



**MINUTES
USA BOXING BOARD OF DIRECTORS
CONFERENCE CALL
September 5, 2007
4:00PM EST**

I. Call to Order – 4:00PM EST

II. Roll Call

Board Members Present: James Beasley, Angel Bovee, Tom Coulter, Boyd Melson,
David Swavey, Kevin Franklin, Alan Rothenberg, Robert Blaha, Tom Virgets

Board Members by Phone: Andy Geiger

Staff Present: Jim Millman, Executive Director/CEO

Tom Virgets called the meeting to order at 4:00 EST. First order of business was a discussion regarding the approval of the 10 March 2007 minutes. Virgets expressed concern that several members of the BOD had requested changes to the draft minutes and that those changes had not been addressed, and a final copy of the minutes distributed.

Virgets requested that acceptance of the minutes be prolonged until a corrected copy was distributed. The BOD agreed and Jim Millman took tasking for the action.

Virgets turned the meeting over to Jim Millman who delivered a quarterly report of the National Office's accomplishments, challenges, and future directions. (Handouts attached). Millman expressed appreciation for the BOD's support during his first 3 months as CEO of USA Boxing and began his presentation. Recognizing that the BOD Chair limited his discussion to forty minutes, Jim highlighted the major accomplishments of him and his National Office Staff. Highlights included a summary of the National



Office Staff changes, and an explanation of how the culture of the staff is being changed. Jim discussed how he has been able to strengthen the USOC/USA Boxing relationship by developing an innovative business plan that creates a partnership relationship with USA Boxing and the USOC, rather than USAB's current welfare resistant role. Jim said that the USOC was initially very pleased with his presentation. Jim has also strengthened relations by supporting USOC marketing and media initiatives with his contacts and expertise. Jim continued his presentation by discussing a strategy for dealing with the lack of working capital currently available to USAB. Virgets asked if Jim would provide the BOD with additional understanding of the USOC loan/partnership proposal and Jim directed all to the (attached) Powerpoint brief. No action was taken.

Additional discussion followed regarding the USAB Foundation and a strategy for dealing with the Foundation was agreed upon by all present. Blaha expressed significant concern regarding the adversarial position that the Foundation has taken regarding USA Boxing's request for funding and the lack of cooperation that the Foundation afforded Andy Geiger when he attended their last meeting. Franklin expressed concern that Andy had been dismissed as the Chair of the Foundation. The Foundation did not recognize Andy as the USAB Vice President because the new By-Laws of USAB stipulate that their will not be an Executive Committee. Virgets expressed concern over the Foundation's addition of tow members who had been openly opposed to the USAB adoption of the new USOC mandated governance. Coulter expressed concern that the Foundation refused to be a fundraising organization, and wanted to know why it took a body of 10 members to oversee an annual grant of less than \$250,000. Discussion followed and it



was agreed that the Board should initially attempt to present a new proposal for funding to the Foundation and reserve the option of taking more aggressive steps should the relationship remain adversarial.

Jim reported that he is in the process of having NIKE release its retail licensing rights, which will free USAB to make retail licensing agreements with other vendors. Jim is currently discussing such an agreement with a number of companies.

Jim discussed his immediate in house program for strengthening USAB financial operations. Highlighted initiatives include rolling membership, a more disciplined approach to LBC reconciliations, sanctioning fee restructuring and a non-athlete membership category for friends of USA Boxing. Angel asked when Jim was going to initiate the rolling membership program and he responded that the program would be implemented in January. Virgets asked what effect such a program would have on insurance cost (prorating) and Jim stated that the insurance company has initially stated that no additional cost would be incurred by the USAB organization, but he was going to do additional research.

Jim touched on his vision of initiating a dynamic marketing program strategy which would include all items in section five of his summary presentation. However, Jim stated that initiating most of these programs are contingent upon his success at obtaining the initial capital required to properly market these programs.



Swavey requested that LBC development projects remain a focal point in Jim's programming. Angel requested that efforts be made to increase the finances of the women's programs, and that USAB not depend on Foundation money as sole funding source for the women. Virgets expressed concern that while the USOC had mandated that USAB support a women's program at the international level, they had not provided any funding support; and that any USAB funding that went to women's international events did so at a cost to LBC development. Angel expressed concern that the "taking away from the men to give to the women" argument was old, and that the USAB Board needed to stop making excuses and address how to move forward with women's funding. Blaha agreed with Angel and stated that USAB must find a way to support the women. Discussion followed and the Board collectively agreed that they and Jim should place greater emphasis on getting women's funding into the annual budget.

Virgets addressed his concern over the process by which the National Coach had selected his coaching staff. Virgets stated that the selection process was another example of bypassing the expertise of the Coaches Task Force, and that selecting friends over competence was unacceptable. Coulter expressed that the approval of the selection of the coaching staff should be a Board decision. Virgets stated that it was not the decision of the Board because it was operations, not governance or strategic direction, but that Jim must utilize the expertise of the Task Forces when making these decisions. Blaha countered that he agreed with Andy's e-mail that stated that the coach should be allowed to select his staff so that he would be comfortable with those with whom he had to work. Virgets stated that he agreed with Andy's reasoning, but that the selection process should



first include a screening of acceptable candidates. He stated that the membership must feel that they have some input or representation into the process as they are the folks who are spending thousands of hours in the gym's coaching the athletes. There needs to be some carrot for them to pursue. Jim stated that he had full confidence in Dan and that he felt that Dan should have the right to decide on his coaching staff with the approval of the CEO. Discussion followed and it was agreed that the process would be reviewed prior to future World and Olympic coach selections.

Franklin expressed appreciation for the work that Jim had done to date. He asked that both Jim and Tom communicate better with the board on issues that were taking place. He felt that between Boards meetings all Board members needed to be better informed on issues such as the coaching and the foundation crisis. Both Jim and Tom agreed and stated that they would keep the Board better informed in the future.

There being no other business, the meeting was adjourned.

Respectfully submitted,

Cathy Newell
Executive Assistant