

Minutes

Annual Meeting of the USFA Board of Directors

September 20th, 2008, 1:00 pm

In attendance: Kalle Weeks, Jerry Benson, Ro Sobalvarro, Mark Stasinos, Bradley Baker, Greg Dilworth, David Blake, Aaron Clements, David Micahnik, Evan Ranes, Alan Kuver, George Masin, Beth Bell, Joseph Streb, Ron Herman, David Sierra, Gerrie Baumgart, Kathryn Schifferle, Dan Berke, Felicia Zimmerman, Susan Jennings, Alex Wood, Sunil Sabharwal

Guests: Donald Alperstein, Tanya Brown, Sam Cheris, Andrea Lagan, Tracy Hurley, Bob Hurley

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*Reports are provided by committee chairs regarding their committee's activities; approval of the submitted reports does not indicate adoption of items within each report.

I. Information

A. General Information and Organizational Items:

General announcements – Moment of Silence: Daniel Bukantz

Appointment of Parliamentarian: Aaron Clements

B. Minutes of the July 6, 2008 Special Meeting of the Board of Directors

Motion (Mr. Baker): To approve the minutes of the July 6, 2008 Special Meeting of the Board of Directors (the minutes are attached to this document)

Second: Mr. Dilworth

Passed.

C. Officer and Director Reports: (Please refer to the Index of Appendices)

Motion (Mr. Baker): to approve Officer and Director reports.

Second: Mr. Dilworth

Motion amended to replace the word “approve” with the word “receive”.

Passed as amended.

D. Committee Reports

1. Executive Committee Reports of Action. The EC approved the following actions:

July 6, 2008

- Approved a budget variance to the 2008-09 approved budget to add a line in member services of \$30,000 for the Executive Director search

September 20, 2008

- Approved the retention of eRSVP for on-line membership and national tournament registration for the 2008-2009 season, pending contract renegotiation to match the membership season and to adjust the fee structure.
- Determined to move forward with a respondent to the on-line RFP for the development and implementation of an online membership enrollment, event registration and tournament software package that will integrate with – or migrate to a new – membership database, all of which will be under the control of US Fencing.
- Adopted as US Fencing policy items numbered 1-6 listed in the Treasurer’s Report, as amended.
- Ratified a contract to sponsor an FIE Satellite competition at the Arnold Fencing Classic, with assurances of no financial liability to US Fencing.

Motion (Mr. Baker): to approve EC action items.

Second: Mr. Sobalvarro

Passed.

2. Committee Reports: (Please refer to the Index of Appendices)

Motion (Mr. Baker): to approve committee reports.

Second: Mr. Dilworth

Motion amended to replace the word “approve” with the word “receive”.

Passed as amended.

II. Budget Phase

A. Financial Reports: The complete financial reports for the Budget Phase will be mailed to the Board under separate cover in advance of the meeting

Budget vs. Actual report for period ending August 30, 2008.

Motion (Mr. Dilworth): To accept the Budget Report as submitted to the Board.

Second: Mr. Sobalvarro

Motion amended to replace the word “accept” with the word “receive”.

Passed as amended.

III. Proposed Amendments to the Bylaws

1. **Motion (Mr. Clements):** To exercise the authority of the Board under Article XIX, Sec. 1 to amend Art. V, Sec. 2 of the Bylaws of the Association as follows:

Section 2. Dues Payable to Divisions and Sections. Not less than ~~18%~~ \$4.00 of the dues collected or realized in any one year from all classes of individual competitive memberships shall be allocated to the Divisions and Sections in such amount and proportion as the Board of Directors determines, and Divisional and Sectional shares of dues shall be paid by the USFA National Office to the Treasurers of the Divisions and Sections to be retained by them. Any change in the allocation of dues shall be accomplished not later than the Annual Meeting of the Board of Directors preceding commencement of the affected fiscal year.

Where the Division is not a member of any specific Section, the Sectional share of dues shall be retained by the USFA.

Second: Mr. Stasinios

Passed.

IV. Unfinished Business

A. Second Hearing

1. **Motion (Mr. Rodgers):** to amend the Operations Manual, Chapter 3, Section 4, to add Mixed Wheelchair events. The added section would read:

Mixed Wheelchair

A mixed wheelchair competition is a competition in which members, both able-

bodied and disabled may compete. Mixed wheelchair competitions are not permitted in competitions used to determine qualifiers to the National Championships competitions. In a mixed wheelchair competition an able-bodied fencer who drew a wheelchair fencer would fence the wheelchair fencer on a wheelchair piste, able-bodied fencers would fence other able-bodied fencers in the normal manner. It is the responsibility of the wheelchair fencer desiring to fence in a mixed wheelchair event to ensure that the proper wheelchair fencing piste is available for use. Classifications can be earned at mixed wheelchair competitions, simply comparing the classifications of all fencers relative to the rules for earning a new classifications. See Chapter 6.

Defeated.

- 2. Motion (Mr. Baker):** that the USFA national office shall coordinate with Acetylene Solutions LLC, operator of the fencing tournament website askFRED.net, to transfer certain fencer and national points data on a weekly basis. To ensure the privacy and security of members' information, the USFA shall work with Acetylene Solutions to establish an agreement regarding the use and safeguarding of the data transferred. To protect the NCAA eligibility of the USFA's collegiate competitive members, the USFA shall work with Acetylene Solutions to establish policies and practices regarding the display of those members' USFA club affiliations.

Passed.

The meeting recessed until 8:30am Sunday September 21, 2008.

3. Motion (Mr. Micahnik on behalf of the Veterans Committee):

Beginning with Summer Nationals 2009, for Veterans events, the 80% promotion rule be eliminated if the field consists of eight or fewer fencers.

Second: Edward Wright

Passed.

4. Motion (Mr. Micahnik on behalf of the Veterans Committee): A 70+ category shall be created in veterans events, on a trial basis for the 2009-2010 season, in the two NAC events and the 2010 Summer Nationals. The Tournament Committee, Executive Committee and other USFA authorities shall make such amendments to the rules and procedures as are necessary to effectuate this resolution.

Second: Michael Morgan

Defeated.

V. New Business

A. Urgent

1. Motion (Mr. Stasinos): The Board empowers the Executive Committee to act on its behalf between meetings. The Executive Committee is required to report such actions to all members of the Board in a timely fashion.

Second: Mr. Dilworth

Motion amended to read as follows:

Motion (Mr. Stasinos): The Board empowers the Executive Committee to act on its behalf between meetings. The Executive Committee shall report minutes of matters in which it acted on behalf of the Board within five business days. All such actions are subject to ratification by the Board at its next meeting.

Passed as amended.

2. Motion (Mr. Baker): to approve the Committee List as distributed at the Board Meeting.

Second: Mr. Dilworth

Elected to the Election Committee are:

Gerrie Baumgart (Chair)
Dan Berke
David Blake
John Springgate

Elected to the Audit Committee is:

Joseph Streb

Elected to the Budget & Finance Committee is:
Alan Kuver

Passed.

B. First Hearing

- 1. Motion (Ms. Baumgart on behalf of the Elections Committee):** To have all the balloting materials shredded and destroyed.

Second: Mr. Dilworth

Motion to move to Urgent (Mr. Sobalvarro)

Second: Mr. Dilworth

Motion to move to Urgent Passed.

Passed.

- 2. Motion (Ms. Baumgart on behalf of the Fencing Officials Commission):** To follow the FOC recommendations on adopting the rules changes as outlined in Appendix R. The effective date for these changes in the US Fencing rulebook is October 1st, 2008. All such changes should be disseminated through usfencing.org, fencingofficials.org, and other channels available to US Fencing.

Second: Mr. Stasinos

Motion to move to Urgent (Mr. Dilworth)

Second: Mr. Benson

Motion to move to Urgent Passed.

Motion amended: In o.77 the word “observer” is replaced with the word “supervisor”.

Passed as amended.

During discussion it was noted that these rules updates include matching the FIE rule requiring masks to have a horizontal strap. At least one manufacturer currently makes masks with two straps forming an “X”, neither of which is horizontal and those masks do not conform to this rule. A second manufacturer currently makes masks with two straps forming an inverted “T”, where one strap is horizontal and the other vertical and those masks do conform to this rule.

- 3. Motion (Mr. Dilworth):**Effective immediately, the US Fencing Association will create and maintain the following special accounts to accept donations; Veteran Fencing, Men’s Epee, Women’s Epee, Men’s Foil, Women’s Foil, Men’s Sabre, Women’s Sabre, and Wheelchair Fencing. Any donation made into one of these special accounts will be used ONLY for the purposes of those programs. The Director of High Performance and the Executive Director of the US Fencing Association will report at each US Fencing Board meeting on any donations taken

and disbursements made from each account. Any amounts that remain in a special account at the end of a particular fiscal year will be rolled over into the budget of that program for the next year. Under no circumstances may monies be disbursed from any of these accounts for general purposes without the express permission of the full US Fencing Board of Directors.

Second: Mr. Sobalvarro

Motion to move to Urgent (Mr. Kuver)

Second: Ms. Schifferle

Motion to move to Urgent Passed.

Motion amended as follows: “and any Championship Team” is inserted after “Wheelchair Fencing” in the first sentence.

Passed as amended.

- 4. Motion (Mr. Dilworth):** Effective October 1, 2008, all tournaments designated as Regional Youth Competitions (RYC) shall be required to remit a Program Support Fee of \$2.00 per individual registrant to the US Fencing Association. Further, effective October 1, 2008, all tournaments designated as Super Youth Circuit (SYC) shall be required to remit a Program Support Fee of \$5.00 per individual registrant to the US Fencing Association. These payments are due at the time the results of the competitions are sent to the US Fencing National Office.

Second: Mr. Stasinios

Motion to move to Urgent (Mr. Micahnik)

Second: Mr. Sobalvarro

Passed.

- 5. Motion (Mr. Sobalvarro):** That US Fencing establish a “National Open Circuit” using established senior events and modeled after the SYC system. This circuit would aim to include 3-5 tournaments annually, with the designated events being selected following a standardized bid process. A season-long points standing would be maintained for the circuit.

All tournaments designed as “National Open Circuit” competitions shall be required to remit a Program Support Fee of \$5.00 per individual registrant to the US Fencing Association. These payments are due at the time the results of the competitions are sent to the US Fencing National Office.

Second: Mr. Kuver

Motion to move to Urgent (Mr. Benson)

Second: Mr. Sobalvarro

Motion amended as follows:

The following text was added to the end of the motion:

“For the current season, only tournaments that have been sanctioned and placed on the calendar by their respective host division will be considered for inclusion in the National Open Circuit.

The National Open Circuit Advisory Group will make a recommendation to the Board regarding a permanent sanctioning policy for consideration at the February, 2009 meeting.”

Passed as amended.

- 6. Motion (Mr. Sobalvarro):** To modify the qualification path for Division IA Summer Nationals (as outlined in Section 2.11.2 of the Athlete’s Handbook) as follows:

Eligibility (age, classification, qualifying path)

Fencers must be 13 years old before January 1 of the current season or on the Junior NRPS AND

- Place in the top 25% (with a minimum of 8) at the current season Senior Section Championships (see Chapter 2.7 for detailed chart) OR
- Placed in top 8 at the previous season Division I-A National Championships OR
- Placed in top 4 at the previous season Division II National Championships OR
- Place in the top 4 at any current season National Open Circuit event OR
- Be the current season Under-19 Section Champion

Second: Mr. Clements

Motion to move to Urgent (Mr. Stasinov)

Second: Mr. Clements

Motion to move to Urgent Passed.

Passed.

- 7. Motion (Mr. Micahnik):** To require the Tournament Committee to modify the promotion criteria in all domestic national competitions as follows:

Number of Entries	Promote
16 or fewer	100%
17, 18, 19	16
20 or more	80%

Second: Mr. Kuver

Motion to move to Urgent (Ms. Bell)

Second: Mr. Blake

Motion to move to Urgent Passed.

Motion (Ms. Baumgart): To refer motion to Tournament Committee

Second: Ms. Bell

Motion to refer to Committee Passed.

Motion has been referred to Tournament Committee.

- 8. Motion (Mr. Clements):** To establish a contributory life membership class to be offered to existing fully-paid Life Members, to be known as “Endowment Member.”

An existing fully-paid life member of the Association may become an Endowment Member upon payment of \$1,500.00 to the Association. Endowment Members retain eligibility to vote in USFA elections, but receive additional recognition at USFA events and shall receive credentials including a certificate suitable for framing; a suitably-designed lapel pin, decal, and patch identifying the member as an Endowment Member; and a new membership card identifying the member as an Endowment Member.

Additionally, as an introductory measure, the Executive Director shall be authorized to offer Endowment Membership to the existing roll of life members at a discounted price of not less than \$750.00 for a period of one year following establishment of this class of membership and to offer additional incentive(s) at the discretion of the Executive Director (such as a distinctive jacket or similar gift), but not exceeding \$200 in cost to the Association.

Second: Mr. Dilworth

Motion referred to Resource Development Committee. The RDC is directed to provide comments and recommendations to the Board at the February, 2009 meeting.

- 9. Motion (Mr. Sierra):** That, beginning with 2009 Summer Nationals, all fencers who have qualified for Division II will automatically be granted qualifier status in Division III if they are classification-eligible and all fencers who have qualified for Division IA will automatically be granted qualifier status in Division II if they are classification-eligible.

Second: Ms. Bell

Motion to move to Urgent (Mr. Clements)

Second: Mr. Benson

Motion to move to Urgent Passed.

Passed.

- 10. Motion (Ms. Bell):** That, beginning with Summer Nationals in 2009, all fencers who have qualified for Division II will also be granted automatic qualifier status in Division III if they are classification-eligible.

Motion withdrawn.

11. Motion (Mr. Streb): QUALIFICATION PATH TO SUMMER NATIONALS THROUGH SECTIONAL CHAMPIONSHIPS:

WHEREAS, the qualification path for Division II fencers to the Summer National Championships through Sectional Championships was previously eliminated, and;

WHEREAS, this has worked a hardship on the organizers of Sectional Championships by reducing the number of fencers and consequently the amount of entry fee revenue;

NOW THEREFORE, BE IT RESOLVED, that the prior qualification path for Division II fencers to the Summer National Championships through the Sectional Championships be restored and that the Athlete Handbook, Section 2.11.3, be revised to again state:

DIVISION II

Fencers must have a classification in the weapon of "C", "D", "E" or Unclassified at the time of the qualifying competition AND meet the age requirements as above AND—

- Place in the top 25% of the current season's Division Qualifying competition (see Chapter 2.7.2 for detailed chart) OR
- Qualify for current season's Division I-A National Championships OR
- Qualify for the current season's U-19 National Championships in that weapon OR
- Qualify for the current season's U-16 National Championships in that weapon OR
- Placed in the top 4 at the previous season's Division III National Championships

RATIONALE: Previous board action eliminating the qualification path to the Division II National Championship through the Sectional Championship has decreased attendance for Sectional Championships, and therefore, decreased

revenues, making the hosting of the Sectional Championships a greater burden for the organizers. The prior qualification path should be restored. The rationale given for the prior board action eliminating this qualification path was to strengthen Division qualifier events, but there has been no significant impact on Division qualifier events, only a negative impact on Sectional Championship events. An apparent unstated rationale for the prior board action was to reduce the number of fencers qualifying for Division II National Championships; however, assuming *arguendo* there was merit to this unstated rationale, no significant reduction has been achieved in that manner.

Second: Ms. Bell

Motion referred to Tournament Committee for comments and recommendations at the February, 2009 meeting.

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12. Motion (Mr. Streb):

TERMINATION AND/OR RATIFICATION OF RESIGNATION OF EMPLOYMENT OF MICHAEL MASSIK AS EXECUTIVE DIRECTOR OF USFA:

WHEREAS, Michael Massik previously indicated he is resigning as Executive Director of USFA;

NOW THEREFORE, BE IT RESOLVED, that the resignation of Michael Massik as Executive Director of USFA is accepted, effective immediately.

Second: Ms. Bell

Motion amended as follows: The text of the final paragraph is replaced with:

“The resignation of Mr. Massik is accepted based upon the separation agreement executed by the President which execution is hereby ratified.”

Motion to move to Urgent (Mr. Dilworth)

Second: Mr. Micahnik

Motion to move to Urgent Passed.

Passed.

13. Motion (Mr. Streb):

APPOINTMENT OF INTERIM EXECUTIVE DIRECTOR OF USFA PURSUANT TO WRITTEN CONTRACT OF EMPLOYMENT:

WHEREAS, it is in the best interests of USFA to have an Executive Director who serves at the pleasure of the Board Of Directors, pursuant to a written contract of employment;

NOW THEREFORE, BE IT RESOLVED, that the _____ is hereby appointed as Interim Executive Director of USFA to serve at the pleasure of the Board Of Directors, pursuant to a written contract of employment.

BE IT FURTHER RESOLVED, that general counsel for the corporation or counsel appointed by the Board or the President with the approval of the Board shall draft a written employment agreement for the Executive Director.

Motion Withdrawn.

14. Motion (Mr. Streb):

REVISION OF USFA BYLAWS TO COMPLY WITH USOC STANDARDS:

WHEREAS, it has come to the attention of the Board that current USFA Bylaws may not comply with USOC standards;

NOW THEREFORE, BE IT RESOLVED, that the current Bylaws of USFA be revised to reasonably comply with USOC standards, including without limitation, the following:

(a). The creation of a seven person Board Of Directors charged with making business, financial, legal, and policy decisions for the organization, comprised of the following:

- The President of USFA
- The Treasurer of USFA
- A public or certified accountant and USFA Member
- A licensed attorney and USFA Member
- Two athlete representatives
- A non-fencer member of the business community

(b). The creation of a Board Of Governors charged with legislation of fencing rules, and with the election of the Executive Committee every four years in accordance with the Olympic cycle and with the appointment of members of the Board Of Directors. This Board Of Governors shall be composed of the Executive Committee, representatives of the USFA Sections, and the required athlete representatives, and it shall meet twice per year, including at the Summer National Championships.

(c). The provision in the Bylaws for an Executive Director to report to and serve at the pleasure of the Board Of Directors, pursuant to a written contract of employment.

Objection to Consideration of the Motion (Mr. Kuver)

Objection was sustained by a vote of 19-2.

15. Motion (Mr. Streb):

PREPARATION OF EXECUTIVE COMMITTEE REPORT TO SECTIONS, DIVISIONS, AND THE MEMBERSHIP:

WHEREAS, it has come to the attention of the Sections, Divisions, and Members of USFA that USFA is in financial difficulty and that the High Performance Committee has been taken over by USOC;

NOW THEREFORE, BE IT RESOLVED, that the Executive Committee of USFA shall immediately prepare a report to the Sections, Divisions, and Members of USFA stating (a) the nature of the past financial problems; (b) the plan for correcting the past financial problems; (c) what correction efforts have been made and what efforts will be undertaken within the next 6 months; (d) what correction efforts will take longer than 6 months, and; (e) how management intends to deal with USOC in light of the takeover of the High Performance Committee and any other potential USOC action with respect to USFA. Further, this Report shall state whether USFA will continue to use the same accountants and auditors as in the past, and if so, the reasons therefore. This Report shall state whether USFA will continue to use the same legal counsel as in the past, and if so, the reasons therefore. This Report shall be made within 30 days on the basis of the best available information.

Second: Ms. Bell

16. Motion (Mr. Dilworth): That the Board adopt the following budget variances to the 2008-2009 budget:

Line 10 (General Office Administration/Salaries/Supplies): revenue and expense are each increased by \$22,400.

Line 70 (Referees to World Cups): revenue increased by \$60,000 and expenses increased by \$25,000.

Line 73 (Total Pan Am Championships): expenses increased by \$10,000

Lines 82, 83, 84, 86, 87 and 88 (six weapon squad budgets): revenue decreased by \$10,000 on each line.

Second: Mr. Clements

Motion to move to Urgent (Mr. Stasinos)

Second: Mr. Benson

Motion to move to Urgent Passed.

Passed.

C. Strategic Planning Discussions

VI. Good and Welfare

1. The next Special Meeting of the Board of Directors – February 14, 2009 after the close of fencing. Exact time to be determined in consultation with Tournament Committee. It is anticipated that if the meeting runs past 11:00pm that it will be recessed until the morning of February 15th.
2. Concerns and best wishes were noted for the health of Barbara Lynch
3. There was a brief discussion of the potential for future modifications to the classification system. It was noted that this would be a good topic for a Task Force.
4. Mr. Benson requested that Board members give thought to what goals they would like to see in Club Development, Resource Development and Paralympic Development by 2012.

Motion to Adjourn (Mr. Dilworth)

Second: Mr. Masin

Passed.

APPENDIX A
President's Report
Kalle Weeks

President's Report

As I write this it's been just a week since the Olympic Torch was extinguished, but we are still basking the glow of gold, silver and bronze. Our athletes, the entire team that went to Beijing, showed the world that we are a force to be reckoned with as they represented the US and our federation with skill, dignity and honor. In the next few weeks we will have additional events to watch and athletes to cheer at the Paralympic Games in Beijing and the Veteran World Championships in Limoges. To all who are competing and supporting our teams, congratulations on your achievements and best wishes!

It's also been just a week since your new officers' term began. We have been meeting and holding conference calls since July, but the stream of activities increased significantly with the publication of our first email blast and initial survey. More than forty people have already volunteered to serve on the various advisory groups and task forces, and we have had over 325 responses to the survey, with more anticipated over the next days and weeks. We'll be sharing the results of both efforts at the Board meeting.

By the time we have been in office for 100 days, as we set forth during the campaign, we expect to accomplish the following:

- Develop a balanced budget; provide regular financial reports to the Board
- Create a Technology Committee with the mandate to present a comprehensive technology plan, including funding implications and implementation schedules
- With coaches, develop athlete training plans that look to 2012 and beyond
- Work with the FOC to expand our referee development system
- Appoint a Fund Raising Task Force whose goals will include both short- and long-term approaches
- Restructure committees to reflect the strategic plan goals
- Develop a strategy for identifying member skills and resources; create a database
- Appoint a Parent Advisory Council

So far, we are on track with all but one of these goals (the member skills database)—and we are only seven days into our term! During the Board meeting we will provide updates on each of these initiatives and other matters that are at hand.

Respectfully submitted,
Kalle Weeks

APPENDIX B
Vice-President's Report
Mark Stasinios

I know in the past the vice president's reports shared with the Board of Directors has stressed or expressed what the progress, accomplishments, accounting for what has happened between meetings. This report I will outline my areas of main responsibilities and some rough goals. I have been given the opportunity to oversee and work in the areas of the Fencing Officials Commission (FOC), Tournament Committee (TC), Equipment Technology Committee (ETC) and Sections and Divisions Resource Group.

First, I am pleased to state that Sam Cheris is the new Chairman of the FOC and look forward to be working with him and the Commission in the upcoming year.

Next, Tanya Brown has accepted the invitation to Chair the TC and has been in close consultation with Kalle Weeks and I in her selection for the core of her committee who will be presented for approval by the Board.

Ron Herman will continue to Chair the ETC and the members of his committee will be selected and presented for approval at the Board meeting.

The Sections and Divisions Resource Group will be still chaired by Buzz Hurst with Gerrie Baumgart and Fernando Delgado as members.

In the upcoming season in the areas of the TC, FOC and ETC we are looking into the planning and program development for the next four years in expanding the concept of the youth regional tournaments to include new regional tournaments for Div 2/3, Div 1A and Veterans. This would be beneficial on many levels, for example, additional training areas for Tournament Committee and Bout Committee personal, greater development and opportunities for referee instruction, mentoring and testing. This would bring technicians from the local level and provide them with higher levels of training and a possibility for the ETC to develop a formal training and testing program for the technicians. But the greatest element of this development is providing our fencing membership more opportunities to fence and grow in our sport. US Fencing is committed in providing better quality events and expanding opportunities to serve.

APPENDIX C
Vice President's Report
Jerry Benson

Our athletes and coaches gave a tremendous performance in Beijing and deserved a response of the same magnitude as their accomplishments. Sadly, the USFA did not appear prepared to handle this success and a valuable marketing opportunity was lost. Instead of laboring over this loss, we decided that the best approach would be to focus on what we could do rather than what was not done. Therefore, even before we were officially in office, we tried to create in one week a national level response to these accomplishments that should have taken three months to prepare. Out of our efforts, came an improved USFA website. We also assigned a representative in Beijing to advocate for our sport. The outcome of this assignment is yet to be seen. Lastly, and most immediately and visibly, we are initiating a program to assist local clubs in taking advantage our recent international success. We have assigned Kathy Schifferle to head a task force to develop plans and actions that can be implemented immediately by local clubs and to put these plans and actions on the USFA website for review and input.

In the anticipation of overcoming considerable obstacles in the establishment of a new and improved USFA, we began long term economic planning. This planning includes creative marketing and you, and your constituents, are encouraged to share your ideas and suggestions. The power of many overcomes the power of a few, and our future as an organization depends on your involvement and your trust. I, like the other officers you elected, fully understand the magnitude of the job that is before us. We will need the support of you, the Board, and the membership, to move our great organization to a new level of accomplishment in the next Quad. I ask you to look forward to our future reports as we begin this journey of new organization, development, and economic planning.

Respectfully submitted,

Jerry Benson

APPENDIX D
Vice President's Report
Ro Sobalvarro

Report to the Board, September 1, 2008
Roberto Sobalvarro, Vice President

I am privileged to begin this report by commending the athletes who represented the US in Beijing for their stellar performance, and to thank their coaches, families, and the many people who supported them in their endeavor. Our unprecedented success at the Olympic Games this summer provides us with a strong start to the new quadrennial.

We will be continuing to advance the National Youth Program. Going forward we intend to further standardize the SYCs and RYCs to provide appropriate developmental competitions for young athletes. Recognizing that success has moved the program beyond the level of volunteer oversight, plans also include professionalization of the program by creating a National Youth Director position.

Building on the regionalization ideas used in the SYC system, a new regional series is in development to offer more competitive opportunities to regional fencers. The Division IA national circuit will utilize strong established regional tournaments and a new national point table to develop stronger fencing, increase the number of experienced referees, and offer a challenging competitive experience that culminates in a series champion for each event.

Internationally, we will be forced by our financial issues to find creative ways to move our programs forward and further increase our successes at the cadet, junior, and senior levels. This season will require the cooperation of the coaches, athletes, and FOC to carefully plan in order to keep costs down while continuing to develop our international position. Some of the needed actions maybe unpopular, but these short-term measures will allow us to keep developing experienced international fencers while we make our financial recovery.

APPENDIX E
Secretary's Report
Brad Baker

In addition to the typical duties associated with the Secretary position, Kalle Weeks, as President, has assigned to me oversight of a number of tasks relating to technology and to scholastic and collegiate fencing.

On the technology front we have a lot of work to do. We are establishing a Website Requirements Task Force to develop materials in anticipation of a request for proposals (RFP) for an enhanced website. Separately, we are also establishing a Technology Planning Task Force to work on developing the road map to implementation of both short- and long-term solutions for our membership database and tournament registration needs.

Currently US Fencing has received multiple bids for short-term solutions to accept on-line registration for national tournaments. This has been a long time coming and has been the source of much comment and many requests from the membership. Details are being worked out and it is anticipated that firm deliverable dates will be announced – and adhered to – in the very near future. Meanwhile it will be one of the responsibilities of the Technology Planning Task Force to chart a course over the next two seasons to implemented long-term solutions.

We need a system that can address all aspects of US Fencing's operations: processing memberships, tracking fencer ratings and club affiliations, and national tournament operations. It is essential that proper planning be in place such that the various subsystems can effectively and efficiently work together. This is a multi-year project, but one that can have short- and intermediate-term stages that can be achieved as we progress towards the end goal. These changes will provide considerably added convenience and service to the general membership as well as much-needed relief to the National Office staff.

The former "Schools/Clubs Committee" structure is being reworked. Going forward there will be a "Scholastic and Collegiate Committee" and a "Scholastic/Collegiate Task Force". The operations more relevant to non-scholastic/collegiate clubs will be organized separately under the guidance of VP Jerry Benson.

The Scholastic and Collegiate Committee will have as its primary focus long-term efforts to support the growth of fencing in scholastic and collegiate environments of all levels. It is anticipated that this committee will look at ways to sustain existing programs, support and expand programs, and promote the formation of new programs.

The Scholastic/Collegiate Task Force will be a focused effort over the next season to develop marketing materials specifically tailored to the administration and other decision-making bodies of academic institutions encouraging them to sponsor fencing activities at their school, college, or university.

APPENDIX F
Treasurer's Report
Greg Dilworth

Treasurer's Report

September 1, 2008

I am currently working with the national office to prepare financial reports as of the end of fiscal 2007/2008 (July 31) and for the most recent month end. This information will be sent to board members as soon as it is available and at worst one week prior to the meeting. At the same time as the financial information is mailed a discussion of the financial results will be provided and sent out in an updated board agenda.

In addition to the financials, the association needs to adjust the way that financial information is shared with US Fencing's membership and with the public at large. There is a current US Fencing policy to make financial information available from the national office only in hard copy. The national office cannot email information to the treasurer, to members of the Audit or Budget & Finance committees, or to any other person. No financial information is posted on the US Fencing website. These policies need to change. To accomplish this, policy changes will be discussed at the executive committee (EC) meeting that will occur prior to the September 20, Board of Directors meeting. Anticipating that these policy changes will be approved by the EC, an approval by the full board of the EC actions from that meeting will ratify the following changes.

1. The US Fencing Association National Office will post on its website within 30 days of this motion having been passed by the Executive Committee the following documents:
 - a. The most recent three years of IRS Form 990
 - b. The most recent three years of audited financial statements
 - c. Unaudited financial statements for the most recent fiscal quarter (July, Oct, Jan, Apr). These financial statements shall include, at least, a statement of revenues and expenses and a balance sheet.
2. The US Fencing Association National Office will keep the above information current to the most recent quarter end with a delay of, at most, 60 days.
3. The US Fencing Association is authorized to provide detailed, unaudited, monthly financial information in electronic format to members of the Budget & Finance and Audit committees not more than 15 calendar days after the end of each month. Should it not be possible to provide this information within 15 days of the end of the month, a reason for this delay shall be provided. This explanation must include an anticipated date upon which the information will be available. This information shall also be made available to members of the US Fencing Executive Committee upon request.
4. The Budget & Finance and Audit committees should jointly determine a policy for further disseminating this information to non-members as soon as possible following the September, 2008 Board meeting. In the absence of those policies members of the committees (including the EC) should not forward, in either electronic or hard copy any of the information provided to them.
5. The most recent quarterly financial statements may be emailed to board members upon request.

6. Financial statements will be provided to board members in electronic form along with the remainder of the board agenda.

As stated earlier, financial reports and a discussion of them will be forwarded to board members in hard copy as soon as they are available.

Respectfully submitted
R. Greg Dilworth

APPENDIX G
Executive Director's Report

APPENDIX H
Tournament Committee
Kalle Weeks

Tournament Committee Report

July and August were quiet months on the tournament front. A new Tournament Bid Packet has been prepared by the national office staff, and bids for the 2009-2010 season are being received. Staffing plans for 2008-2009 are underway, with the receipt of information from potential bout committee staff members in hand.

As a closing note, I want to thank all those who are so ready, willing, and able to make our tournaments run smoothly. They are the unsung heroes of our events—neither applause nor medals come their way, but still they return to post pool assignments, cut up bout slips, enter data, and answer the myriad questions that come their way from dawn to dusk during our tournaments. Our events couldn't happen without you!

Respectfully submitted,

Kalle Weeks

APPENDIX I
Youth Development Committee Report
USFA Board of Directors Meeting September 2008

Committee: Ro Sobalvarro (VP-Domestic), Maureen Griffin (chair), Wendell Kubik, Kelly Williams, Jeff Salmon, Alex Ripa.

Update

The Youth Development Committee has a website (www.usfaryc.org) where all news and competition information will be posted. Once the 2008-2009 Regional Youth Circuits and Super Youth Circuits are determined, a listing will be posted with links to individual websites where available.

An overview of the Regional Youth Circuit events and explanations of RYC's, SYC's and Regions are posted on the website. The Regional Youth Coordinator "job description" is posted on the website. Regional Youth Circuit Procedures, including responsibilities of organizers, were revised and published on the website.

2008-2009 Planning

- The YDC will consult with Coordinators about redefining the regions for 2008-2009 to better serve youth fencers. This is not an urgent concern as youth fencers are in no way limited to fencing RYC's only within their geographical region.
- The Committee has created an RYC request form that hosts/organizers will be required to submit to Coordinators before having a youth competition designated as an RYC. This form requires the notification of the host division's elected officers.
- The YDC will work with "Ask Fred" to formalize the procedure by which youth competitions are listed as sanctioned Regional Youth Competitions on the "Ask Fred" website.
- The YDC will ask for guidance from the Tournament Committee and the Legal Committee in creating forms for potential organizers and division hosts who are not in agreement in whether a youth competition in their region is in the best interests in the membership.
- The bid packet for Super Youth Circuits for the 2008-2009 season will be uploaded to the youth website once it has been finalized.
- The Committee is working on a project to create and implement a participation point ranking system for RYC's and evaluate it at the end of the 2008-2009 season. The committee is creating an "exit survey" for parents, fencers, referees, coaches, and volunteers to submit online at the website after each SYC.
- We are continuing to explore ways to partner US Youth Fencing with the Positive Coaching Alliance (www.positivecoach.org) to provide further youth coaching education and resources to the Regional Youth Coordinators and youth coaches throughout the U.S.

Maureen Griffin
maurengriffin@yahoo.com

APPENDIX J

FOC

Sam Cheris

The FOC met August 23-24 for its Annual Meeting. All members were in attendance. Greg Dilworth, the newly elected Treasurer of the USFA, announced to the meeting that he was resigning his seat on the FOC, effective 11a.m., August 24 (the time when he would officially take office as Treasurer).

The FOC elected Sam Cheris as Chair and Bill Oliver as Vice-Chair

The FOC reviewed the effect of the financial problems of the USFA on the FOC. For domestic events, a single group will do all hiring and work toward producing a referee corps for each event with the budgetary considerations in mind. For international events, the FOC budget will be 50% of that spent last season. We will review with the high performance group, the required referees. The FOC will use a variety of means to keep within its budget: (i) designate fully-funded US referees; (ii) pay 500 Euro fees to foreign organizers in lieu of sending a referee; (iii) offer the same 500 Euros as a subsidy to US referees, with the referee absorbing the remainder of the cost; or (iv) secure additional funding from outside sources, earmarked for certain competitions or squads and then select additional referees paid for by that funding.

Mr. Kolombatovich will work with the FIE Arbitrage Committee to help secure Grand Prix referee status for US referees.

Mr. Kolombatovich was awarded Referee Emeritus status for his years of excellent service to the USFA as a top-rated referee.

Mr. Findlay was selected by the FIE to referee at the Olympic Games and Jon Moss was selected to referee at the Paralympic Games.

The FOC reviewed the rules changes adopted by the FIE and approved those to be submitted to the board for approval by the USFA. Those proposed rules changes are included in a separate appendix.

The 2008-09 committees were selected:

Domestic Assignment – **Sharon Everson**, Iana Dakova, Mary Fryer & Bill Oliver

International Assignment – **Sam Cheris**, Francisco Marin (saber), Derek Cotton (Foil) and George Kolombatovich (epee)

Communications – **Peter Burchard**, Brad Baker, Jeff Bukantz, Jon Moss & Damon Scaggs

Rules – Bill Oliver, Jeff Bukantz, Mary Frye & Brad Baker

Domestic Referee Development – Gerrie Baungart, Derek Cotton, Iana Dakova, Ariana Klinkov, George Kolombatovich, Jon Moss, Mark Stasinov & Atilio Tass (Committee will divide itself between grass roots and national level development and select chairs)

International Referee Development – **Atilio Tass**, George Kolombatovich & Francisco Martin

Tournament Committee Coordination – **Gerrie Baumgart** & George Kolombatovich

Wheel Chair – **Gerrie Baumgart**, Sharon Everson & Jon Moss

Awards - **Jeff Bukantz**, Jon Moss and Damon Scaggs

Coaches Liaison – **Atilio Tass**

Discipline – **Jon Moss**, Sam Cheris & Mary Frye

The FOC reviewed its commission charter and decided to amend it from permitting 12-16 elected members to a charter which would establish, by the end of this quad, a group of 12 elected members. In order to supplement its working group, the FOC would develop resource groups and individuals to assist the FOC in its work.

Referee Tests will require a \$10 fee for each written test taken. Successful candidates will be refunded their fee. Upon passing the written test the individual will receive a “P”, which would signify that they had passed the written test only. Numerical ratings would require the taking of a practical exam after the passing of the written test.

The Ratings System was reviewed and after extensive discussion it was determined that referees could have their ratings increased or decreased at the annual meeting of the FOC. In order for a rating change to occur, the motion must be passed by a majority of those voting and there must be at least 4 members on the winning side. It was also decided that individual members of the FOC could only award ratings of 5 or below outside the FOC meeting.

The FOC proceeded to review the ratings of the referee corps. Changes will be communicated to referees and be posted on the internet.

APPENDIX K
High Performance

August 26, 2008

TO: USFA Board of Directors

COPY: Sam Cheris, Stacey Johnson, Robert Largman

FROM: Carla-Mae Richards

SUBJECT: REPORT OF THE HIGH PERFORMANCE COMMITTEE

1. OLYMPIC FENCING TEAM

With the election of new officers delayed until the July Summer National Championships, the High Performance Committee concentrated on finalizing details for the Olympic Fencing team. There had been several discussions with the USOC on what staff persons would be given credentials, be they primary or secondary credentials. With a limited number of credentials available for all the sports, the USOC had initially decided that the position of Team Captain was not as important as other positions at the Olympic Games and thus had not been in favor of issuing any credential for the Captain's position.

After several appeals by the HPC, the USOC was finally convinced to issue a secondary credential for the position of Captain. The HPC had already decided that the person who had been team captain for this quad would be named as Team Captain for the Olympic Fencing team, Jeffrey Bukantz. The secondary credential placed the team captain outside the village and in the USOC Beijing Training Center (Beijing Normal University or BNU), limiting his time with the team. The Secondary Credential has unlimited access to the Village. This was new for 2008. The Secondary Credential did not, however, have a bed in the Village nor did the credential carry access to the Village dining hall.

Primary Credentials were given to: Robert Largman, Team Leader; Ron Herman, Armorer; Ed Korfanty-Women's Sabre Coach; Michael Pederson, Women's Foil Coach; and Yury Gelman, Men's Sabre Coach.

Secondary Credentials were given to: Jeffrey Bukantz, Team Captain; Arkady Burdan – Coach of Sada Jacobson; Gregory Massialas – Coach of Gerek Meinhardt.

The training partners for men's epee, women's epee and men's foil were housed at BNU and their expenses covered by the USFA – including travel, housing, and food. The replacement athletes, as well, were housed at BNU with expenses covered by the USFA, rather than the USOC. All expenses were covered by the USFA for those given the secondary credentials – travel, housing, meals, apparel package.

As is well known throughout the fencing world, the US Fencing Team performed beyond all expectations starting with a sweep by the women's sabre fencers in the individual competition and ending with the silver medal of the men's sabre team. The US Fencing Team earned 6 medals: 1 Gold, 3 Silver, and 2 Bronze. What an outstanding performance! The 6 medals by the

US were second in total only to the 7 won by Italy.

2008 OLYMPIC FENCING TEAM & ADDITIONAL ASSOCIATED PERSONS

NAME		EVENT	STATUS	RESULTS
Sada	Jacobson	Women's Sabre	Athlete	SILVER
Rebecca	Ward	Women's Sabre	Athlete	BRONZE
Mariel	Zagunis	Women's Sabre	Athlete	GOLD (39)
WOMEN'S SABRE TEAM = BRONZE				
Seth	Kelsey	Men's Epee	Athlete	17 th (41)
Emily	Cross	Women's Foil	Athlete	17 th (41)
Erinn	Smart	Women's Foil	Athlete	26 th
Hanna	Thompson	Women's Foil	Athlete	27 th
WOMEN'S FOIL TEAM = SILVER				
Tim	Morehouse	Men's Sabre	Athlete	22 nd
Jason	Rogers	Men's Sabre	Athlete	29 th
Keeth	Smart	Men's Sabre	Athlete	6 th (41)
James	Williams	Men's Sabre Team	Athlete	N.A.
MEN'S SABRE TEAM = SILVER				
Kelley	Hurley	Women's Epee	Athlete	20 th (25)
Gerek	Meinhardt	Men's Foil	Athlete	10 th (26)
Robert	Largman		Team Leader	
Ron	Herman		Armorer	
Yury	Gelman	Men's Sabre	Coach	
Ed	Korfanty	Women's Sabre	Coach	
Michael	Pederson	Women's Foil	Coach	
Doug	Rank	USOC Staff	Trainer for Fencing	
SECONDARY and "P" CREDENTIAL-HOUSED AT BNU				
Jeff	Bukantz		Team Captain	
Arkady	Burdan	Women's Sabre	Coach	
Greg	Massialas	Men's Foil	Coach	
Dagmara	Wozniak	Women's Sabre	Replacement Athlete	
Doris	Willette	Women's Foil	Replacement Athlete	
James	Williams	Men's Sabre(1)	Replacement Athlete	
HOUSED AT BNU				
Courtney	Hurley	Women's Epee	Training Partner	
Cody	Mattern	Men's Epee	Training Partner	
Martino	Minuto	Men's Foil	Training Partner	
Andrea	Lagan	BNU Coordinator		
Jim	Page	USOC Games HPD for Fencing		
HOUSED??				
Bob	Hurley	Women's Epee	Coach	
Daniel	Costin	Men's Sabre	Personal Coach	
Tracy	Hurley	Women's Epee	Personal Coach	
Michael	Petin	Women's Foil	Personal Coach	
Lorenzo	Gonzalez	Personal Trainer		
Cecil	Bleiker	USOC Olympic Press Officer / Media Relations - Fencing was one of 6 sports Media person had to cover		

(1) James moved into the Village after becoming an Aa Credential and thus an Olympian. Jason was to have moved out of the Village and into BNU or return home. However, his credential remained active in the BOCOG system and we were able to continue to house him in the Village as well.

2. PRELIMINARY FINANCIAL ASSESSMENT FOR QUAD

Sam Cheris and Carla-Mae Richards have been working to determine the best means by which there could be greater control of the expenses for the international area of the budget. Specifically, a new formula has been generated for distribution of performance awards so that the actual would match the budget amount. In addition, it has been recommended that the special training grant program of this last quad be suspended until the organization recovers from its current financial concerns.

Further studies need to be done to find means by which the cost of sending US teams to World Championships – cadet, junior and senior – can be better managed and contained. In the past quad these costs had increased significantly. There needs to be further discussion on the policy involved in funding athletes to World Championships.

3. FUTURE PLANNING

The Chair of the HPC had submitted her resignation in late spring, but no action was taken to name a new Chair so that the HPC was not able to pursue any discussions on planning for the next quad.

4. RECOGNITION

As a new quad begins and a new administration assumes responsibilities for the organization, it is important to recognize those involved in this past quad in behalf of the High Performance program and planning.

2004-2006: Sam Cheris, Yves Auriol, Jane Carter, Felicia Zimmermann,
Jeff Cohen (HPD), Donna Stone, Dave Micahnik

2006-2008: Stacey Johnson, Sam Cheris, Donna Stone, Jessie Burke, Felicia
Zimmermann, Carla-Mae Richards, Yuri Gelman (or Ed Korfanty), Jeff
Bukantz, Bob Largman, Jim Page (HPD and then member)

And no Committee functions without full staff involvement for which we thank the HPD staff of Jeff Cohen, then Jim Page, and then Jim Carpenter. The steady hands of the other staff helped keep the programs moving forward: Corinne Greenman, Andrea Lagan, Christy Simmons and Michael Massik.

APPENDIX L
Veteran
Rinaldo A. Campana

Veteran's Committee Report

A Veterans Fencers' Meeting was held on July 8, 2008, at the Summer National Championships in Jan Jose California, which was attended by more than 65 fencers and Ms. Kalle Weeks, President-Elect of the USFA and Mr. Edward Wright, Vice President, USFA. She noted that the Motion to Modify Rule 2.11.6 in the Veterans Handbook were introduced to the USFA Board to have a 70+ veteran category, however, the dates of implementation were not correct and the motion will be amended and again introduced at the September meeting of the Board. The consensus of the attendees was to have the September 2008 Board consider having Veteran 70 events at the NACs and have 100% promotion at the DE if the veteran event has eight or fewer participants.

Some ideas were put forward to increase the number of 40 + veterans fencers by increasing the number of veteran events at the NACs by encouraging team events, even considering having "pick up teams" after hours at the NACs.

The Veteran Committee is aware that it needs to revise the proposed veteran fencing fund raising strategic plan for the USFA before it can be forwarded to the USFA Board, since there was not a consensus on the plan. The proposal designated these funds should be used for promoting a US veterans circuit, fund individuals going to international tournaments, and developing regional training centers for veterans. These funds would be managed by the USFA and thus would adhere to USFA rules in terms of solicitation and disbursements.

There are currently three vacancies on the Veteran Committee and is critical that the USFA appoint a diverse group of new members willing to serve in this capacity.

Every effort has been made by the Veteran Committee to support the members of the US Veterans Team that will participate at the World Veteran Fencing Championships, in Limoges, France.

On the occasion of the conclusion of Mr. Edward Wright's term as Vice President, USFA, the Veteran Committee would like to express its gratitude for his support and dedication to the promotion of veteran fencing in the United States.

Respectfully submitted,

Rinaldo A. Campana
Chair

August 25, 2008

2008 VETERANS WORLD CHAMPIONSHIPS TEAM
2-5 October, Limoges, France

MEN'S EPEE 50-59	MEN'S EPEE 60+	WOMEN'S EPEE 50-59	WOMEN'S EPEE 60+
1. Walter Dragonetti	1. Robert Cochrane	1. Margo Szabunia	1. Diane Kallus
2. Vincent McGovern	2. Ray Sexton	2. Marianne Bosco	2. Pat Bedrosian
3. John Ridge	3. Theodore Pary	3. Paula Straka	3. Mary Annavedder
4. Evan Raney	4. Arnold Messing	4. Louise Leighton	4. Linda Nowell
MEN'S FOIL 50-59	MEN'S FOIL 60+	WOMEN'S FOIL 50-59	WOMEN'S FOIL 60+
1. Norman Mattox	1. Rinaldo Campana	1. Anne-Marie Walters	1. Linda Nowell
2. Joseph Biebel	2. Jan Patterson	2. Jennette Starks-Faulkner	2. Ellen O'Leary
3. Joseph Streb	3. Ray Sexton	3. Yvonne Walton	3. Pat Bedrosian
4. Mitchell Dorfman	4. James Adams	4. Judith Offerle	4. Diane Reckling
MEN'S SABER 50-59	MEN'S SABER 60+	WOMEN'S SABER 50-59	WOMEN'S SABER 60+
1. Dan Corrigan	1. Ray Sexton	1. Jane Eyre	1. Louisa Felty
2. Ted Smith	2. Paul Apostol	2. Delia Turner	2. Linda Nowell
3. Wang Yung	3. Philip Sbarbaro	3. Heidi Runyon	3. Ellen O'Leary
4. Paul Hicha	4. Larry Pinkus	4. Jeanine Bender	4. Muriel Evans
CHIEF OF MISSION	Rinaldo Campana		
CAPTAIN			
TEAM LIASON	Peter Calderon		
ARMORER	Scott Harkey		

APPENDIX M
Wheelchair
Carla-Mae Richards

August 28, 2008

TO: USFA Board of Directors

COPY: Sam Cheris, Linda Merritt, Stacey Johnson, Gary Van der Wege,
Christine Simmons

FROM: Carla-Mae Richards, Chair – Wheelchair Committee

SUBJECT: REPORT TO THE BOARD

1. PARALYMPIC GAMES

There has been no activity of the committee this past year due to a change by the USOC Paralympic Committee in that it decided that it would handle wheelchair fencing matters with staff only. There was no interest in dealing with Committee Chairs. Christine Simmons was designated as the staff contact person for wheelchair fencing and has been in charge of the immediate needs for the Paralympic Games in Beijing. Christine Simmons was named Team Leader for the Paralympic Fencing team by the USOC and has been working directly with the USOC and the athletes in preparing for the Games. The members of the team were determined by their international standing as specified by the International Paralympic Committee and are given on the next page as well as the specific schedule for the team. Andrea de Mello was added after the official determination of athletes who met the specified criteria. IWAS, the official International Wheelchair Fencing Federation, granted the United States one more slot and requested that it be given to Andrea de Mello.

2. ACTIVITY

Les Stawicki, national wheelchair coach, and Julio Diaz, wheelchair coach in Atlanta, led a Wheelchair Clinic at the Atlanta NAC with approximately 12 participants. US Wheelchair athletes competed in World Cups in Germany, Montreal and Warsaw during the 2008 calendar year. The USFA funded the Paralympic Team and national coach to the July Warsaw World Cup (which is why they were not in San Jose - same dates for competition).

There has been no other activity within the wheelchair fencing community and there has been little participation by the wheelchair fencers in the national tournaments. It is a small group and the need for the team members to compete at the Warsaw Wheelchair World Cup diminished the field of competitors. There is a great deal of interest in developing more wheelchair fencing programs in the United States at many clubs. There needs to be more printed material and guidance so that the clubs can find ways to introduce such programs in their areas. The USFA, be it by staff member and/or Committee function, needs to pursue means by which to enhance the participation and broaden the base of the wheelchair athletes in the sport of fencing.

3. FUTURE OPERATION

I believe that a wheelchair athlete should be placed in charge of this program to work closely with the staff person at the USFA office. There is interest in expanding the program and there needs to be a

serious planning session among interested parties for fencing to grow among wheelchair athletes.

2008 US Wheelchair Fencing Team in Beijing:

GENDER	SLOTS ALLOCATED NAME	CLASS	WEAPON(S)
Male	RODGERS, Scott	Cat B	Epee, Foil
	WILLIAMS, Benjy	Cat B	Epee, Sabre
	MORENO, Gerard	Cat B	Foil, Sabre
	CALHOUN, Mark	Cat A	Sabre, Foil
Female	De MELLO, Andrea	Cat B	Epee, Foil

Leslaw Stawicki	Coach	Full AO credential
Michael D'Asaro	Coach	Starts with a P credential with access to Practice Venue then changes to AO on September 10
William Murphy	Armorer	Starts with a P credential with access to Practice Venue then changes to AO on September 10
Christine Simmons	Head Line Leader	Full AO Credential

US Paralympic Wheelchair Schedule September 2008

SUN	MON	TUE	WED	THU	FRI	SAT
August 31 Team Arrives in Colorado Springs for Processing	1 Team Processing	2 Team Processing	3 Depart for Beijing 2:00 am bus to DEN	4 Arrive Beijing	5	6 Opening Ceremonies
7 Training TBA	8 Training TBA	9 Training TBA	10 Training TBA	11 Training TBA	12 Training TBA	13 Training TBA
Cat. A Men's Foil Cat. B Men's Foil Fencing Hall 9:30am	15 Cat. A Men's Epee Cat. B Men's Epee Fencing Hall 9:30am	16 Women's Events Fencing Hall	17 Cat. A Men's Saber Cat. B Men's Saber Fencing Hall 9:30am Closing Ceremonies	18 Depart Beijing Arrive in US	19	20

- August 31, 2008—Arrive Colorado Springs for Team Processing
- September 3, 2008—Depart OTC on Bus to Denver for flight to San Francisco and then on to Beijing
- September 4, 2008—Arrive in Beijing
- September 6, 2008—Opening Ceremonies
- September 7—13, 2008—Training (time/location TBA)
- September 14—17, 2008—Wheelchair Fencing Competition in the Fencing Hall
- September 17, 2008—Closing Ceremonies immediately following the Competition
- September 18, 2008—Depart Beijing; Arrive back in the United States

APPENDIX N

US Fencing Sport Science & Medicine Committee

Board of Directors Meeting

Report Supplement - August, 2008

Dr. John Heil

Please see previously submitted reports for detailed information.

eScout

Consultation with Sportfolio Director, Alan Ashley regarding status of development and potential applications within fencing, and with other sportfolio teams. Will follow-up after Olympics regarding broad based USOC Sportfolio interest in partnering with US Fencing on this project.

Continuing development of eScout technology (Heil, Danjuma, Leigh) with Tactical Stat / Data Analytic component at “release candidate” status, and video playback application on cusp of alpha/beta testing.

Sport Psychology

A series of three Olympics related sport psychology articles posted on fencng.net. (As an alternative to the USFA website; Attempts to use USFA website as vehicle for release of sport science info throughout the quad has been unsuccessful)

Team Game Project

A technical report on the Team Game Project is in development. The Team Game Project was initiated in the Athens Quad and carried over to the beginning of the Beijing Quad. Given the continuing importance of the team competition, we are attempting to make the lessons of the “team game” available to the organization.

Sports Medicine

Initiate recruiting for domestic and international assignments for 08-09 competition cycle. (Have lost at least one staff from the Sports Medicine group due to delay in expense reimbursement)

Addendum: Outstanding expenses (from January) owed to Heil

APPENDIX O
Coaches Development Committee
Alex Beguinet

U.S.F.A. COACHES COLLEGE

REPORT ON THE 2008 SESSION

Mt Alex BEGUINET
Program director

August 25, 2008

During this Olympic year, we did not hold Coaches College. The Training Centers are booked for Olympic preparations and we use the time for other Coaches College projects.

This year, Alex Beguinet, Elizabeth Beguinet and Jerry Dunaway spent a week in Durham, NC in early May, filming the interactive cd for Become A Fencing Instructor (BAFI), completing the beginning/entry level instructional cds. The filming was done in the Duke Fencing Gym which we were able to use at no additional cost to us.

To date, we have completed cd production for BAFI, Level 1 Foil, Level 1 Epee, and Level 1 Saber. These cds are ONLY available as companion cds to the courses. They are not 'stand alone' instructional cds. While we realize that there is a need for such a product, it has been our experience, that individuals needing the instruction of Level 1 or lower do not correctly interpret written materials or understand video materials. Once they have completed some coursework, and have a better understanding of the materials, the manuals and of how to instruct fencing, these new fencing instructors/coaches are better able to follow instructional cds.

We are expecting to have these latest BAFI cds ready for dispersion with next year's college.

We will be submitting our room/space requests to the Colorado Springs OTC again for next summer during the same time frame – a week after the conclusion of Summer Championships through early August.

As always, we await our program approval to come to us, in beginning of February and expect to have applications at the JOs.

For any questions, please contact either Alex or Elizabeth Beguinet at 919-967-1205, 919-668-5752, alexusfa@aol.com, beguinet@duaa.duke.edu

Sincerely,
Alex Beguinet
Director Coaches College

APPENDIX P
Hall of Fame Committee
Andy Shaw

The Hall of Fame Committee has made a number of changes in personnel:

The illness of Dr. Daniel Bukantz and his subsequent death required an additional voting committee member. But since the 2 men who for years ran the HOF were replaced by USFA President Anderson, the Committee has invited back both Stephan Khinoy and Arnie Messing as voting members now requiring a 4-2 majority to acquire nomination.

The Hall of Fame Committee recommends that admission to the Summer Nationals HOF Induction Ceremony be free of charge.

Andy Shaw
Hall of Fame Committee Chair

DRAFT

APPENDIX Q
MAJOR DATES FOR US FENCING

TOURNAMENT	LOCATION	DATES
2008-2009 TOURNAMENTS & KEY DATES		
PARALYMPIC GAMES	Beijing, CHI	6-17 Sept. 2008
2008 WORLD VETERANS CHAMPIONSHIPS	Limoges, FRA	2-5 Oct. 2008
SCHOLASTIC APTITUDE TEST (SAT)		Oct 4, 2008
NAC A Division II/Division III/Cadet	Columbus, OH	Oct 10 - 13, 2008
SCHOLASTIC APTITUDE TEST (SAT)		Nov 1, 2008
DAYLIGHT SAVINGS ENDS – CLOCKS SET BACK 1 HOUR		
NAC B Junior/Cadet/Youth 14	St. Louis, MO	Nov 7 -10,
2008 FIE Congress	Paris, FRA	Dec 6, 2008
SCHOLASTIC APTITUDE TEST (SAT)		Dec 6, 2008
NAC C Division I/Veteran	Colorado Springs, CO	Dec 12 - 14, 2008
HANUKKAH – Jewish Holiday		Dec. 21-29
NAC D Division I/Junior	Louisville, KY	Jan 16 -19, 2009
SCHOLASTIC APTITUDE TEST (SAT)		Jan 24, 2009
Junior Olympic Championships	Albuquerque, NM	Feb 13 -16, 2009
NAC E Division II/III/Veteran	Atlanta, GA	Feb. 27-March 2
SCHOLASTIC APTITUDE TEST (SAT)		Mar 14, 2009
NCAA Regional Championships	Various Regions	Mar 7-8, 2009
DAYLIGHT SAVINGS TIME STARTS – CLOCKS SET AHEAD 1 HOUR		
NCAA Fencing Championships	Penn State Univ., PA	Mar 19-22, 2009
EASTER HOLIDAY		Apr 12, 2009
WORLD JUNIOR/CADET CHAMPIONSHIPS	Belfast, GBR	Apr 5-13, 2009
PASSOVER HOLIDAY		Apr 8-16, 2009
Pan American Junior/Cadet Championships	Buenos Aires, ARG	30 Apr-2 May
NAC F Division I/Youth (14/12/10)	Portland, OR	Apr 24-27, 2009
SCHOLASTIC APTITUDE TEST (SAT)		May 3, 2009
SCHOLASTIC APTITUDE TEST (SAT)		June 6, 2009
FIE Senior World Cup: WF, WS, MS	Las Vegas, NV	June 20-23, 2009
2009 Summer National Championships	Gaylord Resort, Dallas, TX	July 3-12, 2009
2009 World University Games	Belgrade	July 1-12, 2009
18 th World Maccabiah Games-for Jewish athletes	Israel	July 13-23 2009
2009 SENIOR GAMES (includes fencing)	San Francisco, CA	Aug 7-8, 2009
2009 Pan American Senior Zonal Championships	Montreal, CAN	Aug 26-30, 2009
2009 World Veterans Championships	Moscow, RUS	Sept 24-27, 2009
2009 World Senior Fencing Championships	Antalya, TUR	Oct 16-26, 2009
FIE Congress	Palermo, ITA	Dec. 2009

Regional Youth and Super Youth Circuit schedule can be found at www.usfaryc.org.

FUTURE TOURNAMENT/DATE CONSIDERATIONS

TOURNAMENT	LOCATION	DATES
TOURNAMENTS STARTING FALL 2009 THROUGH 2012		
NAC A Division II/Division III/Cadet	Dates subject to change **	9-12 Oct. 2009
NAC B Junior/Cadet/Youth 14	Kansas City, MO	6-9 Nov. 2009
NAC C Division I/Veteran	**Dates subject to change until site is specified indicating contracts signed	4-6 Dec. 2009
NAC D Division I/Junior		15-18 Jan. 2010
JUNIOR OLYMPIC CHAMPIONSHIPS		12-15 Feb. 2010
NAC E Division II/III/Veteran		11-15 March 2010
2010 NCAA Fencing Championships		25-28 March 2010
NAC F Division I/Youth (14/12/10)	Dates subject to change until site is specified indicating contracts signed	16-19 April 2010
2010 SUMMER NATIONAL CHAMPIONSHIPS		July 2010
2010 World Junior/Cadet Championships	Serbia (Pending)	April 2010
2010 Pan American Junior Zonal Champs.		15 Apr-31 August 2010
2010 Pan American Senior Zonal Champs.		1 July – 30 August
2010 1 st Youth [Summer] Olympic Games [14-18 yrs.]	Singapore	14-26 August 2010 to be held every 4 yrs
2010 World Veterans Championships		September
2010 Wheelchair World Championships	Paris w/Sr World Chmps	Held once every 4 yrs
2010 Senior World Championships	Paris, France	Sept./Oct.2010
2011 NCAA Fencing Championships		24-27 March 2011
2011 World Junior/Cadet Championships		April 2011
2011 Pan American Junior Zonal Champs.		15 Apr-30 August 2011
2011 Pan American Senior Zonal Champs.		1 July – 30 August
2011 XVI Pan American Games	Guadalajara, Mexico	13-30 October 2011
2011 World University Games		August
2011 World Veterans Championships		September/October
2011 Senior World Championships		Sept/Oct
2012 World Junior/Cadet Championships		April
2012 Pan American Junior Zonal Champs.		15 Apr-30 August
2012 Pan American Senior Zonal Champs.		1 July – 31 July
2012 World Veterans Championships		September
2012 World Team Championships (2 Weapons Not Included as Team Competitions in 2012 OG)		
2012 Olympic Games	London, GBR	27 July – 12 August
2012 Paralympic Games	London, GBR	29 August – 9 Sept

JUNIOR ZONAL CHAMPIONSHIPS: FIE Mandate that tournament must take place between the 15th of April and the 30th of August for FIE points to be awarded, outside the period of the Junior World Cup.

SENIOR ZONAL CHAMPIONSHIPS FIE Mandate that tournament must take place between the 1st of July and the 30th August for FIE points to be awarded. In 2012, an Olympic year, these championships will need to be held earlier if the results will count towards seeding at the Olympic Games.

1. FIE RANKING

a. The **official senior ranking of the FIE** uses the best 6 results of World Cup or Grand Prix competitions in which the fencer has participated, with no more than **3** on the same continent, plus the World Championships or Olympic Games, **and the Zonal Championships**.

b. The **official junior ranking of the FIE** uses the best 6 results of World Cup competitions in which the fencer has participated, with no more than **3** on the same continent, plus the World Championships **and the Zonal Championships**. If all the competitions in a particular weapon take place on the same continent, then the ranking shall use the best 5.

Scale of points [See Athlete Handbook for actual scale of points]

c. For the **FIE Grand Prix competitions and the senior zonal championships** FIE World Cup points are multiplied by a factor of 2.

For the Senior World Championships FIE World Cup points are multiplied by factor of 3.

2. **CHANGE IN SCHEDULE OF DAYLIGHT SAVINGS TIME** Starting in 2007 Daylight Savings Time will start the second Sunday in March and end the first Sunday in November.

APPENDIX S
Audit Committee
Ed Wright

In its July report to the Executive Committee, and later to the Board of Directors, the Audit Committee included a number of recommendations that would, among other things, enhance the transparency of the USFA's financial transactions. In addition, the Audit Committee recommended that USFA secure a different auditor to perform the 2007-08 audit. After reviewing the 2006-07 audit, the Committee felt that there were a number of instances where the auditors accepted assertions made by USFA staff, with no indication that the auditors had performed due diligence to verify the quality of those assertions.

The Executive Committee and national staff conducted a survey of NGB's experiences using CPA firms in the Colorado Springs/Denver areas. Of the fourteen responses, the current USFA auditor Waugh and Goodwin was the top-rated firm. In conversation with the USFA Treasurer-elect, we considered the survey results, as well as the fast-approaching end of the fiscal year and the need to have a process in place to proceed with the timely audit for the 2007-08 fiscal year. We agreed that we should retain the same company that did the previous audit. Subsequently, I asked the Executive Director to contract with Waugh and Goodwin to perform the 2007-08 audit, contingent upon the CPA firm having direct contact with the Audit Committee to learn of our concerns about the previous fiscal year's audit, and to provide any needed assistance for the current audit.

Pursuant to this request, Jill Goodwin, principal of Waugh and Goodwin, and I have exchanged e-mails, have had numerous telephone conversations, and shared other data related to the upcoming audit. I have provided written responses to a series of questions posed by the auditors, and have shared with Ms. Goodwin the national office's written response to the material weaknesses cited in the last audit report.

In order to address the earlier concerns of the Audit Committee, Ms. Goodwin has agreed, at various points along the way, to share with the Committee relevant information and pertinent questions in the process of preparing the draft audit report. Additionally, the draft audit will be shared and discussed with the Audit Committee prior to its being finalized.

The Audit Committee has not received the financials for July and August of this year. The national office said the financials would be delayed because the staff was preparing for the audit. Hence, we have no figures or report on income, expenses or balance sheets. I contacted the office last week, and was assured that the July financials would be mailed within a matter of days.

Respectfully submitted,

Edward Wright

APPENDIX T
Legal Resource Group
Donald Alperstein

Since the last meeting of the Board, the LRG has been actively engaged in the following tasks:

1. Assisting the incoming and outgoing volunteer administrations with transition issues;
2. Reviewing USFA insurance coverages relating to potential litigation and advising the interested USFA personnel with regard thereto;
3. Negotiating, settling and documenting settlement of litigation by a contractor of the USFA for claimed payments due for services rendered;
4. Working with USOC representatives and agents on matters of financial concern arising out of the USOC's Olympic preparation initiative;
5. Providing ongoing and special attention to the continuing problems of the several divisions and sections on matters of elections, governance and fiduciary responsibility, including financial accountability;
6. Overseeing three pending disciplinary matters;
7. Advising USFA officers on issue connected to the separation from employment of the Executive Director and drafting documents in connection therewith;
8. Advising the editor of *American Fencing* in connection with an article submitted for publication;
9. Advising USFA officers regarding ongoing issues in the New Jersey Division including monitoring continuing litigation brought by certain division members against the incumbent leadership of the division for injunctive relief regarding the division's electoral process and other governance issues;
10. Monitoring and participating in ongoing litigation with a former USFA licensee/vendor;
11. Investigating the process for filing grievance proceedings against an attorney who acted unethically in his representation of a client in connection with a complaint against a USFA affiliate;
12. Advising staff on matters regarding responses to the USFA's RFP for on-line services;
13. Advising numerous individuals, committees, divisions and other USFA interests regarding Bylaw provisions, athlete rights and responsibilities and procedural matters for the preparation and presentation of motions; and

14. Monitoring a litigation threat by a USFA member against a former USFA officer and providing that individual with access to independent legal counsel.

To the best of counsel's knowledge, there are no immediate threats of additional litigation against the organization, although we have handled several matters in which members or their representatives, including attorneys, have mentioned litigation as an option for redressing real or perceived grievances.

At present, the Legal Resources Group is within its budget and, barring the unexpected, will continue to be so.

These last few months have been busy ones for the USFA's legal representatives and advisors. I wish to express my great appreciation for the efforts and assistance of Steve Sobel, John Springgate, Aaron Clements, Sam Cheris and Gary Zeiss for their donations of time and expertise. Their contributions are considerable and given *gratis* at significant personal inconvenience and cost. These special individuals deserve public thanks

DRAFT