

Agenda
Special Meeting of the
USA Fencing Board of Directors
February 17, 2020 in Columbus, OH
At 11:00 AM ET
1-877-885-3221 Passcode: 6869204

I. General Information and Organizational Items

General Announcements

Remarks – Donald Anthony, President

Conflict of Interest Announcement

II. External Audit Report (Greg Papineau, BiggsKofford)

Motion (Mr. Kidd) to accept the audit report for 2018-19.

III. Consent Agenda Items (Mr. Anthony)

1. To approve the November 20, 2019 meeting minutes.
2. To approve the October and November 2019 financial reports.
3. To approve the updated Spectator and Member Codes of Conduct (**Appendix A**).
4. To receive the Audit Committee minutes (**Appendix B**), Budget Committee minutes (**Appendix C**), Marketing and Communications Resource Team (**Appendix D**), and SafeSport Resource Team minutes (**Appendix E**).
5. To approve the Emeritus Committee member definition (**Appendix F**).

IV. Executive Director's Report (Kris Ekeren)

V. Finance Update (Doug Hayler)

VI. Legal Update (Jim Neale)

VII. Strategic Plan Update (Daugherty Business Solutions)

VIII. SafeSport Update (Kris Ekeren)

IX. 4Front Update (Adam Watson & Kris Ekeren)

X. New Business

Motion (Mr. Arias): To approve the 2020-21 budget.

Motion (Mr. Alperstein as liaison to the Referees' Commission): To adopt for USA Fencing, and incorporate into The Rules of Competition, rule changes to the Technical ("t" section) and Organizational ("o" section) rules approved at the November 2019 FIE Congress in the form attached hereto (**Appendix G**), modified as follows for USA Fencing purposes:

t.18: Add a USA Fencing note that reads "USA Fencing sanctioned tournaments must use strips that conform to requirements based on the level at which the competition is held that are specified in the Operations Manual."

t.124: Adopt the full current FIE language for t.124, with the deletion of "which is based on the FIE ranking" in t.124.1.e and t.124.2.f.

Said changes shall take effect as of August 1, 2020.

RATIONALE: At the November 2019 Congress, the FIE adopted certain changes to the international rule book. In order to remain abreast of the rules being used internationally, USA Fencing should approve them now. However, because the change to t.18 does not completely align with the rules as implemented by USA Fencing for local and regional competition, annotation id required to make the change harmonize with our Operations Manual. As of the agenda submissions deadline for this meeting, that process was under way but had not been completed. Regarding t.124, the Board previously adopted language for that rule that differs from that adopted by the FIE to accurately reflect our practices and procedures. The recommended modification would reconcile USA Fencing Rules with those of the FIE while removing an inapplicable provision.

XI. Good and Welfare

XII. Recess to Executive Session

XIII. Executive Session

XIV. Adjournment

Appendix A



USA Fencing Spectator Code of Conduct 2019-20 Season

As a spectator and supporter of the sport of fencing, I understand that it is my role to help create a positive and supportive environment for everyone involved in a tournament – both on and off the strip.

I will:

- Display good sportsmanship by respecting athletes, coaches, referees, officials and other spectators.
- Act appropriately and remain orderly so I do not disturb the smooth running of the competition. I will remember to enjoy the competition – regardless of the outcome – and will not taunt or disturb other spectators.
- Abide by all applicable USA Fencing rules and regulations, including USA Fencing's SafeSport Policy, Athlete Handbook and Rulebook.
- Support the referees and coaches by trusting their judgment and integrity. I understand that continually vocalizing criticism so that it detrimentally affects the good order of the competition is a violation of fencing rules.
- Never physically contact a referee in an aggressive or confrontational manner.
- Be a role model by positively supporting athletes and not shouting instructions or criticism to the athletes, coaches or officials.
- Help provide a safe and fun environment for all participants.
- Encourage all competitors in a positive manner, remembering that the use of profanity and objectionable gestures are offensive and are prohibited.
- Be supportive after the competition – win or lose. I will recognize good efforts and sportsmanship.

I acknowledge that failure to comply with the USA Fencing Spectator Code of Conduct may result in removal from the venue or other disciplinary action. I understand its requirements and agree to abide by the letter and spirit of the Code.

Signature

Date



USA Fencing Member Code of Conduct 2019-20 Season

As a member of USA Fencing, I am committed to fair competition and respect for other members, including athletes, coaches, referees, volunteers, tournament officials, spectators and fans. I understand that sportsmanship is a key tenant of competition and will exhibit the qualities of sportsmanship at all times.

I will:

- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Abide by all applicable USA Fencing rules and regulations, including USA Fencing's SafeSport Policy, Athlete Handbook and Rulebook.
- Respect the rights, dignity and worth of all opponents, coaches, referees, officials, administrators, parents, fencers and spectators regardless of race, creed, color, religion, national origin, ethnicity, gender or sexual orientation.
- Never physically contact a referee in an aggressive or confrontational manner.
- Support clean competition, including an environment free of doping, and will follow all applicable rules related to anti-doping as established by the United States Anti-Doping Agency, the World Anti-Doping Agency and the Federation International d'Esclime.
- Respect my competitors and other members of the fencing community in person or via electronic or phone communication or social media. Accordingly, I will not bully, harass or otherwise be disrespectful or disparaging to others.
- Remember that at all times I am an ambassador for the sport of fencing, whether in or out of competition.

Failure to comply with the USA Fencing Member Code of Conduct may result in disciplinary action. I have read the USA Fencing Coach Code of Conduct. I understand its requirements and agree to abide by the letter and spirit of the Code.

Signature

Date

Appendix B

Name: Audit Committee

Meeting Minutes – Date 01/29/2020

Members Present: Sam Cheris, Alan Kidd, Daria Schneider, Lorrie Marcil-Holmes, Kat Holmes

Board Liaison: Sam Cheris

Staff Liaison: Douglas Hayler

Guests: Greg Papineau, Tyler Atkins and Bret Wicker - All from BiggsKofford

There were several email communications with the audit committee before the call.

Email 10/08/2019 - Audit committee was notified that the audit had started 10/07/2019 and the auditors would be in the office for the whole week.

Email 10/23/2019 – Audit committee was notified that the field work for the audit had been completed and we are waiting to hear from the auditors in regards to when we can expect draft financial statement.

Email 12/04/2019 – Notified the audit committee that draft audits had been received in early November. During the review of the draft financials an error was found and the auditors were notified. We are waiting for updated draft audited financials.

Emailed 12/12/2019 – Received updated draft financials. USA Fencing was satisfied with the corrections that were made. The draft audit and all supporting documentation was sent to the audit committee for their review.

Due to the timing of receiving the updated draft financials and the holidays we were unable to get an audit committee call set up before the end of the year. Greg Papineau, the audit partner, was unavailable to be on an audit committee call until the last week of January 2020.

Audit Committee Call 01/29/2020

Copies of the 2018-19 audit and management comment letter were emailed to the audit committee for their review. Greg Papineau reviewed and commented on the draft audit financials and the management comment letter.

Greg spoke about the new reporting standards that were required for the 2018-19 audit as the report looked different from prior year. He also noted that there were a couple other new reporting standards that will be coming up in future years. There is no big impact to USA Fencing with the new reporting standards.

There were no issues and one adjusting journal entry that was a re-class entry. Greg noted that the finance team was very helpful during the audit process. They also spoke about the solid financial base that USA fencing now has with the establishment of the reserve account.

The Form 990 has been completed and Greg is in the process of reviewing. USA Fencing would be receiving the 990 by the end of the week. Once received another audit committee call will be set for their review and approval.

Lorrie Marcil-Holmes proposed a motion to approve the audit and management comment letter as presented by the auditors.

Kat Holmes seconded the motion.

Sam Cheris (Chair) – Yes to approve

Kat Holmes (Athlete) – Yes to approve

Daria Schneider – Left call before the vote approve

Lorrie Marcil-Holmes – Yes to approve

Alan Kidd – Left call before the vote to approve

Appendix C

Name: Budget Committee

Meeting Minutes – Date 1/29/2020

Members Present: Adam Watson, David Arias

Members Absent: Gerek Meinhardt

Board Liaison: Adam Watson

Staff Liaison: Douglas Hayler

Guests: N/A

The \$15 increase in the Per Diem from \$35 to \$50 that is paid to officials at our events was the major discussion. We had proposed a \$5 increase to \$40 so the committee is looking at options to find the additional \$94,800 to cover this increase. The committee was in agreement with the \$10 increase in event registration fees from \$75 to \$85. We also discussed the option of either eliminating or cutting refunds by a certain percentage. The refund discussion was put on hold to gather information on what other NGB's do.

We also discussed the 25% budgeted increase in insurance. The committee was in agreement that the only way to increase revenues was to increase the membership fees to cover the estimated increase. As the budgeted increase is an estimate it was noted that we may need to revisit this if the increase is higher than estimated.

The call concluded with the agreement to discuss the refund options on the 01/31/2020 call.

Name: Budget Committee

Meeting Minutes – Date 1/31/20

Members Present: Adam Watson, David Arias, Gerek Meinhardt

Board Liaison: Adam Watson

Staff Liaison: Douglas Hayler

Guests: N/A

The budget committee was sent several examples of what other NGB's do with refunds. Several NGB's have a no refund policy and others do offer partial refunds. The budget committee was shown the financial impact of no refunds, 75% of event fees, 50% of event fees and 25% of event fees. The budget committee agreed on a 50% refund policy on event fees for the NAC's and SJCC's.

The Budget narrative was updated based on this refund policy decision and sent to the budget committee for their review.

On February 3, 2020 the budget committee approved the 2020-21 fiscal year budget via email.

David Arias (Chair) – Yes to approve

Adam Watson – Yes to approve

Gerek Meinhardt (Athlete) – Yes to approve

Appendix D

Name: Marketing & Communications Resource Team

Meeting Minutes – Date: February 6, 2020

Members Present: Bill Korbus, Nicole Jomantas, Richard Adler, Mandy Glidewell

Members Absent: Tasha Mattern, Al Kidd, Adam Watson, Race Imboden, Kat Holmes, Francesca Russo

Board Liaison: Al Kidd

Staff Liaisons: Bill Korbus, Nicole Jomantas

Guests: Bob Bodor

Call Agenda:

- Restated charter of this resource team
- Introduction of new members
 - Richard Adler and Mandy Glidewell were able to participate on today's call
 - All call participants shared a brief background on experience and expertise
- Marketing Update
 - Shared sponsorship procurement efforts
 - Bob Bodor presented Adrenalin agency-produced membership outreach collateral for feedback
 - Call participants forward additional feedback and visual elements to Bob after the call
- Communications Update
 - Athlete Storytelling
 - Olympic qualification
 - Suggestion to add/replace some current USA Fencing website content with Road to Tokyo elements and hype including "leaderboard" or qualification updates on the website and at our national/international events
- Discussed updating resource team charter and next call after Junior Olympics

MARKETING & COMMUNICATIONS RESOURCE TEAM AGENDA

2/6/20

ONE HOUR

- Getting to know you! BRIEF two-to-three minute what you do and how you think/hope you can contribute to the M&CRT. This will include Nicole and me.
- Marketing imperatives for the 2019-2020 season
 - Diversify and enhance revenue streams (Commercial partnerships only)
- Commercial partnership update
 - Nike
 - Nationwide Insurance
 - Mount Sinai Health Systems
 - Vizio

- Blade Protech
 - Junior & Cadet World Championships
 - 4Front agency engagement (Adam and Bill)
- Branded new member outreach initiative: Member Services staff
- Communications imperatives for the 2019-2020 season
- Communications update

Appendix E

Name: SafeSport Resource Team

Meeting Minutes – December 18, 2019

Members Present: Sarah Kaufman, Adam Mack, Lauri Lewis, Rich Weiss, Sada Jacobson, Suzie Riewald

Members Absent: Cody Mattern

Board Liaison: Cody Mattern

Staff Liaison: Suzie Riewald

1. Member introductions
2. Resource Team Charter: The Safe Sport Resource Team provides support and guidance to the Safe Sport staff person for USA Fencing to include, but not limited to: feedback on proposed policy changes and updates, education programs for coaches, parents and athletes, and serving on Safe Sport panels as needed. The team may also field questions from the membership, directing issues to the National Office when necessary.
3. SafeSport in 2020- highlights include
 - a. new BGS policy per USOPC,
 - b. BGS expiration dates to align with membership renewal beginning 2020-21 season
 - c. MAAPP revisions
 - d. Education/ training for parents, coaches, officials
 - e. Reaching out to Clubs to discuss MAAPP challenges, needs and resources.
4. Educational ideas for Clubs, parents, athletes – discussion/ feedback regarding educational needs and best avenues to disseminate information
5. MAAPP – communication and support
 - a. Critically important to work to make sure implementation is happening – need multiple touch points and need to continue to push communication in various ways.
 - b. Need to provide MAAPP information to Divisions and Regions regarding compliance; additional resources
 - c. Develop Checklist for Clubs to help ensure compliance
 - d. Checklist for events?

Appendix F

Emeritus Committee and Resource Team Members Definition

The USA Fencing Board of Directors may recognize long-term committee and resource team service with the honorary title of Emeritus. The title will correspond to the last position held during active service to the organization. The emeritus committee members do not vote or take an active role in the committee or resource team activities or matters.

Appendix G
Summary of decisions
2019 CONGRESS

MODIFICATIONS TO THE ORGANISATION RULES
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The texts below are applicable on January 1st, 2020, unless mentioned otherwise.

Assaults and bouts

o.5

A **friendly combat** between two fencers is called an **assault**. When the score of such an assault is kept to determine a result **in an individual competition** it is called a **bout**.
The three sections of a direct elimination bout are called **periods**.

In a match (cf o.6) between teams each of the nine bouts is called a **relay**.

Match

o.6

The aggregate of the **bouts relays** fought between the fencers of two different teams is called a **match**.

MODIFICATIONS TO THE TECHNICAL RULES

The texts below are applicable on January 1st, 2020, unless mentioned otherwise.

t.18

- 1 The **combat area** of the piste is ~~from~~ 1.50 meters ~~to 2 meters~~ wide.

Application: 1st January 2021

Fig.1 and Fig 2 have been modified.

t.18

- 3 The conductive safety borders, indicated in Fig. 1, the diagram of the pistes for **poules, DE, and** finals and semi-finals, **including the pistes already having safety borders**, do not form part of the piste.

t.45

- 1 For a **sport trauma/injury or cramp or other acute medical incident** which occurs in the course of a bout and which is properly attested by the delegate of the FIE Medical Commission or, in his absence, by the doctor on duty, the Referee will allow a break in the fight lasting no longer than 5 minutes. **Only the doctor and/or medical provider on duty can determine the length of time of treatment required when a medical time-out is granted.** This break should be timed from the point when the delegate of the FIE Medical commission or, in his absence, the doctor gave his opinion. **This break should and** be strictly reserved for the requisite treatment. If the delegate of the FIE Medical Commission or, in his absence, the doctor on duty considers, before or at the end of the 5 minute break, that the **fencer is incapable of continuing** the fight, he will decide that the fencer should retire (individual events) and/or be replaced, if possible (team events) (cf. o.99.6.a/b).

All breaks for **a sport trauma, injury** cramp, **or an acute medical incident** must be noted on the score-sheet for the bout, the pool or the match.

t.50.3

For the **direct elimination tables at each weapon**, the Refereeing Delegates establish, among the referees present, a list of the best referees at each weapon (according to the grades obtained during the season).

For each quarter of the table, 4 referees are assigned by drawing lots from among at least of 4 to 5 referees, to referee the bouts in the order of the table. They must be of a different nationality from that of any of the fencers participating in that quarter of the table **if possible**. **Then, the video consultants will be assigned by drawing lots among a list of at least 4 to 5 referees.**

Lots are drawn by the computer at each stage of the table, but may be modified by the Refereeing Delegates in case of any problem with the computer programme,

mistakes made by the operator of the computer programme and in case of conflicts between category A or B (FIE Statutes, CHAPTER XII - ETHICAL CODE). In any case where the computer draw is modified, it must be with the agreement of the Directoire Technique and signed by both the Refereeing Delegate and the President of the DT. At each referees' meeting before any competition, the referees will be asked to declare their potential conflicts of interest to the Refereeing Delegate or to the President of the Directoire technique (for junior competitions). This information must be notified to the FIE by the Refereeing Delegate or the Directoire technique President (for junior competitions).

t.55

- 1 The Referee will **disregard** hits which are registered as a result of actions:
 - started **before the word 'Play!'** or **after the word 'Halt!'** (cf. t.23.1/3);
 - which are made on any object **other than the opponent** or his equipment.
 - ~~1—At foil, hits made other than on the opponent or his equipment do not stop the fencing phrase and do not annul subsequent hits.~~
 - ~~32~~ A competitor who, **intentionally**, causes the apparatus to register a hit by placing his point on the ground or on any surface other than **that of his opponent** will be penalised as specified in Articles **t.158-162, t.165, t.170**.
-

t.62

- 1 There shall only be a maximum of 4 repetitions of the action. The referee can choose to review the action in real time or in slow motion, at any speed he wishes.
 - 2 At all weapons and at any time, the referee may consult his monitor before making a decision.
 - 3 If the fencers' scores are equal at the end of the match, for the decisive hit, the referee must use the video-refereeing before even giving his decision, ~~except in the case specified in article t.62.2:~~
 - 4 The video consultant may at any time request that the referee use the video-refereeing.
 - 5 Once the referee, together with the video consultant, has analysed the action, whether it is:
 - at the referees initiative
 - at the request of the athlete
 - in case of a tied score, before the decisive hit
 - at the video consultants requestthe decision given by the referee is final and no other review of the same action can be requested.
 - 6 Each time the referee consults the video, whether on his own initiative, following an appeal or at the suggestion of the video-consultant, the opinions of the referee and the video-consultant must be recorded on the match sheet.
-

Unwillingness to fight (Non-combativity)

t.124

The text in blue was presented in green and blue at the FIE Congress 2019.

There is unwillingness to fight when there is one minute of fencing without a hit or without a hit scored off the target.

When one or both fencers make clear their **unwillingness to fight**, the Referee will immediately call 'Halt!'

1 Individual events – Direct elimination

P-Cards are awarded to each fencer separately, starting with a P-Yellow card, followed by two P-Red cards and finally by a P-Black card.

When, for the first time, there is one minute of unwillingness to fight, the Referee sanctions one or both fencers with a P-yellow card as follows:

- a) If the fencers are equal: the Referee sanctions both fencers with a P-yellow card.
- b) If the fencers are not equal: the Referee sanctions the fencer who has the lower score with a P- yellow card.

When, for the second and third times, there is one minute of unwillingness to fight, the Referee sanctions one or both fencers with a P-red card as follows:

- c) If the fencers are equal: the Referee sanctions both fencers with a P-red card.
- d) If the fencers are not equal: the Referee sanctions the fencer who has the lower score with a P- red card.

When, **from** the fourth time, there is unwillingness to fight, one or both fencers who have already received two P-red cards, receive a P-black card.

- e) If the fencers receive P-Black cards simultaneously and their scores are equal, the fencer with the higher initial seeding in the competition, which is based on the FIE ranking, wins the bout.
- f) If the fencers receive P-Black cards simultaneously, and their scores are not equal, the fencer with the higher score wins the bout.

2 Team events

P-Yellow and P-Red cards are awarded to each team separately, starting with a P-Yellow card and followed by two P-Red cards. The P-Black card is awarded to the fencer.

When, for the first time, there is one minute of unwillingness to fight, the Referee sanctions one or both teams with a P-yellow card as follows:

- a) If the teams are equal: the Referee sanctions both teams with a P-yellow card.
- b) If the teams are not equal: the Referee sanctions the team with the lower score with a P- yellow card.

When, for the second and third times, there is one minute of unwillingness to fight, the Referee sanctions one or both teams with a P-red card as follows:

- c) If the teams are equal: the Referee sanctions both teams with a P-red card.
- d) If the teams are not equal: the Referee sanctions the team which has the lower score with a P-red card.

When, from the fourth time, there is unwillingness to fight, a P-black card is given to the fencer on the piste of either or both teams which have already received two P-red cards.

- e) A team in which a fencer has received a P-black card may use their reserve fencer, if they have one and if the replacement has not already been made previously for tactical or medical reasons.

If a replacement is made following receipt of a P-black card, no further replacement may be made, even for medical reasons.

If no replacement can be made following receipt of a P-black card (because there is no reserve fencer or because the reserve fencer has already been used previously), the team in which a fencer has been sanctioned by a P-black card loses the match.

Following the replacement of a fencer after the awarding of a P-Black card, the relay in question continues. Any further occurrence of unwillingness to fight results in a further P-Black card and the team in question loses the match.

- f) If a P-Black card is given to the fencers on the piste in both teams simultaneously and neither of the teams can make a replacement and their scores are equal, the team with the higher initial seeding in the competition, which is based on the FIE ranking, wins the match.

- g) If a P-Black card is given to the fencers on the piste in both teams simultaneously and neither of the teams can make a replacement and their scores are not equal, the team with the higher score wins the match.

3 In both individual and team competitions

In case of unwillingness to fight, it is up to the referee to call "Halt" as a decision of fact (cf. t.136.2).

- a) The P-yellow (warning), P-red (penalty hit) and P-black (the possible losing of a bout or match) cards received during any one bout or match (during all 9 relays) are valid only for that bout or match. They are not transferable to the following bout or match.

No P-card (yellow, red or black) may be awarded in individual competitions at 14-14 or in team matches at 44-44.

- b) In both individual and team competitions, fencers and teams who have lost the bout/match following the award of a P-Black card, will be ranked in the final results of the competition as having lost the bout/match. They receive the corresponding points.

- c) In both individual and team competitions, the period/relay continues after the awarding of a P-Yellow or a P-Red card.

- d) The minute starts again after each hit, each hit off the target, each hit annulled each penalty hit, and at the beginning of each period or relay.

- e) The referee must record these P-yellow, P-red and P-black cards separately on the score sheet. The sanctions awarded for unwillingness to fight are not cumulative with any other sanction awarded.

- f) In both individual and team competitions, if, at the end of the regulation time, there is equality of scores, article t.124 does not apply and articles t.40.3 and t.41.5 will apply.

Updates to t. 170

OFFENCE	ARTICLE	PENALTIES		
Unwillingness to fight: the sanctions imposed are shown by specific P- cards which are not cumulative with any other sanction awarded.	t.124	1st time P-Yellow	2nd and 3rd times P-Red	From 4th time Penalisation

EXPLANATIONS	
P CARDS (t.124)	P-yellow (warning), P-red (penalty hit), P-black (possible loss of the bout or match). In both individual and team competitions, fencers and teams who have lost the bout/match following the award of a P-Black card, will be ranked in the final results of the competition as having lost the bout/match. They receive the corresponding points.