

President Martinez-Pino called the meeting to order at 7:00PM CST.

Roll Call: Pam Hodge

Board Members Present: Sandy Martinez-Pino, President; Bill Meartz, Vice President; Pam Hodge, Secretary; Mike Martino, Treasurer; Dr. Robert Voy, Past President; Albert Guardado, Athlete Representative; Krysti Rosario, Athlete Representative; Mo Smith, Group Member Representative; Mike Rosario, At-Large Director; Ray Silvas, At-Large Director, Don Hebert, At-Large Director; Al Valenti, LBC Representative

Members Absent: Julius Fogle, Athlete Representative

Staff Present: Linda Gleeson, Business Manager; Andy Stampley, Executive Assistant (Parthen was not able to be present, as his first child is due soon.)

Approval of Agenda:

The agenda was approved with one item added, "Golden Gloves Letter re: Sanction Fees."

Approval of Minutes:

The minutes of October 13, 2004, from Charlotte, North Carolina, were approved as written.

President's Report: Sandy Martinez Pino

1. Four Year Plan/BOD Goals: Pino listed the BOD goals that she proposed for the next four years and provided her reasons for each. She invited the BOD to also add items. There was productive discussion and input from the BOD. (attached)
2. Approval of Committee Chairs and Vice Chairs: Pino presented her proposed list of Committee Chairs, Vice Chairs and members (attached.) A motion was made, seconded and carried to approve the committee chairs and vice chairs proposed by President Pino
3. Recent Issues:
 - a. NJ Golden Gloves is unhappy with the sanction fees being charged by the LBC, and has submitted a complaint to the Board of Review.
 - b. There are also sanctioning issues with Hawaii Golden Gloves. The President of Hawaii LBC has filed a *right to participate* complaint with the Board of Review.
 - c. Pino sent gift baskets to USAB sponsors, thanking them for their past support.
 - d. Pino will send the BOD weekly or bi-weekly updates.

Vice President's Report: Bill Meartz

1. Meartz said this is his first meeting and that he is looking forward to the next four years.
2. Meartz would like to see coaches get more involved in the local level.
3. He would like to encourage coaches to start clubs and open gyms.

Secretary's Report: Pamala Hodge

1. Hodge stated she is also looking forward to working with the new BOD.
2. Hodge discussed an after-action report that discussed lack of cooperation between the team manager and coaches when it came to athlete discipline. Hodge would like to see similar honest after-action reports and is concerned that some people do not complete after-action reports. Pino said we need to get serious about enforcing rules; Valenti agreed. Smith said it is the BOD's responsibility to create a system/program to instill good discipline in teams. Smith said we need to teach respect for others. Hodge said committees need to use the after-action reports for selection of future teams.

Treasurer's Report: Mike Martino

1. Sponsorship contracts with United, adidas and Everlast are up for renewal. Martino spoke with A2P about these contracts.
2. Martino wondered what our sponsorship fulfillment to Everlast, adidas and United is.
3. Martino would like to work more closely with Everlast and Ringside to get "good news" stories in their catalogs.
4. Hodge asked if we ever send letters to the sponsor telling them how our athletes have done at events. Pino will start sending letters to follow up the gift baskets.
5. Smith said we need to have a strategic plan with sponsorship fulfillment.
6. Copies of the revised budget were distributed. Pino asked that a copy be sent to the Foundation. Hodge reported that Dave Packer had stated at the annual meeting that the Pro Am Committee could be disbanded. Gleeson said he submitted a budget, so it will still be a sub-committee. A motion was made, seconded and carried to approve the changes to the budget.

Executive Director's Report: Eric Parthen

Parthen was contacted on Saturday December 4th. Parthen confirmed that Clay Hicks will be leaving the Events Department at the end of December. He then participated in the remainder of the open meeting via telephone.

Unfinished Business:

1. Background Checks: Parthen said the cost is \$16 per person, every two years. Pino asked what the process would be if something comes to light during the check. Parthen said that will have to be worked out, based on what information we are requesting. K. Rosario asked if all current members would have to submit to a background check, if the process is implemented right away. She stated that she feels the process should be started as soon as possible, and that physicians should also be subject to background checks. Parthen said we should start with new members and then check all others at the start of the registration next year. A motion was made, seconded and carried to direct the Membership Services Committee to work with staff to develop a background check policy, and to have it implemented prior to the 2005 insurance liability policy renewal in October. Parthen stated that *Southeastern Security*

Consultants is the company being used. Smith will provide Gleeson with information on other companies.

2. Executive Director Search: After meeting in executive session, a motion was made, seconded and carried to open a search to fill the Executive Director's position. A subsequent motion was made, seconded and carried as follows: Before announcing the decision of the BOD to institute a search for an Executive Director, that Ray Silvas be commissioned to contact Eric Parthen within 12 hours, by phone, to describe the new approved job description for the Executive Director. A motion was made, seconded and carried to accept the new job description as written by the committee and modified by the BOD. The committee was chaired by Ray Silvas.

Pino assigned Mike Martino to chair the ED Search Committee; members will be Pam Hodge, Ray Silvas, Bill Meartz and Albert Guardado.

A motion was then made, seconded and carried to send a letter to the USOC thanking them for the executive director on loan, stating that USA Boxing is exercising its right to hold an ED search, and requesting a meeting with the USOC. Smith said we should send a report to the USOC on the strengths and weaknesses of the executive-on-loan program. Smith will provide categories on what should be in the report.

3. National Coaches Position: Parthen said 17 applications were received. Parthen is waiting for BOD to take action. USOC is holding up approval of a resident athlete program until they see which direction USAB is going. If a resident program is approved, we need to assure the USOC that USAB athletes will not be a distraction to other sport athletes. USOC is waiting to see how much organizational support will be behind the resident program.

MOTION/SECONDED/CARRIED (Martino) to send a letter to the National Coach applicants thanking them for applying and explaining that the position is currently on hold, that it will be re-evaluated, and that they will be notified when it is reopened in 2005.

Voy – No
All others – Yes

Hebert asked if there has to be a resident program to have a national coach. Parthen said no, but that the job description would change.

New Business:

1. Women's National Championship

Martino was contacted by several members about whether the BOD moved too fast in deciding to host the men's and women's championships together. Pino said we need to move forward, as it has already been announced. The financial impact can be determined after the event. Parthen is concerned that passports would be a problem for women going to the Continental Championship, as it is only a few days later. Hodge said athletes can be told that they must have a passport prior to attending the nationals if they want to be considered for international competition. Pino said a consolidator can

handle tickets and take names at last minute. Pino said the J.O. women will compete at the JO Nationals in Brownsville.

2. J.O. National Championship – Answered above

3. U.S. Championships – USOC has approved the women’s competition on a no-meals-or-housing basis. Following discussion about whether or not the women’s tournament would still be an open tournament and whether or not non-AIBA weight classes would be contested, the decision was made to keep the tournament open and to compete the traditional U.S. weight classes; Pino said any changes can be made next year. The details will be re-evaluated after March. The athlete reps will contact regions to encourage the regions to include the women in their regional tournaments.

MOTION/SECONDEC/CARRIED (Hodge) to hold open Women’s Championship in conjunction with the U.S. Men’s National Championships, March 2005. Stipends will only be paid to athletes coming through the regional process.

4. Computer for President: Pino does not have a computer and needs a laptop to work from home. A motion was made, seconded and carried to have Gleeson research obtaining a laptop through the USOC VIK program. If VIK cannot be obtained, \$1,500 will be allocated to purchase a laptop.

5. Personnel Committee: Parthen and Butler exchanged emails in the last two weeks regarding the Personnel Committee and Parthen recommended waiting until a new executive director is hired to finalize the structure and function of the Personnel Committee. Pino named a new Personnel Committee: Mo Smith, Chair; members are Pam Hodge, Mike Rosario and Krysti Rosario.

6. Membership Newsletter: Pino wants to develop a BOD newsletter for the website or by e-mail.

7. A2P: All new contracts must have approval from A2P. Pino said USA Boxing needs to work more closely with adidas to make sure the teams are outfitted properly, and to make sure there is enough in inventory for all events. Parthen wants to order more warm-ups and uniforms rather than the additional small items, thus assuring the teams have essential apparel.

8. LBC Grant Feedback: Gleeson said that 27 LBC’s have submitted forms and have been paid.

9. Boxing Website Update – Migration has been completed. Parthen said website is a new venture with the USOC. It is more user-friendly. Unfortunately, the USOC let the website manager go and needs to hire another. Pino would like to see a “Meet your BOD” feature, highlighting a BOD member every month. Smith said the website should be a priority. Smith said interns or volunteers can help keep the website up to date. Pino would like to see a streaming video on events; K. Rosario would like to have the team rosters of upcoming events put on website.

10. USA Boxing Grant: Pino said we need to work on grant applications. Smith would be a great person to work on grants for USA Boxing. Smith said once a request has been developed it is easier to create a future request. Smith thinks there are many foundations that would be willing to support USA Boxing. We need to capture data on programs to assist in seeking grants. Smith will work with staff on a request to the Daniels Foundation. Pino assigned K. Rosario to work with Smith to develop the Daniels request.

11. USA Boxing Foundation Requests: Request is attached. There is \$90,000 left from 2004 that will be requested to carry over in 2005. A motion was made, seconded and carried to approve Foundation requests.

12. Selection Process Procedures: Parthen explained that athletes and team managers are selected by the International Committee and coaches are selected by the Coaches Committee. The BOD needs to set priorities on which events to attend. New rankings will be out in March to help with the selection process. K. Rosario asked if the chairs of committees are using their committees to help with selections. Pino said she stressed with the new chairs that they must use their committees. Pino would like to see a rotation set up for coaches.

Miscellaneous:

1. The BOD then worked on prioritizing Board of Directors goals' for the future. Attached are the goals in priority order and the responsible BOD members.
2. Guardado updated the BOD on Athletes' Advisory Council meetings. The next meeting will be in conjunction with the National Championships.
3. Smith suggested we hold a reception for sponsors, inviting the USOC, the Colorado Springs Sports Corporation, the El Pomar Foundation and the Daniels Foundation.

The meeting adjourned.