



**MINUTES  
USA BOXING BOARD OF DIRECTORS  
REGULAR MEETING  
JANUARY 19, 2008  
8:00 AM PST  
CROWNE PLAZA  
SAN DIEGO, CALIFORNIA**

I. Call to Order – 8:05 AM PST

II. Roll Call

Board Members Present: Jim Beasley, Tom Virgets, Boyd Melson, Angel Bovee, Kevin Franklin

Board Members by Phone: Tom Coulter, Alan Rothenberg (LEFT CALL AT 9:13 AM)

Board Members Absent: Robert Blaha, Dave Swavey

Staff Present: Jim Millman, Executive Director/CEO; Linda Gleeson, Business Manager; Cathy Newell, Executive Assistant

III. Quorum

IV. **MOTION/SECONDED/CARRIED** (Franklin/Beasley): Approval of minutes from Mesquite BOD meeting. Unanimously passed.

V. Chairman's Opening Remarks

VI. Gleeson Presented Financial Report

A. 2007 Financials (*attached*) reviewed.

VII. Millman Presented His CEO Report (*attached*)

A. ACTION – STAFFING GOALS (Virgets requested): Millman to lay out short-term priorities in staffing and critical areas of focus for each department.

B. ACTION - SPONSORSHIP (Virgets requested): Redevelop/re-approach national organizations that were turned off from boxing in the past to sponsor LBCs and boxing

programs today. Examples: Catholic Youth Organizations, Boys & Girls Club, YMCA, PAL. Start investigating inner city community centers and high schools as well.

- C. ACTION – ATHLETE DISCIPLINE: Reevaluation of discipline with athletes in residence program to ensure integrity and longevity of the program. Board asked that Millman relay to USAB staff the level of concern the Board has regarding discipline.
- D. ACTION – USAB UNIVERSITY: Board requested that National Office investigate inner city community colleges and technical schools as possibilities for USA Boxing University opportunities.
- E. ACTION – FOUNDATION: Board recommended that National Office discuss with counsel sending the BOD a document from attorneys stating that the action that was taken (increase of Foundation membership by Board in order to release funds) with Foundation was within legal rights of the Board.
- F. ACTION – ATHLETE REPS: Athlete Reps on Board to be kept apprised of changes, such as the action taken with the Foundation, in order to keep AAC by-laws current and accurate.
- G. ACTION – MARQUETTE: Millman to call Mike Dillhyon to discuss PAL opportunities if Marquette falls through with Junior Olympics.
- H. ACTION – MARQUETTE: Millman to look into different location due to cost and distance of Marquette event.
- I. ACTION – GOLDEN GLOVES: Beasley to map out the events calendar for group members and compare to USAB calendar of events to avoid conflicts.
- J. ACTION – USAB MASTER CALENDAR: National Office to plan, update, and keep current its events calendar all-inclusive of other events (Golden Gloves, PAL, etc) in order to avoid conflicts.

- K. ACTION – MIAMI AGREEMENT: Millman cautioned that there could be open-ended liability issues, and apparent troublesome clauses in favor of Miami. Millman to send further details to Board about status of the agreement.
- L. ACTION – MARKETING: National Office to pursue Joe Boxer for sponsorship.
- M. ACTION – NMU: Board asked for update on USAB's commitment to the program; The benefit of keeping the program at NMU was discussed. Millman to keep the Board informed about the program's progress.
- N. ACTION – BUDGET: FOUNDATION ISSUE. Breakdown of budget should reflect where the money is actually going to be spent (i.e., marketing money dedicated to NY on the budget presented to Foundation, is now being used in CT). Foundation should have approval on any significant changes on the breakdown. Extensive discussion held about (1) reporting of changes in intended use of proceeds, (2) approval process, if any, of such changes, and (3) keeping Board well-informed about budget status. Millman reviewed the amendment indicating that the National Office maintains flexibility to adjust the use of proceeds without further Foundation approval. Millman to review with Jay Vorys regarding legality issues.
- O. ACTION – BUDGET: Board is to be made aware of significant changes to budget plan. Board to have the governance authority to disapprove unplanned allocation of funds.
- P. ACTION – USOC CREDIT: Gleeson to check with legal about line of credit on a 501c3 with regard to not carrying forward debt.
- Q. **MOTION/SECONDED/CARRIED** (Virgets/Franklin): Approval of grievance process/by-law changes 1-8 of document presented (attached), with exception of #4 (right to appeal to American Arbitration Association). Unanimously passed.
- R. **MOTION/SECONDED/CARRIED** (Franklin/Bovee): Nomination of Adam Pollack to Chair of Judicial Committee. Unanimously passed.

VIII. By-Laws

- A. ACTION: National Office to review/address rules & regulations to come into compliance with the governance by-laws that were approved through the USOC. Board will then review at next meeting.

IX. Coulter presented Coaching Report:

- A. ACTION - CERTIFICATION PROGRAM: LBCs and coaches across the nation need to know the program/process, and be aware that process needs to be followed. Coulter will supply the National Office with certification process manual that can be used. Coulter will pass this on to Millman.
- B. ACTION – LBCs: Board suggested reviewing the categories in the proposed budget so that the LBC line item is allocated more funds.
- C. ACTION – ELITE COACHES CLINIC: Millman to put this program back in place at the OTC.
- D. ACTION – NATIVE AMERICAN PROGRAM: Program needs to be put back in the forefront so the coaches have an opportunity to advance, and money goes back into the Reservations. Millman and Coulter to meet at a later date to determine direction and next steps.
- E. ACTION – LBC/MEMBERSHIP: LBCs need to hold their members accountable for registration/sanctioning/insurance/certification rules & regulations. Lynette Smith to be involved in explaining the administration side to LBCs.
- F. TOM COULTER LEFT MEETING DIRECTLY AFTER HIS REPORT

X. Bovee presented Athlete Advisory Committee Report (*attached*):

- A. ACTION – FEMALE SUPER HEAVYWEIGHT: Millman and Virgets to review case of Claire Walker, a female boxer who has trouble getting competitors in her weight-class (super heavy-weight), and has only been able to get 3 bouts at her weight-class. She does

not qualify for Nationals with only 3 bouts, as it requires minimum of 5 bouts for entry. AAC is asking that this be waived due to the fact that the athlete cannot get that many bouts at her weight-class. Board will consider the removal of this rule on the women's side. Bovee to email information on the female athlete to Jim for his review.

- B. ACTION - ATHLETE REPRESENTATION: Must be athlete representation at all meetings/votes (they represent 20%).
- C. ACTION - AAC WEBSITE: Approval from Millman.
- D. ACTION – ELECTIONS: Approval to hold athlete elections on-line (*see attached report*). Age limit change (open to under 18 athletes).
- E. ACTION – BY-LAWS: AAC by-laws need to match with USAB by-laws. USOC has two areas that need to be in compliance (our AAC needs to have endorsement from USOC):
  - 1. Athlete definition
  - 2. Second area to be sent by USOC to Angel
- F. ACTION – AAC NATIONALS MEETING: Meeting needs to occur at Nationals to address any issues. Bovee to submit action to the Board for approval prior to the Nationals meeting.
- G. ACTION – CANDIDATES: National Office to provide the AAC with a list of athletes that meet requirements (*see attached document for requirements*) for open athlete representative positions on AAC and Board of Directors (term for each position is up January 1, 2009). Elections to happen after the Games, but before end of year.
- H. NATIONAL INTERMURAL RECREATIONAL SPORTS ASSOCIATION ANNUAL CONFERENCE in TEXAS: NCBA or USAB to have exhibit at this event.
  - 1. ACTION - Virgets to speak with Mike Martino to discuss further.

- I. WOMEN'S PROGRAM:
  - 1. ACTION – Women's Task Force requests that USAB change women's weight-classes to mirror men's weight-classes for Nationals (following AIBA weight-class changes). Virgets to look into when new AIBA weight-classes for women will take effect and report back to Bovee and Millman.
  - 2. Bovee request for more funding towards women's programs. Millman to review women's programs for increased funding.
- J. ACTION – BROKEN TIME PAYMENTS: Bovee proposed broken time payment increase. Gleeson to look at the formula being used to determine the payment amount, compare to cost of living increases since inception, determine the standard, and research other sports and their broken time policy. Board will then review.
- K. ACTION – DATABASE: National Office to add athlete email addresses and weight-classes to website (athlete & non-athlete). Millman to discuss with Lynette Smith on whether this already exists through the athlete membership.
- XI. Kevin Franklin gave Officials Report outlining what officials want:
  - A. Recognition as volunteers
  - B. Shows to start on time
  - C. More training/opportunities for clinics
  - D. Positive feedback on their performance
  - E. Recruiting and retention efforts
  - F. Train the trainer (national effort for coaches to attain a standard of certification/training to be standardized)
  - G. Advancement opportunities (Franklin to work with Millman on this for ideas, recommendations)
  - H. Physical and medical requirements for Officials

- I. Compensation
  - J. Increased security presence
  - K. General amateur boxing rules announced at shows in order to educate the public
  - L. Process for proposing/implementing technical rule changes
  - M. AIBA officials working at local/regional tournaments
  - N. AIBA Officials want documentation of rule changes that were passed at Special Congress in Chicago in 2007 (Virgets to supply)
  - O. AIBA Officials want date of testing, AIBA officials participation in professional bouts
  - P. AIBA exit policy changes (timing)
  - Q. National Officials would like to be certified every 4 years rather than every 2 years
  - R. Website content regarding USOC accommodations (want dining facilities to go with accommodations):
    - 1. ACTION - Franklin to put together (and submit to Millman) an outline with recommendations for implementation to meet these requests.
- XII. D&O INSURANCE ITEM –
- A. Gleeson reported that ESIX, our insurance broker, was able to secure \$5M in D&O coverage for 2008, with a \$5,000 deductible, for a premium of \$8.848. Previously, our coverage provided \$1M; with a \$50,000 deductible, for a premium of \$25,513/year. This is a considerable savings and good news for USA Boxing.
- XIII. LBC Video – Millman presented a video that will be distributed to the LBCs that contains historic/Olympic USAB footage, that can be utilized in their organizations to promote membership.
- A. ACTION: Bovee to send women's footage to be added into video. Bovee offered her video services for any further work.

XIV. Jim Beasley presented Group Members Report

A. Issues regarding Group Member fees

1. PAL and Silver Gloves expressed issues about members having to spend more money

B. Brief Golden Gloves report on upcoming events and contract negotiations

1. Changes in age rules discussed:
  - a) Silver Gloves having issues in changing their age rules (35 years of history under their current rules).
2. Women's issues:
  - a) Legal concerns in some LBCs regarding inequities between men's and women's boxing.
  - b) Millman stated there are no legal mandates of equal treatment as far as having both sexes participate at one event. If both sexes are involved in an event, then the treatment is to be equal. USAB will continue to promote/support the women's program, and will be diligent about responding to requests in a timely fashion.
3. Beasley asked to be on record in addressing the Golden Gloves/Hawaii LBC issue to the Board.

XV. Virgets presented LBC Report (on behalf of Swavey)

A. One of the major priorities is membership feeling supported at their local LBC level

B. Volunteers from a limited pool need administrative relief (manpower):

1. Practices are being mandated that add more pressure than relief. They want LBCs to make it administratively easier to meet these requirements, and organize their events.
2. This would also help remedy the money issues that are always in the forefront.

- C. Communications/presentations from USAB National Office/CEO are being very well-received.
    - 1. ACTION: National Office/Millman to continue these communications/presentations on a more frequent basis.
  - D. Annual Meeting in Mesquite along with the Guns & Hoses event generated positive membership/volunteer renewal and new interest.
  - E. REQUEST from LBCs: Before any club is to receive sanction as a gym, members/President of LBCs should visit the gym to inspect equipment and facility. A minimum standard of what would be acceptable will be established, and organizations would need to meet this minimum standard in order to receive certification.
  - F. ACTION: Revamp certification program to require all clubs to attend certification training.
  - G. ACTION: More training for local BOD as continuing education (possibly done at Annual Meetings).
  - H. ACTION: Millman to implement an Internship Program in order to assist LBCs with the administrative overload put on their volunteers.
- XVI. Millman submitted his annual self-assessment to the Board for review.
- XVII. Adjourned 5:30 PM PST.

Respectfully submitted,

Cathy Newell  
Executive Assistant