



**MINUTES
USA BOXING BOARD OF DIRECTORS
FORMAL MEETING
AUGUST 1, 2008
8:00AM PST
HILTON CHECKERS
LOS ANGELES, CALIFORNIA**

I. Call to Order – 8:02 AM PST

II. Roll Call

Board Members Present: Jim Beasley, Tom Virgets, Luke Runion (alternate for Boyd Melson), Angel Bovee, Kevin Franklin, Dave Swavey, Robert Blaha, Tom Coulter, Alan Rothenberg (joined meeting at 8:31am)

Board Members by Phone: Jack Sandner

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

III. Quorum

IV. **MOTION/SECONDED/CARRIED** (Franklin/Coulter): Approval of minutes from San Diego BOD meeting - - January 19, 2008. Unanimously passed.

V. Chairman's Opening Remarks

VI. Financial Report – (Gleeson)

A. 2008 Financials Summary (*attached*) reviewed.

VII. CEO Report (*attached*):

A. GOLDEN BOY: Millman reported that USA Boxing and Golden Boy have entered into a sponsorship alliance that will provide mutual marketing and media opportunities, and possible athlete consultation opportunities.

1. **ACTION** (*Virgets/Swavey request*): A strong plan needs to be in place by Millman on how to proceed cautiously with GB, considering the concerns from AIBA regarding GB's professional status, legal issue with LA Boxing after sponsorship contract with them, and recent reports on GB boxers being unsatisfied with business methods of GB.
- B. USA BOXING PROPERTIES LLC: Millman reported on the progress of the USA Boxing Properties proposal, which would be the marketing arm of USA Boxing. Legal has given clearance for a "C" Corp strategy. Communication has been reestablished with Leigh Steinberg and we have interest from Golden Boy to partner with USAB to jointly pursue investors.
1. **MOTION/SECONDED/CARRIED** (Rothenberg/Franklin): Approval to proceed with development of prospectus and creation of USA BOXING PROPERTIES LLC, upon legal counsel review on "conflict of interest" and implications concerning the USA Boxing Board of Directors, with final review by the Board. Unanimously passed.
- C. FOUNDATION: Millman reported on the lawsuit against USA Boxing by some members of the USA Boxing Foundation, regarding the re-structuring of the Foundation and the release of the \$1.8M. A status conference is scheduled with the Court on August 12, 2008. Court briefing would occur in September or October, 2008, with a projected decision reached by late Fall 2008.
1. **ACTION**: Coulter to speak with Gary Pickard about making a trip to the National Office for discussion with Millman to resolve the pending legal action.

D. INTERNSHIP PROGRAM: Millman outlined the USA Boxing/LBC Internship Program, which will begin as a pilot program consisting of 6 LBCs and 1 Group Member. USA Boxing Staff is currently developing job descriptions and working with Universities in these LBCs' hometowns for endorsement. The plan is for January-May 2009 implementation.

1. **ACTIONS:**

- a) *Coulter request*: National Office provides event training/education for interns prior to being allocated to LBCs.
- b) *Virgets request*: National Office trains interns to be aware that they are working under USAB, not the LBCs ideas/opinions on what event support there should be.
- c) *Blaha request*: Internship Program become a major National Office priority just post-Olympics (late 2008/early 2009).

E. LBCs: Millman reported on the current communication methods implemented for improved communications with the LBCs. The web page is being re-designed in cooperation with the USOC and USAB has hired an individual whose main responsibility is the upkeep of this website. USAB is also publishing a quarterly online e-newsletter, "The Write-Hook". Staff is committed to quick response time on inquiries and good service support.

1. **ACTION** (Swavey/Virgets request): Continued high level of communication with the LBCs from National Office (webinars/phone calls) as it is being received very well.

F. ANNUAL MEETING: Millman suggested Annual Meeting be held every 2 years due to (1) increasing difficult economy, (2) costly air tickets, (3) difficulty on member work schedules, and (4) the financial burden for most to attend:

1. **ACTIONS:**

- a) *Virgets request*: Annual Meeting remain an annual event in order to keep membership/LBCs educated and in tune with National Office/USAB.
- b) *Beasley request*: Annual Meeting to be in conjunction with National Tournament.

G. URBAN DEVELOPMENT PROGRAM: Millman reported on the Urban Development Program sponsored by the USOC. Invitations were sent to all LBCs to determine which 10 LBCs would meet the criteria for the Program, which consisted of enthusiasm, capability and manpower to succeed, and the urban environment required. Those 10 LBCs will each receive \$10,000 with measured goals to track progress.

1. **ACTIONS:**

- a) *Virgets request*: Millman to discuss in detail at next webinar.
- b) *Swavey request*: Further LBC communications that require follow-up to be sent out from National Office with plenty of time to meet deadlines.

H. WEBINARS: Millman reported on the 2 webinars held to date. There have been approximately 30 individuals in attendance at each webinar. It's an excellent venue for communication and interaction with the membership with real-time

Q&A sessions. We anticipate increased attendance with more promotion and as word-of-mouth spreads.

1. **ACTION** (Bovee request): Millman to follow-up with Nadeau regarding MAC users being able to have interactive webinar experience.

I. RINGSIDE/JOHN BROWN:

1. **ACTION** (Blaha request): Swavey to approach Ringside/John Brown to become an equipment sponsor, and more heavily involved in USAB.

Millman to provide information to Swavey on proposal to approach John.

J. RESIDENT PROGRAM/OLYMPIAN DISCIPLINE: Millman reported on the

Resident Program, which has been in place since September 2007. The intent was to prepare athletes for intense training prior to the Olympic Games. Since this was a pilot program, there have been disciplinary challenges and morale issues with the resident athletes, which will need to be reviewed and assessed moving forward.

1. **ACTION** (Bovee request): Millman to follow-up with Bovee/Melson/Runion regarding Athlete Advisory Council ideas on how to move forward after the Games regarding discipline/processes on athlete infractions.

K. USA BOXING STAFF: Millman distributed staff evaluations and reported that overall he was very pleased with performances and staff quality. He anticipates there will be some changes made after the Games.

1. **ACTION:** Board to meet again after the Games to discuss future staffing needs.

L. MARKETING: USAB has hired Changing Our World, a leading philanthropic marketing agency, to pursue funding and grants. Changing Our World is drafting grant proposal template for Foundation submissions targeting thematic support of juvenile delinquency prevention and sports/recreation.

1. **ACTION**: Virgets and Millman to connect with Paul King of England's Boxing Federation to work on demographic research. Virgets to request presentation and try to arrange for meeting in Beijing.

M. MISSION STATEMENT: Millman reviewed our Mission Statement, which states, "Enable U.S. amateur boxing athletes to achieve sustained competitive and Olympic excellence and grow the sport of boxing in the United States. Become one of the most successful, highly respected and well-managed sports organizations anywhere in the world." Millman suggested incorporating a revision to include a youth development/character tie-in.

1. **ACTION**: Millman to incorporate character tie-in with mission statement, and send proposed language to BOD.

N. PAY-PER-VIEW:

1. **ACTION**: Millman to meet with **Reed Media? (NAME TO BE CLARIFIED)** near Colorado Springs to discuss future opportunities.

O. SPONSORSHIP DEVELOPMENT: Millman presented initial sponsorship development plan, which is the framework for 2009 sponsorship efforts.

1. **ACTIONS**:
 - a) Millman to look into linking with AIBA for sponsorships, where appropriate.

- b) Millman to approach Under Armour as an apparel sponsorship prospect.

VIII. Board in closed session (1pm-1:45pm)

IX. CEO Compensation Proposal: Board confirmed to Jim Millman that his updated compensation proposal was approved as submitted, and that he will receive confirming letter as follow-up.

X. Women's Program by Halbert/Bovee: Halbert presented information on three tiers of strategy for US Women's National Program:

A. Minimum as required by law

B. Promotion of women's participation through occasional international participation/success

C. Promotion of a successful Women's Team USA, with a goal to win medals in international competitions, and qualify as many boxers as possible for 2012 Olympic Games

D. **MOTION/SECONDED/CARRIED** (Rothenberg/Bovee): National Office to develop business plan to fund/market/develop Women's Program. Unanimously passed.

E. **ACTION:** Millman to have program on next Board meeting agenda and to give progress report to the Board.

XI. Athlete Advisory Committee by Bovee: Bovee presented these recommendations to the Board:

A. ABSENTEE BALLOT SYSTEM: Absentee ballot system needs to be developed for athletes at camp or competition.

- B. COMMUNICATION IMPROVEMENT WITH NATIONAL OFFICE: Two Athlete Directors to have direct communication with Millman (positive and effective communication procedure).
- C. BROKEN TIME COMPENSATION: Raising the compensation to Federal minimum wage.
- D. CODE OF CONDUCT/ATHLETE DISCIPLINE:
1. Review and update of current code, and consistent enforcement of the code, starting at the junior level.
 2. No National Coaching positions to coaches of problem athletes.
- E. HOME COACH/NATIONAL COACH CONFLICTS: Home coaches to receive more credit/involvement for successful elite athletes.
- F. OLYMPIC SELECTION PROCEDURES: USAB to look at other sports (tennis, basketball, gymnastics, and figure skating) to study their selection processes in order to have a stronger National Team.
- G. COMPUTER SCORING AT LBC LEVEL: Place one computer scoring system with each LBC to better replicate national/international scoring in local bouts to help athletes excel in the national and international arenas.
- H. RENEWED COMMITMENT TO WOMEN'S PROGRAM: Board and USAB to revisit support of Women's Program.
- I. **ACTIONS**:
1. National Office to submit list of eligible athletes for positions on the AAC to Bovee by September 1, 2008.

2. Bovee to submit recommendation to Millman for better communications between AAC and National Office.
 3. Gleeson to review broken time program history and other NGB policies, and report back to the Board at the next meeting.
 4. Board requests that National Office review AAC recommendations and follow-up with Bovee on steps to accommodate these recommendations.
- J. **MOTION/SECONDED/CARRIED** (Virgets/Franklin): Acceptance of AAC report by the Board. Unanimously passed.
- XII. Ethics/Code of Conduct Agreements were distributed, signed, and submitted for file.
- XIII. Committee Nominations
- A. **MOTION/SECONDED/CARRIED** (Virgets/Blaha): Ed Weichers, Debbie Holmes, and Mike Martino were nominated to the Ethics Committee. Unanimously passed.
- XIV. New Board Member Nominations:
- A. **ACTION:** Board members who are up for re-nomination (Rothenberg, Franklin, Swavey, Melson, Coulter) in December will let Virgets know by 8/5/2008 if they are interested in serving a second term. The Board will vote on the nominations at next Board meeting (before December 2008).
- B. **ACTION:** National Office to solicit nominations for eligible athletes in each category on behalf of the Nominating and Governance Committee, and have submitted to Virgets by October 31, 2008.
- XV. Coaching Certification Program by Coulter (attached): Coulter submitted recommendations for coaches education and certification:

A. SELECTION OF TEAM COACHES, MANAGERS, AND OFFICIALS:

Individuals wishing to be considered for selection to the staffs of international or special team events must decide in which area of expertise they should be placed. All selections should be approved by the Coaches, the International Task Force, and the National Coach.

B. COACHES EDUCATION & CERTIFICATION MISSION STATEMENT:

1. USA Boxing shall be responsible for recruitment, certification, and registration of all their coaches, in cooperation with USA Local Boxing Committees.
2. Coaches requiring certification must attend a sanctioned coach's clinic recognized by USA Boxing.
3. The re-certification period for re-certifying coaches shall be a 24 month period. All coaches must be certified before they are permitted to work in that capacity. As the need arises, certification program clinics must be held during the year to certify new coaches.
4. Once a coach has acquired a Certification Level I, II, III, or IV, he/she will never lose validation at that achieved status, but must attend a re-certification clinic every two (2) years and pass the Level I test.
5. By attending the clinic, the coach can be kept abreast to any changes, or new training concepts which may have occurred, or were being developed during the two (2) year certification period.

C. CERTIFICATION POLICY:

1. The National Office shall be notified of the intent to conduct a coach's certification clinic 30 days prior to the intended clinic date. Information should include LBC or Region conducting the clinic, levels being served, and date and name of the clinician.
2. Upon approval by the National Office, the LBC or Region will receive the proper tests related to the levels given, test cover sheets, and the transmittal report. *Clinics will not be recognized without the return of the completed cover sheets and transmittal forms.*
3. All clinicians must be approved by the National Coach, Director of Certification, or the National Office.
4. Recertification for Levels III and IV shall be given at the USA National Boxing Championships.
5. No coach will be permitted to take any level test unless registered with USA Boxing. The LBC or Region conducting the clinic should make coaches aware of this requirement and should provide the opportunity to register on the clinic site prior to clinic presentation.
6. Clinician responsibilities:
 - a) Review tests with coaches
 - b) Collect and mark tests
 - c) Ensure that the test cover sheets are properly completed
 - d) Complete the transmittal sheets
 - e) Forward cover sheets and transmittal forms to the National Office

f) Collect completed tests and destroy them (this will keep the passing of questions and answers to untested coaches to a minimum)

7. Passing grade for all levels is 75%.

XVI. Adjourned 5:24pm PST.

Respectfully submitted,

Cathy Newell
Executive Assistant