's foil national coach, Buckie Leach. All of us who were in Tokyo remember how proud he was of Team USA and how much he was looking forward to riding off into retirement on his new motorcycle. We all look forward to being together this season to honor and remember the impact Buckie had on USA Fencing.

Appendix B Committees and Resource Groups

Committees of the Board:	
Audit Committee	Committee or Resource Group
	Sam Chervis, Maria Panyi, Al Kidd, Adam Watson
Athletes	TBD
Staff Liaison	Bridget Toelle
Board Liaison	Al Kidd
Budget Committee	Committee or Resource Group
	Nzingha Prescod, Sam Chervis
Athletes	TBD
Staff Liaison	Bridget Toelle
Board Liaison	Sam Chervis
Election Committee	Committee or Resource Group
	Susan Belanich, Michael McTigue, David Hitchcock, Leo Curtis
Athletes	TBD
Staff Liaison	CEO
Board Liaison	Donald Alperstein
Ethics Committee	Committee or Resource Group
	Lauren Haynie, Valerie Asher, Laura Johnson, Trish Brown
Athletes	TBD
Board Liaison/Chair	Lauren Haynie
Staff Liaisons	Suzie Reiwald
Ethics Committee Contact Information	ethicscomm@usafencing.org
Nominating Committee	Committee or Resource Group
	Molly Hill, Sam Chervis, Al Kidd, Terrence Lasker
Athletes	TBD
Staff Liaison	CEO
Board Liaison	Alan Kidd
Diversity, Equity, Inclusion & Belonging Committee	Committee or Resource Group
	Dawn Wilson, Alice Dungey, Nicholas Harvey, Joe Leonard
Athletes	TBD
Staff Liaison	Bob Bodor
Board Liaison	Lauren Haynie
RC Liaison	Tasha Martin
Hall of Fame Committee	Committee or Resource Group
	Lee Shelley, Justin Tausig, Jennifer Oldham, Carla-Mae Richards, Arnie Messing, Damien Lehfeltd
Athletes	TBD
Chair	Lee Shelley
Staff Liaison	Jill Grotzinger
Board Liaison	Sam Chervis

Operational Resource Groups:	
Tournament Committee	Committee or Resource Group
	Brandon Rochelle, David Blake, Alan Geller, Brenda Waddoups, Maggie Dull, Jeff Salmon, Nikki Franke, Meredith Delgado, Matt Bush, Andrea Geva
Athletes	TBD
Chair	Brandon Rochelle
Staff Liaison	Christine Strong Simmons & Glen Hollingsworth
Board Liaison	Peter Burchard
RC Liaison	
Veterans Committee	Committee or Resource Group
	Bill Walker, Valerie Asher, Vic Bianchini, Judith Offerle, David Hitchcock, Laura Johnson
Athletes	TBD
Staff Liaison	Cat Bouwcamp
Board Liaison	Abdel Salem
Ex-Officio	Rita Comes
SEMI Committee	Committee or Resource Group
	Kathy Walters, David Blake, Anne Crocket, Ron Herman, Alice Kee, Irene Edgerton, Al Merritt, Liz Morey, Brian Rosen, Richard Meyer
Athletes	TBD
Staff Liaison	Glen Hollingsworth & Michael Aiken
Board Liaison	Donald Alperstein
Emeritus	
Ex-Officio	Ted Li
International Relations Committee	Committee or Resource Group
	To be determined after the FIE Congress Elections this year.
Athletes	TBD
Staff Liaison	Kate Reisinger
Board Liaison	TBD after vote
Club/Member Services Resource Group	Committee or Resource Group
	Deana Young, Rob Lichten, Alice Dungey, Jennie Salmon, Ian Farr, Vicki Miller, Kathy Vail, Madison Haughie
Athletes	TBD
Staff Liaison	Bob Bodor
Board Liaison	David Arias
Divisions Resource Group	Committee or Resource Group
	Jennifer Nollner, Rebecca Chimahusky, Brenda Waddoups, Rich Weiss, Dan Berke, Shanna Davis, Dennis Kolakowski
Athletes	TBD
Staff Liaison	Bob Bodor
Board Liaison	Donald Alperstein
Marketing & Communications Resource Group	Committee or Resource Group
	Juan Calderon, Nick Going, Carl Borack, Madison Haughie, Jeremy Marquez
Athletes	TBD
Staff Liaison	Communications Director
Board Liaison	Al Kidd
Paralympic Development Resource Group	Committee or Resource Group

	Sean Shumate, Bill Nikolai, Christina Massiala-Vaka, Gary Van Der Wege, Jerry Benson
Athletes	TBD
Staff Liaison	Cat Bouwkamp
Board Liaison	Abdel Salem
SafeSport Resource Group	Recommendations
	CJ Callahan, Sarah Kaufman, Lauri Lewis, Rich Weiss, Vickie Miller, Nicole Polanichka
Athlete	TBD
Staff Liaison	Suzie Riewald
Board Liaison	Nzingha Prescod
Ex Officio	Sam Cheris (FIE Safe Guarding)
Sports Medicine Resource Group	Committee or Resource Group
	Valerie Asher, Alan Freedman, Peggy Chin, Justin Tausig
Athletes	TBD
Staff Liaison	Kate Reisinger
Board Liaison	Kat Holmes
Sports Performance Resource Team	Committee or Resource Group
	Terrence Lasker, Daria Schneider, Sam Cheris, Greg Massialas, Iana Dakova
Athletes	TBD
Staff Liaison	Kate Reisinger
Board Liaison	Lorrie Marcil Holmes
Youth Development Resource Group	Committee or Resource Group
	Ina Hartzanova, Brando Messinese, Jennie Salmon, Mika'il Sankova, Ann Marsh
Athletes	TBD
Staff Liaison	Christine Strong Simmons & Adam Mack
Board Liaison	David Arias