

Board Meeting Agenda

Annual Meeting

USA Fencing Board of Directors

Friday, September 8, 2023 at 4:30PM (MT)– Denver, CO

Public Zoom Link: <https://us02web.zoom.us/j/89723621572?pwd=M01WalhxZXNJMFdVcDNRaThaQ1JoUT09>
Passcode: 701687

I. Call to Order

Roll Call

General Announcements

Opening Remarks – David Arias, Chair

Conflict of Interest announcements for this agenda

II. New Business

Appointment of Committees and Resource Groups

MOTION 1 (Board Chair): To approve the Committees and Resource Groups for the 2023-24 season as provided to the Board, details of which are provided in [Appendix A](#) which includes Board Liaison appointments.

Rationale: The committee task force has reviewed all applications and provided the Chair of the Board with recommended appointments for the 2023-24 membership year.

Appointment of the USA Fencing Treasurer

MOTION 2 (Board Chair): That the Board of Directors appoint the current Deputy Treasurer, Emily Bian and USA Fencing Treasurer.

Rationale: Ms. Bian has served for approximately 6 months as Deputy Treasurer of USA Fencing, shadowing and learning from our current Treasurer, Mr. Samuel Cheris, as well as playing an active role in the Budget Committee of USA Fencing. Ms. Bian is a qualified CPA, with experience including 4 years with the Big 4 accounting firms as well as over 10 years in corporate control.

MOTION 3 (Board Chair): That the Board of Directors appoint the current USA Fencing Treasurer, Samuel Cheris, to Deputy Treasurer

Rationale: Mr. Cheris has served on multiple occasions as USA Fencing's Treasurer, his willingness and ability to serve as Deputy Treasurer of USA Fencing allows the incoming

Appointment of USA Fencing Auditors

MOTION 4 (Board Chair): That the Board of Directors appoint Briggs Kofford as Auditor for the 2023-24 season by recommendation from the Audit Committee.

Rationale: Briggs Kofford have been the Outside Auditor of USA Fencing for over a decade, with a new Treasurer and new members of the Audit Committee, as well as both CEO and Director of Finances in post for just over a year, it is highly recommended to stick with our current audit firm at this time.

Appointment of Special Board Members

MOTION 5 (Board Chair): That the Board of Directors appoint Special Board Members for the 2023-24 season by recommendation from the Nomination Committee based upon the Gap Analysis of the organization, and perceived needs of the organization as follows, biographies of Ms. Kaing and Mr. Joo are attached as [Appendix B](#).

Selina Kaing
Mike Joo

Rationale: The Special Board Member position exists to fill particular gaps and needs that the Board of Directors has in order to carry out the business of the Board of Directors. Ms. Kaing is an incumbent Special Board Member and has served the Board excellently in her role, notably Chairing the Task Force on Resource Teams and Committees with distinction. Mr. Joo has significant experience in a multitude of roles including Financial Services experience; as well as experience as a Fencing parent, as a Veteran Foil Fencer and as a significant corporate and board experience.

MOTION 6 (Board Chair): That the Board of Directors appoint the following Special Board Member for the 2023-24 season put forward for consideration by the Nomination Committee, a biography for Mr. Alperstein is attached as [Appendix B](#).

Donald Alperstein

Rationale: Per the USA Fencing Nominating Committee, it is recognized that Mr. Alperstein has served significant time, above that which would be considered term-limited in the current bylaws, on the USA Fencing Board of Directors, and it is further recognized by the Nominating Committee that Mr. Alperstein was not elected by the membership. On the other hand, it is also recognized by the Nominating Committee; that

the Board has had significant turnover in recent years and will benefit from Mr. Alperstein's institutional knowledge and experience which may prove of significant value in the short term to the Board of Directors.

It is noted that if Mr. Alperstein is appointed a further female non-voting member may need to be recommended to be appointed and sought based upon the Gap Analysis of the organization.

Appointment of US Fencing Foundation Trustees

MOTION 7 (Board Chair): That the Board of Directors appoint the following individuals as trustees of the United States Fencing Foundation, biographies of which are attached as [Appendix C](#).

Kurtis Fechtmeyer
Lilly Huang
Robin McGraw

Rationale: Per Article 4 of the United States Fencing Foundation Articles of Incorporation, the Board of Directors shall have final approval of all elected trustees. The current serving US Fencing Foundation Trustees support the appointment of these individuals.

Compensation and Review Committee

MOTION 8 (Board Chair): That the Board of Directors approve the Compensation and Review Group of USA Fencing for the 2023-24 season, to include:

The Chair of USA Fencing
Amanda Nguyen (Independent)
Laurn Deluca PLY (Athlete)
David Arias (At-Large)* - Ex-Officio.

Rationale: USA Fencing will review the performance, compensation, and development of its' CEO every year with an interim review every 6 months, to be completed prior to the internal staff review series. The following process shall be used by the group to review the performance of USA Fencing's CEO:

- Reviewing initial objectives provided by the hiring group of USA Fencing.
- Soliciting feedback (Positive and Constructive) from the remainder of the Board of Directors.
- Soliciting feedback, if any, from direct reports to the CEO.
- Group meeting to discuss performance of the CEO relative to the objectives.
- Delivery of the review to the CEO.

- Delivery of a presentation and report to the USA Fencing Board of Directors in executive session.

Election of the Chair of the Board of Directors

MOTION 9 (Board Chair): To call for an election of the Chair of the Board of Directors.

Rationale: In accordance with Article VI (b) of the Bylaws of the United States Fencing Association, the Chair shall be elected at each annual meeting held in odd numbered years. The Chair shall be elected from among the At-Large Directors by majority vote of the Board of Directors.

III. Good and Welfare

IV. Adjourn to Executive Session

V. Executive Session

Annual CEO Review

VI. Adjournment

Reporting Dates of Committees & Resource Teams

Committee/RT	Date of Last Report	Report This Meeting	Board Liaison
Referee Comm.	2/23	No	Donald Alperstein
Hall of Fame Comm.	2/23	No	Peter Burchard
Audit Comm.		No	Aimee Rice
Budget Comm.	6/10	No	David Arias
Election Comm.	7/4	No	Darryl Jacobs
Nominating Comm.		No	Kat Holmes
DEIB Comm.		No	Darryl Jacobs
IR Comm.	6/23	No	Sam Cheris
SEMI Comm USA	10/22	No	Donald Alperstein
Tournament Comm	7/4	No	Peter Burchard
Veterans Comm.	7/4	No	Abdel Salem
Club and Member RG		No	David Arias
Division RG	6/23	No	Donald Alperstein
Mar/Comm RG		No	Darryl Jacobs
Parafencing RG		No	Abdel Salem
FenceSafe RG		No	Donald Alperstein
Sports Medicine RG		No	Kat Holmes

Youth Development RG	4/23	No	David Arias
Sports Performance RG		No	Lorrie Marcil Holmes
Coaching Advisory RG		No	Ben Bratton
Data Science RG		No	Kat Holmes

Task Force on Committees and Resource Groups Report to the USA Fencing Board of Directors

August 27, 2023

1. Task Force

The USA Fencing Board of Directors voted to approve the composition of the Task Force on Committees and Resource Groups and appoint the following members of the Board of Directors to the Task Force, with the first person named below to serve as chair:

- Selina Kaing (Chair)
- Donald Alperstein
- Peter Burchard
- Lauryn DeLuca
- Nzingha Prescod

The Task Force expresses its thanks for the assistance from Christina Pachuta, Shannon Jolly, and Nicole Kirk from the National Office who helped review, update, and revise the application form and communications plan. The application window for all applicable committees and resource groups was open from July 25 - Aug 7, 2023 to the general membership and appropriately communicated on USA Fencing's website and standard social media platforms.

Link to the call for applications:

- https://www.usafencing.org/news_article/show/1280014

2. Special Notes for Review Process

Many of the applicants were reapplying to their current committees & resource groups and the Task Force was successful in slotting applicants where possible. Where backgrounds align (e.g. a lawyer who may be a fit for Ethics), the Chair reached out to confirm if the individual would be interested in alternative groups.

- **Grievance & Discipline Committee, Coaching Advisory Resource Group, & Data Resource Group:** It was determined that due to the recency of the confirmation by the Board of Directors, the current members will continue on their respective committee & resource group appointments; all new applicants will be considered for future openings. The Task Force made this clear to all new applicants in the call for applications and will notify applicants appropriately.
- **Divisions Resource Group:** It is the recommendation of the Task Force that current members be carried over to next season due to in progress work rolling out new by-law requirements to the divisions. Donald Alperstein as the previous board liaison will continue only in an advisory capacity to complete the work of this resource group.
- **Legal Resource Group:** Current members are carried over from prior year.
- **Task Force Advisory:** The Task Force also solicited additional advisors and National Office staff with specific areas of expertise to provide input as needed regarding Leadership Academy performance, DEIB considerations, specialized areas of

knowledge such as para fencing, high performance, SafeSport, sports medicine, operations, marketing, finance, etc. Special thanks to Peggy Chin, Ellen Geddes, Glen Hollingsworth, Kate Reisinger, Brad Suchorski, and Beth Mahr.

- **Alignment & Discussion Sessions:** The Task Force officially met on Aug 18th to review and confirm applicants. Any necessary follow up consultations were held at the Chair's discretion with appropriate Task Force members and advisors previously referenced.

3. Applicant Summary

USA Fencing received 99 applications (21% increase from the prior year). The Task Force recognizes the importance of DEIB and the value of diverse representation across our committee and resource groups. The Task Force continued the collection of demographic data this year to help inform our selection process and provide data on future improvements.

- **Gender Identity:** While the majority of applicants were male (52%), there was still a fairly significant number of female applicants (44%).
- **Age Group:** 78%+ of applicants fell into the veteran age categories (41+ and older).
Able-bodied: There is an opportunity to reach more individuals in the para fencing community as USA Fencing continues to grow the program nationally, but 15% is an improvement from prior year (4%+).
- **Ethnicity:** 71% of applicants identified White/Caucasian, slightly higher than prior year.
- **Top 3 Committee Choices:** Veterans Committee & Tournament Committee continue to remain the top choices of applicants.

Age	% of Applicants
18-20	1%
21-30	3%
31-40	15%
41-50	15%
51-60	37%
60 or older	25%
Prefer Not to Answer	3%
Grand Total	100%

Ethnicity	% of Applicants
American Indian or Alaskan Native	1%
Asian/Asian American	8%
Black/African American	6%
Two or more Ethnicities	1%
Latino	2%
Not Listed	1%
Prefer Not to Answer	10%
White	71%
Grand Total	100%

Gender Identity	% of Applicants
Female	44%
Male	52%
Non-Binary	1%
Prefer not to Answer	3%
Grand Total	100%

Identify as person with disability?	% of Applicants
No	82%
Prefer not to answer	3%
Yes	15%
Grand Total	100%

4. Summary & Task Force Recommendations

The Task Force makes the following recommendations to the Board of Directors:

- **Committee & Resource Group Approval:** Approve the full slate of recommended members for the committees and resource groups listed in Section 4, Table A of this report.
- ***Athlete Representatives:** This will be approved separately by Kat Holmes & the Athlete Advisory Council and is subject to change.

Table A: Committee & Resource Group Recommendations

Committees		2023-24 Committee Members	2023-24 Chair	2023-24 Athletes*	2023-24 Board Liaisons	2023-24 Staff Liaisons	2023-24 RC Liaisons	2023-24 Ex Officio / Advisors
1	Audit Committee	Maria Panyi David Arias Amanda Nguyen Aimee Rice	Aimee Rice	Lauryn DeLuca Adam Watson	Aimee Rice	Tabitha Chamberlain		
2	Budget Committee	Emily Bian Nzingha Prescod	Emily Bian	Jake Hoyle	David Arias	Tabitha Chamberlain		
3	Diversity, Equity, Inclusion & Belonging Committee	Alice Dungey Nicholas Harvey Dawn Wilson Joe Leonard	Nzingha Prescod	Nzingha Prescod Iman Blow	Darryl Jacobs	Shannon Jolly	Tasha Martin	
4	Election Committee	Susan Belanich David Hitchcock April Alford Alice Dungey	Susan Belanich	Eli Dershwitz Ariel Simmons	Darryl Jacobs	Phil Andrews		
5	Ethics Committee	Valerie Asher Gregory Husisian David Eldridge Darryl Jacobs	Darryl Jacobs	Maya Lawrence Ben Bratton	Darryl Jacobs	Christina Pachuta		
6	Grievance & Discipline Committee	Mark House Charles Simon Kenneth Gauvey David Eldridge	Mark House	Ellen Geddes Daria Schneider	Amanda Nguyen	Christina Pachuta		
7	Nominating Committee	Amanda Nguyen Kat Holmes Molly Hill Terrence Lasker Stacey Johnson (TBC)	Amanda Nguyen	Kat Holmes Jackie Dubrovich	Amanda Nguyen	Christina Pachuta		Phil Andrews
8	Hall of Fame Committee	Steve Mormando Justin Tausig Nikki Franke Carl Borack Abram Gregory	Steve Mormando	Ellen Geddes Cassandra Bates	Peter Burchard	Phil Andrews		

9	U.S. SEMI Committee	Kathy Walters Ron Herman David Blake Ted Li Joseph Moore Alice Kee Irene Edgerton Albert O Merritt Liz Morey Brian Rosen	Kathy Walters	Leo Curtis Jonathan Yergler	Damien Lehfeldt	Michael Aiken	Bradley Baker	
10	International Relations Committee	Donald Anthony Rita Comes Saul Mendoza Jennifer Yamin	Donald Anthony (Co-Chair) Rita Comes (Co-Chair)	Alexander Massialas Kat Holmes	Ivan Lee	Phil Andrews		Donald Alperstein Carl Borack Ted Li Iana Dakova Greg Massialas Jeremy Summers Sam Cheris
11	Tournament Committee	Brandon Rochelle David Blake Meredith J Delgado Maggie Dull Dan Berke Alan Geller Nathan Anderson	Brandon Rochelle	Adam Rodney	Peter Burchard	Glen Hollingsworth	Sean Shumate (Tournament Committee) Kelly Koehler (Tournament Scheduling)	
12	Veterans Committee	Valerie Asher David Hitchcock Charles Alexander Creston Bailey Kate Sierra Jane Carter Keith Baker Edward Kaihatsu	Valerie Asher	Judith Oferle	Abdel Salem	Phil Andrews		Rita Comes
Resource Groups								
13	Club & Member Services Resource Group	Vickie Miller Jason Pinchuk Kathy Vail Ron Lease Jacob Wischnia		Geoffrey Loss Isis Washington	David Arias	Brad Suchorski		
14	Coaching Advisory Resource Group	Michael Marx Greg Domashovitz Matteo Gallo Hayley Ward Silvia Brandt (USFCA Representative)	Michael Marx	Ben Bratton	Ben Bratton	Suzie Riewald		

15	Divisions Resource Group	Dan Berke Shanna Davis Dennis Kolakowski Jennifer Nollner Brenda Waddoups Richard Weiss		Rebecca Chimahusky Lewis Weiss	David Arias	Phil Andrews		Donald Alperstein
16	Data Resource Group	Joe Inzerillo Marc Shull Benjamin Cohen Eliza Mace Yi Yang Melvin Rodriguez Matt Tucker Hashi Vaid Jonathan Bartlett Jonathan Yergler	Joe Inzerillo	Kat Holmes	Kat Holmes	Brad Suchorski		
17	Marketing & Communications Resource Group	Beth Zachai Heather Shankwiler Jason Barrons Felicia Zimmerman		Shelby Jensen	Darryl Jacobs	Bryan Wendell		
18	Paralympic Development Resource Group	Sean Shumate William L Nikolai III Jill Feldman Christina Massiala-Vaka Patricia A. Dykes		Ellen Geddes Byron Branch	Lauryn DeLuca	Beth Mahr		Julio Diaz
19	FenceSafe Resource Group	Cathleen Coyle Randall Sarah Hall Kaufman Seth Leitner Vickie Miller Amanda Nguyen		Nzingha Prescod	Nzingha Prescod	Christina Pachuta	Sue Borgos	Sam Cheris
20	Sports Medicine Resource Group	Adam Thompson Kelcie Whitmann Jasmine Brewster Piper Mariam Zakhary		Lee Kiefer Kamali Thompson	Kat Holmes	Peggy Chin		
21	Sports Performance Resource Team	Kelly Koehler Terrence Lasker Natalie Dostert Daria Schneider		Maya Lawrence Keeth Smart	Kat Holmes	Kate Reisinger		
22	Youth Development Resource Group	Ina Harizanova Simon Pitfield Jennie Salmon Anna Schliep		Adam Maczik Adam Watson	Ivan Lee	Suzie Riewald		

23	Legal Resource Group	Donald Alperstein Vic Bianchini Thomas Hanahan Jonathan Hirsch Sada Jacobsen Julio Mazzoli Emil Pehlivanov Roger Pierro Raymond Snytsheuvel Rick Torres Amy Bianchini Lewis Siegal Samuel Lillard Paul Levy David Eldridge Samuel Cheris Paul Lewis Gregory Husisian		David Arias	Phil Andrews	
24	Referee Commission			Ivan Lee	Glen Hollingsworth	

Biographies for Suggest Special Board Members.

Selina Kaing – Cupertino, CA.

Selina Kaing leads IT services and procurement related to hardware engineering globally. She joined Google as part of the strategic sourcing team handling the company's multi-billion dollar spend base and has worked extensively in operations and supply chain across a variety of Fortune 500 companies including Disney, Nestlé, Gillette (now part of P&G), and Express (formerly Limited Brands).

The daughter of Cambodian refugees who fled the "killing fields" of the Khmer Rouge, her family was resettled in the U.S. and found eventual success running a small business in California's nascent donut shop industry back in the 1980s. Profoundly influenced by her childhood experiences, Selina is passionate and committed to helping organizations across a variety of sectors scale and grow with an agile and entrepreneurial mindset. She is a startup growth advisor for operations strategy through her involvement with Google for Startups and CapitalG, and brings a wealth of leadership experience to diverse organizations focused on youth, diversity, and community enrichment.

She currently sits on the Board of Trustees for the U.S. Fencing Foundation and Palo Alto Art Center Foundation with prior board appointments at multiple nonprofit organizations and state commissions focused on service and the arts. She has held various committee leadership roles aimed at developing organizational strategy and growing philanthropic giving efforts. She also is an active veteran fencer.

Selina is a frequent guest lecturer and workshop facilitator on topics related to operations strategy, women and leadership, negotiations, and project management. Her thought leadership and research has been presented at academic conferences and university level operations courses. She holds a B.A. from Harvard University and M.B.A. from Oxford University.

Michael Joo – New York City, NY.

Mike Joo is Managing Director and COO, Global Corporate & Investment Banking at Bank of America. Mike is responsible for driving strategy and key business initiatives across corporate and investment banking globally.

Mike is a Fencing parent, of a Foil Fencer, and a Veteran Foil fencer having picked up the sport after enjoying sharing the sport with his daughter.

Originally from Minneapolis MN. Mike began his career at Goldman Sachs in New York and then moved to Hong Kong where he was co-head of Asia Debt Capital Markets at Credit Suisse. After joining Bank of

America Merrill Lynch, he relocated back to NY as COO, Global Markets and served as head of Global Rates & Currencies Origination.

In Asia, Mike was involved in various advisory and financing projects for the Korean government and received a distinction from the Korean government for his contributions during the Asian financial crisis. Mike is currently a board member of Korea Finance Society, the Council of Korean Americans and received his Bachelor of Science in Biology from MIT.

Donald Alperstein – Denver, CO.

Donald Alperstein has a long history with USA Fencing. He served as President from 1996 to 2000 and as general legal counsel to the organization and six different presidents. He has chaired numerous committees at all levels of USA Fencing and has been elected to the Board of Directors in three different decades. Alperstein remains an active referee and veteran fencer.

Internationally, Alperstein was elected to the FIE Commission on Discipline, had an active career as an international referee, and was appointed as the FIE Supervisor to numerous world cup competitions. He continues his international service as a member of the FIE Disciplinary Panel.

Alperstein's professional career as an attorney in private practice spans more than forty years following his graduations from Whitman College (B.A. in philosophy) and Harvard Law School. He is an active member of the Colorado Bar Association, where he served as a trustee and treasurer of the Colorado Bar Foundation, the grant-making arm of the organization and as chair of the Professionalism Coordinating Council. He has chaired and served on many professional panels and committees over the years. He makes his home in Denver, where his practice emphasizes general business transactions, real estate and amateur sports law.

Potential Trustees – US Fencing Foundation

Lilly Huang – San Francisco, CA

Lilly Huang is Managing Director of Citi Private Bank and was previously Managing Director at HSBC Global Private Banking, where she led the Ultra High Net Worth and Asia Corridor teams for the West Region.

In her role, Lilly worked closely with ultra-high-net-worth clients and their families in developing customized strategies designed to preserve, grow and transfer wealth effectively. Lilly leads a team of specialists who work in concert to develop thoughtful solutions in multiple disciplines: Investment Management, Trust and Estate Planning, Family Office Services, Lending and Philanthropy.

Lilly has over 20 years' experience working with the venture capital and technology communities. She's developed a broad array relationships with technology founders and CEOs, private equity firms, and venture capital investors.

Prior to her role at HSBC, Lilly was the Head of the Entrepreneur Services Group at Silicon Valley Bank. She was the first representative of the city of San Francisco to China, supported by former Mayor of San Francisco, Gavin Newsom.

Lilly is a member of CEO Advisory Council for USA Fencing, Board of Director of the Hong Kong Association of Northern California, and a Lotus Advisor for the Asia Foundation.

She was a guest lecturer at Stanford University from 2013 to 2014. She earned her CPWA® license through the Yale School of Management, she holds a Master of Science degree from the University of Birmingham, UK, and series 7 and 66 licenses.

Kurtis Fechtmeyer – Minneapolis, MN

Kurtis Fechtmeyer joined Northland Capital Markets in 2015 as Managing Director in Investment Banking focused on origination and execution in Communications and Technology M&A. Prior to Northland, Mr. Fechtmeyer has been an investment banker and mergers and acquisitions attorney in the technology, media, and telecom industries for two decades. In addition to closing over 50 transactions, Mr. Fechtmeyer was the co-owner and senior professional at two successful venture-backed investment banks acquired by public companies. Goldman Sachs (NYSE:GS) acquired Epoch Partners, where Mr. Fechtmeyer was an equity owner and served as the head of the communications technology group. East Peak Advisors, where Mr. Fechtmeyer served as a managing director and co-managing partner, was acquired by FBR Capital Markets (NNM: FBRC), where Mr. Fechtmeyer remained as a managing director and advisor in the technology group. Prior to joining Northland Capital Markets, Mr. Fechtmeyer also served in a corporate development capacity for J2 Global (NNM: JCOM), a public holding company for enterprise cloud services and digital media properties, and has represented asset managers with leading growth and technology investors.

He earned his A.B. degree in Social Studies and Economics from Harvard; his J.D. from Columbia University; and his M.B.A from NYU Stern School of Business

He maintains FINRA Series 24 General Securities Principal, Series 7 General Securities Representative,

Series 79 Investment Banking Registered Representative, and Series 63 Uniform Securities Agent registrations.

Robin McGraw – The Berkshires, MA

Robin McGraw is a multifaceted community leader with a rich history of service and philanthropy. Serving as an Ambassador at Large for Berkshire School, his alma mater, Robin also holds key roles in The Donald C. McGraw Foundation and Black Rock Foundation, focusing on human services, education and healthcare in Berkshire County. His diverse career includes a 16-year stint as a tactical paramedic, and he's an accomplished athlete — an All-American Soccer player, national team saber fencer and member of the U.S. Masters Hockey Team.

Robin's leadership extends to various boards, including Hospice Care in the Berkshires and The Play to Lead Foundation. As a Deputy Sheriff, he's also a member of the Opiate Task Force, focusing on inmate re-entry programs. Robin and his wife, Buzz, reside on a farm in South Egremont with their pets.

As for his fencing credentials, Robin trained under world-renowned masters like Jean Michel Oprendeck and was attached to the French National Team from 1978 to 1980. He earned his Maitre des Armes title at the 1981 World Championships. He then retired from competitive fencing in 1982.