

Agenda

Special Meeting of the USFA Board of Directors

July 5th, 2009 Grapevine, TX

The Board of Directors meeting is divided into five major phases:

Information: Minutes of the previous meeting; officer, director and committee reports; and general announcements.

Budget: Approval or disapproval of the budget, requests for major changes in it including staff or executive actions that may involve budget changes.

Proposed Amendments to the Bylaws (when appropriate)

Unfinished Business

New Business

The latter two categories are what was formerly known as the “Decision Phase” and consist largely of motions before the Board, as well as planning discussions.

Motions before the Board (excluding those directly related to the budget) are divided into three categories:

SECOND HEARING: Motions that have had First Hearing at the previous Board meeting; Second Hearing motions must be voted upon as presented, with only minor changes permitted (if a motion requires major changes or fails completely, it must be re-presented as a First Hearing Motion at a subsequent Board meeting).

URGENT: Motions that have not had a First Hearing but must be acted upon by the Board for time or other considerations.

FIRST HEARING: Motions that are new to the Board, but for which decisions are not urgent. A First Hearing motion may not be voted upon unless the Board moves it to the Urgent category; instead, it is automatically placed in the Second Hearing category at the next meeting unless the sponsor withdraws it.

Every motion must have an individual sponsor identified in the agenda and in attendance at the meeting. The sponsor presents the motion, answers questions, takes notes on suggested changes, and shepherds the motion if it is referred to committee. Committees that are presenting motions must assign a member to fulfill this duty.

Index of Appendices

<u>Description</u>	<u>Appendices/ Attachments</u>	<u>Page</u>
<u>Officer Reports</u>		
Executive Director's Report – Kurt Aichele	A	12
President's Report – Kalle Weeks	B	18
Vice President's Report – Mark Stasinios	C	19
Vice President's Report – Jerry Benson	D	21
Vice President's Report - Ro Sobalvarro	E	21
Secretary's Report – Bradley Baker	F	22
Treasurer's Report – Greg Dilworth		
Budget vs. Actual	(attached separately)	
Budget Report	(attached separately)	
<u>Committee Reports</u>		
Sports Science & Technology Committee	D	23
US Fencing Sports Medicine & Science Website	E	25
Regional Open Circuit Advisory Group	F	27
Paralympic Development Committee	G	29
Veteran's Committee	H	30
Tournament Committee	I	32
Technology Planning Task Force	M	33
Fencing Officials Commission	N	34

*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 –

Appointment of Parliamentarian.

B. Minutes of the February 14, 2009 Special Meeting of the Board of Directors

Motion (Mr. Baker): To approve the minutes of the February 14, 2009 Special Meeting of the Board of Directors (the minutes are distributed separately)

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

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

D. Committee Reports

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

March 10, 2009

- Denied a member's request to change her club affiliation for the remainder of the current season.
- Appointed a disciplinary panel to consider allegations made against a coach.

April 14, 2009

- Clarified the scope of inquiry of a previously appointed disciplinary panel to affirm that it includes the conduct of two individuals.
- Reminded a division that it may not sanction competitions held in any facility that is not equally available to all US Fencing members on the same terms.

April 28, 2009

- Appointed Mark Stasinis as Executive Committee Liaison to the National Coach Search Committee as a voting member.
- Passed a motion to uphold the recommendation of the Tournament Committee that classification changes not be awarded for the men's foil tournaments hosted by Clinton Fencing Club on March 21st, 2009.

May 23, 2009

- Declined a request from the Wheelchair Committee for an exemption/waiver for fencers in the 12 year old age category to be allowed to compete in the US Summer Nationals for the year 2009.

May 26, 2009

- Approved a motion to negate a black card that was issued after the excluded fencer left the competition venue. The fencer is reinstated to his place in the standings; if as a result of the reinstatement the fencer qualifies for entry to events at Summer Nationals, he may register for those events without penalty for one week from the date hereof.

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

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

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

II. Budget Phase

A. Financial Reports:

Budget vs. Actual report for period ending April 30, 2009.

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

B. 2009-2010 Budget

Motion (Mr. Dilworth): To approve the 2009-2010 budget, as submitted to the Board.

III. Unfinished Business

A. Second Hearing

1. **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

2. **Motion (Mr. Stasinov on behalf of the Tournament Committee):** To remove the 10am projection requirement from the NAC and Summer Nationals tournament schedules.

Rationale: The purpose of this motion is to remove the requirement of 10 a.m. projection for check-in times passed by the Board of Directors prior to the 2004-2005 season. This requirement has created anomalies in scheduling process; specifically, the inability to schedule some competitions prior to 10 a.m., even though strips have been available. While we can only estimate the number of entries for each competition when creating the schedules, there have been significant variations in the numbers. Had we been able to determine start times based on actual entries, several of the schedules over the past seasons would have been different from those that were required given the 10 a.m. projections.

Beginning with the 2009-2010 season, the Committee and the National Office will adjust the entry deadlines to be at least 6 weeks out from the tournament, with check-in times being posted approximately 4 weeks prior to the tournament. This change in deadline meets the needs of the membership as well as the tournaments they attend

3. Motion (Mr. Berke):

Beginning with the 2009-2010 USFA season, additional exemptions will be made to the rule requiring competitors to be age 13 or older to compete in senior events. This will be reflected in Section 2.5 (“Eligibility to Compete”) of the Athlete’s Handbook as follows:

Old text:

For any USFA competition that is not specific to an age group, the fencer must be at least 13 years old as of January 1 of the current fencing season. The fencing season is the same as the membership year, August 1 through the following July 31. ~~The exception to this rule is that a fencer who is on the Junior national rolling point standings (NRPS) at the entry deadline for the competition and is younger than 13 as of January 1 of the current fencing season will be allowed to compete in the USFA competitions not specific to an age group.~~

New text:

For any USFA competition that is not specific to an age group, the fencer must be at least 13 years old as of January 1 of the current fencing season. The fencing season is the same as the membership year, August 1 through the following July 31. **An exception to this rule will be granted to fencers that meet at least one of the following criteria:**

- 1. The fencer is on the National Junior point standings in that weapon.**
- 2. The fencer is on the National Cadet point standings in that weapon.**
- 3. The fencer is ranked in the top 32 of the National Youth-14 point standings in that weapon.**

4. The fencer has earned a classification of “D” or higher and is at least 12 years old as of January 1 of the current fencing season.

Related text that mentions the 13-year-old age limit in Section 2.3 (“Types of Competitions”) and Section 2.11 (“Specific Events - Division I”, “Specific Events -Division IA”, and “Specific Events - Division II & Division III”) also must be modified to reflect this change. It is recommended that these Sections refer the reader to Section 2.5 rather than reprinting the detailed list of exceptions.

Rationale:

As awareness and subsequent enforcement of the 13-year-old minimum age has grown, many capable youth fencers are not eligible to compete with adults. These fencers may only compete in youth events which, in many parts of the nation, are not strong events. Denying these fencers the ability to compete with more experienced adults significantly limits their access to meaningful competition and development as fencers.

The current rule allows an exception for talented youth fencers that have earned Junior points. This exception acknowledges that strong youth fencers are perfectly capable of fencing with adults. However, this sets the bar too high and denies many otherwise capable fencers the same opportunity.

The intent of this motion is to expand the number of fencers that may receive this exception by acknowledging that there are other avenues to demonstrate proficiency other than by earning Junior points. Allowing 12-year-olds that have earned a “D” classification is a reasonable compromise, since it requires a top-placing result in events classified C1 or better. This is not as wide-ranging a situation as it sounds – based on current membership roles, it would qualify approximately 20 additional fencers this season.

The inclusion of the “D” classification criteria raises the “value” of youth events, which may lead to better turnout, even in areas that traditionally do not draw as many competitors.

4. **Motion (Mr. Baker):** To adopt rules changes to reflect a change in the target area in foil to include a portion of the lower bib, matching the current rules in effect for FIE competition. The effective date of these rules changes will be August 1, 2009 for all national tournaments and qualifiers to national tournaments. The effective date of these rules changes will be August 1, 2010 for all other competitions at all levels governed by the rules of US Fencing.

Rationale: Now that the new target area has actually gone into use internationally it appears significantly less likely that there will be additional near-term modifications to these rules. It is important that US Fencing stay in sync with the rules used in fencing in the rest of the world.

While it is noted that there are significant costs to retrofitting existing equipment, this is a cost which is unavoidable if we wish to remain in conformity with the most recent developments in the sport.

IV. New Business

A. First Hearing

1. Motion (Mr. Berke):

The USFA Classification Reference Chart will be amended to make the requirements for a Group D1 tournament stricter:

New:

COMPETITION RATING	MINIMUM # OF COMPETITORS	RATED FENCERS REQUIRED	RATED FENCERS MUST FINISH	CLASSIFICATIONS AWARDED
GROUP D1	15	4 E's (or higher)	2 E's (or higher) in top 8	1 → D 2-4 → E

Old:

COMPETITION RATING	MINIMUM # OF COMPETITORS	RATED FENCERS REQUIRED	RATED FENCERS MUST FINISH	CLASSIFICATIONS AWARDED
GROUP D1	15	NONE	N/A	1 → D 2-4 → E

Rationale:

Under the current system, it is possible to hold a sanctioned event consisting of 15 or more unrated novice fencers (typically with less than one year of competitive experience.) The top four finishers will earn classifications, regardless of their skill level. This has the effect of “devaluing” the D and E classifications, since there is no requirement that more skilled fencers compete and are encountered in the later rounds.

All of the other classification groups require the presence of a minimum number of rated fencers. This change applies the same reasoning to Group D1 events.

2. Motion (Mr. Clements on behalf of the ROC Advisory Group):

To discontinue the ROC point standings and 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

Consistent wording and exceptions

- 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
- Placed in the top-4 10% (with a minimum of 4) at any current season ~~National~~ Regional Open Circuit (NOC) event OR
- Be the current season Under-19 Section Champion

Rationale:

ROC tournaments vary considerably in size and strength (see ROC Advisory Group report for specifics) and a straight percentage qualification path is simpler than attempting to weight point standings.

3. Motion (Mr. Clements on behalf of the ROC Advisory Group):

To modify the qualification path for Veteran events at Summer Nationals (as outlined in Section 2.11.6 of the Athlete's Handbook) as follows:

Qualifying Path – Summer National Championships

Fencer must state on entry the competition at which he or she met qualification criteria. Failure to do so will be the basis for rejection of entry. (NAC or points)

VETERAN – must meet age eligibility requirements above AND compete in

- Current season Section Championships OR
- Current season Division qualifying competition for Division II and/or Division III Championships in which only those with a "C" classification or lower (D, E, or U) may compete OR

- Any Regional Open Circuit event during the current season OR
- Any NAC during the current season.

Rationale:

Would provide an additional qualification path to the veteran championships, especially useful for A- and B-rated veteran fencers who may not qualify through their divisional qualifiers, as well as increase appeal of ROC tournaments.

4. Motion (Mr. Clements on behalf of the ROC Advisory Group):

That, starting with the 2009-2010 season, the Regional Open Circuit Advisory Group expand its tournament schedule as follows:

- up to 12 Open six-weapon tournaments
- 4 to 6 Division II/III six weapon tournaments
- encourage organizers of the above tournaments to add a six-weapon veteran category to their tournaments if they so choose.

Rationale:

The larger number of Open six-weapon tournaments could be distributed so that over the course of the season, most members can reach two or three tournaments within a day's drive. If geographically separated, ROC tournaments could be held on simultaneous weekends.

The Division II/III six-weapon tournaments would provide more strong competitive opportunities for those fencers and would also provide venues for developing new referees, armorers, and bout committee personnel.

The veteran events could attract more competitors to the tournaments, since they could compete in more events and might find the travel and expense more worthwhile, and would give veterans additional competitive opportunities.

5. Motion (Mr. Dilworth):

Effective January 1, 2010, the US Fencing Association's fiscal year will match the calendar year.

Rationale:

A significant portion of US Fencing's revenues come from the US Olympic Committee. To receive these revenues, the US Fencing Association (henceforth USFA) must provide reports and audits that match that fiscal calendar. No other required reports or information are tied to specific dates. Therefore, it would simplify the work of the USFA National Office and would result in fewer auditing costs to make this change.

This motion has no impact on the USFA's membership year, or on any other aspect of the association.

6. Motion (Mr. Streb):

To adopt 100% promotion from pools to direct eliminations in all Veteran USFA National events including NAC's & Summer National Championships.

Rationale:

1. The 80% rule was applied to veteran fencers a few years ago in order to replicate the World Championship format. Only a very small percentage of vet fencers compete in the World Championships held annually in September, unlike the other team categories – cadet, junior and senior where there are several world cups open to a range of competitors who can qualify via their point standings. We shouldn't penalize the majority of the veteran fencers for the sake of preparing the four people in each category who are going to attend *one* international competition annually.

Furthermore, if such a rationale was applied uniformly to all other age categories, the Division 1 Nationals would have to return to a 2-day format as done at World Cups.

2. The national veteran events have traditionally been small competitions. At the last NAC, (March 2009) the largest group was 35 competitors while the average was below 25. There is no logical rationale to cut fencers out of such small events. The veteran 60 women's foil had 11 competitors. If all of these women fence in July 2009, 2.2 of them will not be able to fence in the direct elimination bouts. Dropping 2 fencers does nothing to expedite the competition, nor does it advance the sport in any manner. It only serves to ensure that those two women will think twice about paying tournament fees and taking on the expense of traveling to Summer Nationals again.

At present, there are only three national tournaments available to Veterans fencers. Unlike 14 year-olds, who can fence in upwards of 8 events at any given national tournament, Veterans are restricted by age and event timing to 1 or 2 competitions. At National Championships, without the veterans combined category, fencers are flying to a venue and booking a hotel for one

event. While many have been involved in the sport for decades, equally as many are new to fencing and the USFA. Why should one incur the considerable expense to fence in 4 or 5 pool bouts, only to be eliminated before the direct elimination bouts?

B. Disciplinary Hearings:

1. Review and consider the report and recommendations of panel formed January 6th, 2009.
2. Review and consider the report and recommendations of panel formed March 10th, 2009.

V. Good and Welfare

1. The next Annual Meeting of the Board of Directors – September

Appendix A

Executive Director's Report: June 2009

Four months have passed, and a variety of changes have been initiated within the National Office. In this report, I intend to shed light on the four areas I discussed with the board in February, then share a business model that serves as a framework to outline where we're headed which we now utilize as we make decisions, and then answer a few of the more common questions I'm asked. Though my process of discovery continues, I sincerely appreciate all those who have invested a significant amount of time and energy in helping me assess the culture, learn the history, and evaluate the condition of the USFA as an organization.

Stakeholders

Of primary importance is the need to re-establish trust across the organization. To this point I have been in nearly every area of the country listening to club owners, athletes, parents, officials, board members, sponsors, community organizations, branding companies, media companies, and a variety of other stakeholders with whom I have been able to learn much, and share a vision for where we're headed.

In February, I assured you that as a National Office we were committed to making the necessary internal changes to do this – answering the phone on a regular basis, returning email, etc. Through a systematic reorganization and expansion of the staff, I believe we are indeed one step closer to serving the fencing community in a more effective and timely basis. Additionally, we have taken some key steps with other organizations (i.e. the NCAA) to work more collaboratively in community.

Financial

Though we're not out of the woods yet, we are confident that there is light at the end of the tunnel. The team in the National Office has done a fantastic job of making tournaments more profitable, establishing necessary tracking systems for expenses, collecting on past due accounts, and navigating significant cash-poor weeks. Additionally, as promised, we have invested a substantial amount of time and energy into developing innovative solutions to generate new revenue streams that serve the needs of the membership at large. This summer, Brendan Baby is performing an economic assessment of our variable costs association with National tournaments as part of his MBA program, and will be providing recommendations upon completion. We look forward to being able to consider and implement that which is aligned with our purpose as an organization.

Additionally, I have been working closely with members of the Resource Development Committee to take some steps towards sponsorship acquisition and activation. Much of this will be discussed in their report.

Here's a brief summary of our financial position that will be discussed at greater length by Greg:

- Accounts Payable has been reduced from a little over \$1.1M to just over \$600K.
- Accounts receivable is now stabilized around \$60K, nearly half of where we started in December.
- Have identified a way to reimburse expenses and per diems for National Events through the end of May. Our hope via this process would be to have checks for all

outstanding expenses that had been entered into our system through the end of May cut prior to the beginning of summer nationals. If not by then, then shortly thereafter.

- Have implemented a new zero-based budgeting process where department directors are both responsible for generating the budget, and will also be held accountable for what they have developed.
- Worked with Executive Committee to improve structural fiscal accountability over volunteer spending.
- Negotiating additional partnership agreements with interested companies.
- Finalizing plans to increase the return on merchandising while adding value to member clubs and USFA members in those clubs.
- Established plans to capitalize on opportunities used by other NGB's to increase return on tournament housing while reducing the cost to our members.
- Secured a sponsorship with Leon Paul through the remainder of this quad. This includes both cash and product for the organization.
- Secured an account with AT&T that reduces the cost of our teleconferences from \$.45 to \$.25/minute.

Internal Processes

Since this is an area over which we can exercise significant control, we have made some significant changes as an organization. An updated organizational structure of the National Office is attached for your reference. Additionally, we are continuing along the process of launching an online database to better serve our members needs. We are grateful for the support the Technology Development Task Force has provided throughout the process.

As of the writing of this report, we should have a "live" system by the time summer nationals begins. Hang-a-Star has done an excellent job of working with staff and volunteers alike to develop a comprehensive solution for us as an organization. The membership database is scheduled to go "live" on July 1, with the Tournament registration system to go live August 1, and the points calculation process to be automated by September 1. Once the system goes live, we'll be able to have memberships last for one year from the date of registration. This is something that many have asked for and we are excited to now be able to provide. Updates on where the process will be regularly provided on our website, and I'm confident a more detailed report will be available from that Task Force.

Capacity

Building capacity has been one of the most exciting steps since I have taken the helm. The first step we took was to establish an "Executive Leadership Team" commonly referred to as our ELT. This team is comprised of our senior leadership, and is responsible for implementing the identified needed changes.

- Christine Simmons and the National Events team has effectively reduced overall tournament expenses while simultaneously initiating new ideas and opportunities for revenue growth.
- Dana Brown and the Member Services team has identified ways to increase the value of being a USFA member, while improving the level of customer service.

- Teri Holt and the financial team has done an outstanding job as our new Director of Finance and Business Services of walking into a lion's den and establishing structure where little existed.
- Michael Pederson has provided significant leadership as our Director of High Performance Programs that includes our International team. Few realize what a daunting task it is to work with a passionate, yet potentially volatile group of stakeholders. I commend them for the job they have done as demonstrated by the success in Belfast, and look forward to completing the team as we bring on a new set of National Team Coaches whose roles will be significantly different than in the past.

“So where are we going?”

I am often asked this question, and I must admit, it is a valid question. Though few would argue that organizational changes were needed – I recognize that not everyone understands what it takes to implement and ground organizational change in an existing culture. That's why I am not surprised that as I describe where I see us moving, or the vision I have for US Fencing, some immediately become defensive. That's ok, for it allows a conversation to happen. And over the course of the last six months, I have had MANY conversations to this end.

Let me share a brief business model for where we're headed in 2012, and what steps we'll be taking to get there. First off, as with the development of any structure, it's critical to ESTABLISH a foundation. This will consist of establishing: trust & Integrity within the organization, sound financial principles, clearly defined roles & responsibilities (structural accountability), a comprehensive technology platform, and a guiding Vision, mission, and values (guiding principles) for the organization. As with any foundation, this process can take a significant amount of time, and often goes unnoticed to the untrained eye.

Once the foundation is established, then we can begin to BUILD. This is really where the fun begins, but also where we begin ruffling feathers. This requires the assessment of the ways things are, combined with the willingness to make changes based upon that assessment. Things which we will strive to build include: capacity within the organization, a broader member base, additional programs (Educational, Business, Member, Coaches, Referees), new types of events & training camps, a Strategic Plan for 2020, Core Objectives & Core Competencies, a comprehensive athlete development pipeline, clear opportunities for involvement by stakeholders, and collaborative relationships with the NCAA, USFCA, USOC, etc.

Well, in order to build these things, we must find ways to SUPPORT those efforts financially. This includes: revenue generation through business development efforts, a clear brand positioning and branding platform that includes new media, marketing, and promotional strategies, alternative revenue streams, identifiable ways to support the organization through annual campaigns and heritage gifting. In addition to financial support of the programs, it's imperative that we find ways to support athletes, parents, coaches, officials, and club owners at whatever level they participate within the sport. For example, we have found a way to provide an opportunity for members of the USFA to receive group health insurance in most states. In a time when job security is a bit questionable, and employers cut back on providing benefits, this may be a way that we can support our members.

Ultimately, we intend to establish the foundation of our organization, build programs, and find ways to support our members in order to ACHIEVE some specific targets in 2012. All of us want to see the US perform at least as well in 2012 as they did in 2008 in Beijing. As of the date of the Board meeting, there will be only 1115 days until the Olympic Games begin in London. That's a number I keep track of on a daily basis. We know that in order to even consider being funded at the same level in the next quad as we are in this quad we've got to return from London with 6 medals – that's a HUGE task. But in order to get there, we also know that we need to increase our overall revenue by nearly \$1.8MM. To do so we need to see membership expand to around 35,000 members. Our target population groups for membership growth are those between 11 and 17 years, and our veteran population, which in turn will require a variety of changes. And if we hope to create a legacy of excellence at the Games, we've got to find a way to systematically and effectively train up our coaches and athletes across the board.

So as we move forward, you'll repeatedly hear this phrase... "Build, Support, Achieve". This is the general framework within which we can make decisions. We'll be developing additional indicators to measure pipeline targets, revenue targets, campaign success, brand strength, effectiveness of relationships, etc., but this will take us a bit more time. The team at the National Office is incredible. Each person's work ethic is incredible, and their dedication to what they do is noteworthy. With the additions to our staff, and the initiated organizational changes, we too are learning how to function as a team. I ask you to be patient with us as we attempt to right this ship. I also want to commend the work of the Executive Committee. I have worked with a variety of non-profit boards over the last 18 years, and I have yet to work with a more dedicated group of volunteers. I am extremely grateful for their consistent support, work, and patience, as we work together to serve the members.

“What were you doing in (fill in the city) ?”

This is probably the second most common question I'm asked. And one of the reasons I believe it's asked is because people genuinely care about where we're going and how we're going to get there, because they are passionate about the sport. Some have asked, "Why did Kurt go to the Jr./Cadet World Championships?" and "Why is his travel schedule so full?". I recognize that this reflects a change from the role of the ED in the past. The reality is that when looking across the world of sport, and at the most successful NGBs out there, the most effective CEOs are those who are active in every aspect of the sport and have found ways to articulate vision in all arenas. Others might think, "Given the fact that we're in the hole as an organization, what did it accomplish, or did it pay off?" Let me attempt to assure you how this crazy schedule I have been keeping has paid off. Now that you have been given a broad insight on where we're going and how we might get there, the answer to the question above might make more sense.

I have been on a mission to put the business model into practice. To establish trust, build relationships, and find creative solutions to support our members with the intent to prepare us to achieve our goals in 2012. In March I attended Sport Accord in Denver. Sunil was kind enough to join me, and as a result of his connections, the event was like attending 5 different conferences at the same time. It was there that he introduced me to countless individuals that I would have had to struggle to get an introduction to including NBC and the FIE. It was while driving to dinner with Maxim Paramonov (Secretary General for the FIE) and Jochen Farber that I learned that the FIE may reduce the number of Grand Prix and World Cups for the 2010 competitive season. This discussion prompted the changing of our World Cup from Dallas to New York in

hopes of keeping a World Cup on US soil. It was there that I spent 2 more days with Jochen thinking through what would be necessary for us to make US Fencing more media friendly. I also spent time with Universal Sports and NBC. I was also able to start making necessary connections in the UK in selecting a potential Olympic preparatory city.

I assure you my time in Belfast was well spent. I was able to discuss with both Alex and Barry Paul in a manner that has resulted in a three-year sponsorship commitment. Time with the CEO of British Fencing and other federation presidents helped cast an international perspective on what other countries are experiencing in a period of economic difficulties and ways that they have found to navigate the storms. The sharing of strategies, common challenges, and unique opportunities was a learning opportunity I could not have gained anywhere else. It was while there that Serge Timacheff and I made significant headway in the branding process. And it was there that I was able to witness Ophardt (the German tournament software management system) running real time, and speak with its developer about the ways it is integrated into the German Federation website. This provided a greater vision for how we can more effectively serve our members at National Events while also improving our media friendliness. BUT – most importantly – I had the opportunity to get to know our athletes, those who represent the US internationally, their parents, and their personal coaches, all who dedicate time, energy, and resources to achieve excellence in the sport. In hearing their stories, developing those relationships, and listening to how we might better serve them, it seems that this type of contact and relationship development is an essential component that has been missing. And it's these stories – the passion, the excitement for this sport – which I take with me every time I meet with someone from NBC, or Nike, or Adidas, or United Airlines, or other companies I have targeted as potential partners.

Too often, CEOs lose touch with those that really matter in their organization – the stakeholders – you. It would be easy to hide behind my desk, not answer the phone, and leave email collecting in an inbox. It's true, as many of you have asked, that there are days I wish I wasn't leaving my beautiful wife and two young boys at home, but we recognize as a family that building relationships and re-establishing trust within the organization is CRITICAL, and the reality is that it's nearly impossible to measure the economy of trust.

Some have asked, "What's been your favorite city so far?" I must admit that it is a difficult question to answer. I sincerely appreciate the kindness and hospitality that so many clubs and communities have demonstrated towards me as I have spent time in their neck of the woods. Think about it...it's not everyday that one gets to say "I've gone to the pub with Dr. Omar Bhutta, 'the brother of a National Champion'". Likewise, I have been honored to spend time with Arkady Burdan, Aladar Kogler, current National Team Coaches, and former presidents of the USFA. Each of them has provided me with a unique perspective into this sport and this organization.

I've walked the streets of New York to visit the clubs of Manhattan and experience their differences first hand. It's exhilarating to think that we're scheduled to host next year's world cup in a city that doesn't sleep, and knowing that so many clubs are willing to support our efforts in making it a first class event is comforting. I've also been able to work with members of the Resource Development Group as we develop a more effective branding platform so that we become enticing to strategic partners. I've been able to work with the Technology Development

Task Force on implementing needed changes to our various software systems to eventually provide a stable and user-friendly solution to our membership. In San Antonio, I had the privilege of participating as an independent evaluator for a new fencing center to be built on a university campus at Incarnate Word. In Atlanta I was able to visit the Sheperd Center to unearth innovative ideas for ways we might be able to expand our wheelchair program. I've met with NBC to discover ways that we might work together to move fencing as a sport closer to the mainstream media outlets. And while in Seattle, I was able to experience the passion of our veteran population firsthand.

In May I had the honor of spending time with a legend of the Sport and current president of the US Fencing Foundation. I look forward to working together to find ways that we can collectively support the needs of our members. Across the border in NJ I found myself fumbling my way through the NJ transit system to meet with Kalle. I recognize how critical our working relationship is and know that spending time talking while not in the midst of competition is absolutely essential for the success of our organization. While there, we spent time with Bob Largman to initiate discussion about the necessary preparatory steps to position us for success in London in 2012. And in San Francisco, I met with a team who will be supporting the efforts of the Resource Development Group in securing corporate partners and assisting with brand activation. I've visited NCAA institutions in multiple cities meeting with athletic directors to find ways we might better support the existing fencing programs, while also gaining insight as to how we might assist those club programs that are seeking additional support.

I appreciate all those who have expressed gratitude for my willingness to interact – hands on – with the athletes, parents, and coaches – all those who have encouraged me by reminding me that it's an important piece. Your encouragement helps me continue the fight, and deepen my resolve, to lead us collectively as an organization – really as a family – toward sustained excellence, stronger relationships, and improved financial health. Though we're on the right track, we're not out the woods. We're still in a hole, but I can see light at the top, and the walls are no longer caving in. We cannot afford to become complacent, for we still have much work to do – together. And in many cases, change needs to happen quickly. I know culture change takes much time, and only occurs after we have altered the way we do things as an organization. We're working diligently as a National Office to change the way we operate, the way we communicate, and the way we serve all the members of the USFA. After new behaviors and processes begin to produce benefits that each of you recognizes, and after the membership at large sees the connection between our new way of operating and improved performance, then and only then will the culture begin to shift, and trust will be re-established.

Honestly, I am honored to be a part of such an outstanding organization that has such potential and such a positive image in the greater community within the US. Knowing that it is comprised of tens of thousands of members, like yourself, is humbling, and I thank you all again for giving me this opportunity. I have thoroughly enjoyed getting to know many of you, listen to you, and learn from you, the athletes, coaches, parents, board members, officials, and lovers of the sport. I look forward to years to come, and hope to find more effective ways of communicating with you on a more regular basis.

Appendix B President's Report

As you are reading this, it will be nearly a year since the USFA election, a time to reflect on where we've been, a time to celebrate some significant accomplishments, and a time to note some important issues that remain to be resolved.

On the plus side are personnel, international, and technology developments. Kurt Aichele has joined us as our Executive Director, as have Mike Pederson, our new High Performance Director, and Teri Holt, Director of Finance and Business Services. The referee development task force is working diligently to find ways to enhance our corps of referees. Internationally, we are represented on three FIE Commissions as well as on the FIE Executive Committee: Sam Cheris, Legal Commission, Derek Cotton, Arbitrage, Dan DeChaine, SEMI, and Sunil Sabharwal, Executive Committee. We are reaching out to our colleagues throughout the hemisphere with a coaching conference to be held July 17-26 at the Olympic Training Center in Colorado Springs, Colo., sponsored jointly with the USOC and PASO (the Pan American Sports Organization). We have a new website—it's not yet all we might have hoped for, but as a work in progress offers the potential to serve our needs ever better. And true on-line registration and membership is close to becoming a reality for the upcoming season.

News is less positive regarding our financial status. Just as families and other organizations have felt the effects of the worldwide economic downturn, we, too, must tighten our belts and look for ways to reduce costs and increase revenues. Our thinking about how best to do so has been complicated by the need for the National Office to completely revamp our finance and budgeting systems. And many of our volunteers continue to be frustrated not only by delays in reimbursements but also by inaccurate records. The latter has also frustrated our intention to keep our members better informed about our financial status via on-line postings; the 2009-2010 budget format will make it possible for us to do so.

On a more local level, we continue to see friction and strife among clubs competing for the tournament resources that can be significant sources of income; also apparent is the need for greater standardization and oversight of local tournaments. The Bylaws Review Committee welcomes your thoughts on these matters: bylaws@usfencing.org.

As we review the past and plan for the future, we also must celebrate and congratulate our fencers, young and old, novice and experienced, those fencing close to home and competing internationally, who keep our sport vital and vibrant. Our numbers have increased, grassroots tournament opportunities abound, and our teams and coaches continue to build on our Olympic successes; we can have confidence that our sport will continue to grow and thrive. One need only to look at results of our top fencers, including medals at the Cadet and Junior World Championships, World Cup tournaments by Mariel Zagunis (no. 1 in the world), Tim Morehouse (bronze medalist in Spain and at our own World Cup in Dallas), Seth Kelsey (bronze in Italy, now no. 7 in FIE standings) and finalists such as Gerek Meinhardt and Ben Bratton, to name just a few who are continuing to make an impact on a world class level. Our future, all things considered, looks bright indeed.

Kalle Weeks, President, USFencing

Appendix C
Mark Stasinios
Vice-Presidents Report
June 17, 2009

The Referee Task force was created and given assignment in November to examine other Sports and Federations in their development of the grassroots to elite referees. The “Task Force” is chaired by Mary Mahon, with additional members of the group, Gerrie Baumgart, Julie Seal, Damon Scaggs and Ed Kaihatsu. The final report is to be sent to the EC for review July 1st, 2009 and its findings then to be passed on to the Fencing Officials Commission. I am hopeful the final report will be available for review at the Board of Directors Meeting this September. The second phase of the Task Force was to look at ways to develop and shown how to implement their recommendations. This is what their original mission was to accomplish:

Referee Development Task Force.

This Task Force has as its purpose the gathering of information to present to the Executive Committee and the Fencing Officials Commission to assist the FOC in better serving the referees and their development on all levels.

Rational:

There has been a lack of understanding amongst our officials regarding the process of development and advancement in our ratings system. The need for consistent communication and mentoring is a must; in addition we need to explore how to do this more effectively both regionally and nationally. Some of the questions that need to be explored are:

1. How do other International Federations and National Governing Bodies deal with the promotion and demotion of their referees?
2. What other systems are there that have mentoring programs and how do they operate?
3. What measures can be recommended to make clear the processes and procedures for referee advancement?
4. What recommendations can be made regarding the process of reducing individual’s ratings?
5. What is the best way to deal with the critiques and criticism of referees’ performance?

The task force will focus on these questions and any others that may arise as a result of their research.

The Task Force will consist of 5 individuals:

Mary Mahon: Chairman of the Task Force

Gerrie Baumgart: Chairman of Grassroots Development, FOC

Damon Scaggs: Member FOC

Ed Kaihatsu

Julie Seal

The Task Force will begin November 20th, 2008 and report to the Executive Committee with their findings and recommendations by January 20th 2009

Mark Stasinios, Vice President

The development and advancement of referee’s is high a high priority for me during this Quad.

Gerrie Baumgart is the Chair for the Grass Roots Development Committee and has begun the process of distributing new seminar and testing materials for examiners. Jon Moss has taken over this responsibility since Gerri Baumgart has been ill. Mr. Cheris will be selecting a new chair for the Elite Referee Development. The remaining FOC business will be presented in the September Board of Directors meeting.

The Tournament Committee is working on a number of projects at this time. I will ask you to refer to the TC Report to the BOD. I would just like to acknowledge the commitment and seriousness that Tanya Brown and her group have demonstrated since their appointments in September and their commitment to improving our National Tournaments and Championships. In addition, I am confident that outlines for formalized training programs will soon be in place before next season for the development of additional bout committee personal and technicians for regional and national events.

There has been no action or business to date taken or submitted by the Divisions and Sections Resource Group.

Mary Griffith is the chair of the (ROC) Regional Open Circuit Committee, formerly the National Open Circuit (NOC) Committee. Information on the progress and selection for the upcoming year will be submitted to the BOD in her report.

Appendix D
Jerry Benson, Vice President Report
Board of Directors Meeting July 5, 2009
United States Fencing Association

I have little to report outside of the reports of my committees and task forces. As the BOD members will note these chairs and the members of the committees/task forces have been very busy since the last meeting. Good things are happening in most fronts and all the committees and task forces are working diligently to help our organization move ahead in many areas. I will refer any questions or suggestions to those chairs.

The only Task Force not presently functioning is the Clubs Development and Support Task Force. I have not been able to find a chair for this group. I had found two but both were not able to continue to be chairs and I have had at least three others turn the position down. To me this was one of the most important groups for the development of fencing in the US. This group needs a good manager and motivator but is ready to get moving as soon as someone accepts the Chair position. If anyone is willing to serve in this position or knows someone who might be interested please let me know ASAP. We need someone to manage and lead the task force not have to do everything themselves. Many people have come to me with great ideas and suggestions on what could be done but I have been unable to find someone willing to work to make these ideas come about. I hope that at the next meeting I will be able to announce a new chair and you will get a report on her/his activities.

With Respect,
Jerry Benson

Appendix E
Vice President's Report
Ro Sobalvarro

Two areas have been of most concern in the period between Board meetings.

The Youth development committee finalized an expanded SYC calendar of competitions for the '09 – '10 season. Tournaments were added to compensate for the limited geographic area represented by the bids received. The committee is meeting at Summer Nationals to review a proposal of a new two year plan which will be finalized mid July. The plan includes the desired criteria and job description for regional coordinators and names will be solicited to begin renewing those positions. The YDC will work with Courtney Winner to begin implementing the plan.

In the area of international competition and teams, Michael Pederson has been hired as High Performance Director. He has begun the process of moving our teams towards London, coordinating with the National Coaches and developing long term strategies for success. As part of this the coaching positions are being renewed. A timeline has been set for the decision making process, applications have been received and the process is moving forward so as to cause as little disruption in athlete and team preparation as possible.

Appendix F
Bradley Baker
Secretary's Report

As we come to the end of the season, we also come to the end of the designated term for all three Task Forces for which I have oversight responsibility.

The Scholastic/Collegiate Task Force never really got established. This is primarily due to a lack of initial focus and a well-defined mission. The aims and goals of this task force will be reexamined, and a reconstituted S/CTF may be put back into place for next season with a series of specific, measureable, and achievable goals.

A website initiative promoted by the USOC largely dictated the direction that our Association took this past season in that area. The new website was launched last fall. As I hope is evident to anyone who spends significant time using our website, we now have much more -- and much more timely -- information being posted to the website on a frequent and regular basis. While there are still, and always will be, areas for further improvement, growth, and expansion, the National Office staff has done a very good job of finding ways to help bring additional information to the membership and the general web-going community.

By far the most active of the three task forces which report to the Secretary, the Technology Planning Task Force was integrally involved with the process through which US Fencing has chosen a vendor for a number of online services which the membership should start seeing as we conclude this season and begin 2009-2010.

The Hang-a-Star system should be built and have begun testing by the end of June. Large portions of the system, which covers online membership and tournament entry, as well as a number of back-office functions, are expected to go live in time for the start of the new season. The system should result in better performance and utility for the membership, as well as considerably easing some of the most time-consuming functions currently performed by the National Office staff.

Continuing a theme started in my previous report, I'd like to highlight a group that as individuals is doing something that is beneficial to the entire fencing community. FencingVideos.net is a new website established as a repository for fencing video. Primarily focused on high-level (World Cup) footage, it also includes a number of bouts taped at NACs and NCAA competition.

While much of the material is hand-shot amateur footage, the quality is still generally high. In addition to the material being generated by the organizers of the site, they also received permission from NBC to host archived copies of all of the footage from the 2008 Olympic Games in Beijing. The actual hosting of the material is provided via YouTube. FencingVideos.net provides a well-organized guide to the available content.

The other area of FencingVideos.net that is especially noteworthy is the commentated bouts that are available. Mihail Etropolski (sabre), Lorenzo Casertano (epee), and Elliot Cuzzillo (foil) have started analyzing taped bouts and posted annotated versions. The commentary and insight is exceptionally well done and can provide a useful training resource.

Appendix G
SPORTS SCIENCE & TECHNOLOGY REPORT
USFA Board of Directors Meeting – July 2009
Dr. John Heil

PROGRAMS & SERVICES

January - June 2009

PROGRAM DEVELOPMENT

Technology

eScout (Electronic Scouting Project)

An electronic scouting tool intended to enhance competitiveness of US Fencers by providing tactical information including: “Statistical” (data files- e.g., Match/Bout Stats); “Descriptive” (word file, e.g. athlete books) and “Video” (video files - Video Book).

Designed for use on PDA (handheld) device allowing strip side information retrieval (and real time strip side scoring). Personal Computer version provides enhanced display, data analytic and storage capacity

Recent Developments

From January to June continued development by John Heil (US Fencing), project leader; Bobga Danjuma (LiviaSoft) software designer. Work is underway on User Manual.

Demonstration of eScout for coaches and administrators at Atlanta NAC. Release for initial use and continued beta testing to a group of coaches and athletes who together with those involved in project development and oversight compose an eScout Users group. Plan to hold first eScout Users group meeting at Summer Nationals.

Project Value Added

eScout is an investment

As an in-house proprietary technology there is the possibility of generating an income stream by eventual sale of data and/or technology to end users such as coaches, athletes, referees, researchers, broadcast media etc.

Proprietary status of software program allows virtually open ended use by members of the organization at minimal cost

Because of the general applicability of this technology to other martial arts, components of the software design can be transferred at cost savings to other NGBs and allow fast tracking of development of similar technology. Using eScout for Fencing as a base, it will save an estimated 35%-40% development time when transferring to other combat sports.

The mobility of eScout allows extension of USOC EoP (Eye on Performance) in-house technology to varied competitive settings, and as such is a complementary technology

Sports Medicine & Science Web Site

Sports Medicine & Science programs would benefit from web page/web site to allow distribution of fencing specific content to membership. See attached proposal.

Sport Psychology

Team Game Project Report Technical Report by John Heil & Paul Soter (on Team Fencing) has been released to the USOTC Information resource Center.

Status of Resource Center is unclear following recent staffing changes at USOTC, complicating distribution of document. See Sports Medicine & Science Web site proposal.

USFA EVENT CONSULTATION

Sport Psychology & Sport Science Consultation

2009 NAC, Atlanta, GA (Report submitted.) Funded by fencing.net, with costs recovered from seminar presentations by Dr. John Heil.

EDUCATION & TRIAGE

Ongoing services provided to general membership

Information/Education

Provision of materials to coaches, athletes and administrators on Sport Science & Technology topics upon request.

Intervention/Triage

Direct consultation to coaches, athletes and administrators on Sport Medicine and Science topics by phone, email or face-to-face

Referral to local sport science specialists

Publications

American Fencing Magazine

Ongoing articles in *American Fencing Magazine* Sport Science Column

Contact: Dr. John Heil, Psychological Health * Roanoke
2727 Electric Rd., Suite 100, Roanoke, VA 24018
Phone-Direct: 540-772-5147

jheil@PsychHealthRoanoke.com

Appendix H
US Fencing Sports Medicine & Science Website
Dr. John Heil
Proposal

Master Outline [2 sections – Open and Restricted]

[Part 1 - Open Section – for all users]

Home

Sports Medicine & Science Team

Statement of Purpose; Info about Team Members with contact information

Event Medical Services

Program Description; Athletic Training Team Members

Sports Medicine & Science Resources

*Material from American Fencing Magazine articles, Technical Reports and other sources.
Targeted to coaches, athletes etc.*

Sports Medicine

Sport Psychology

Exercise Physiology

Biomechanics

Motor Learning

Sports Vision

Nutrition

Strength & Conditioning

Technology

Wheelchair Fencing

Sports medicine and science information specifically relevant to wheelchair athletes

Anti-Doping

General information on anti-doping matters particularly relevant to fencers, with links to anti-doping sites

Sport Parent Page

Medical and scientific information of specific interest to parents

Sport Medicine & Science Research Archives

Research studies, scholarly papers targeted to sport science professionals but of relevance and interest to a coach-athlete audience. Would include recent research completed by Dr Harmer on fencing injury.

Links

Such as: USADA; FIE; USOC; USFCA; Fencing.Net

[Part 2 - Restricted Access]**Sports Medicine & Science Team**

Would hold documents of relevance to sport science operations and research that is proprietary in nature – to facilitate access and collaboration. For example, would allow sharing of information among eScout Users group. Would also hold English translation of “Psychological Preparation of the Fence” by D.A. Tyshler and M.P. Midler which requires limited access for intellectual property reasons

Appendix I
Regional Open Circuit Advisory Group Report
Mary Griffith, Chair

The 2008-2009 National Open Circuit was very much a trial year, with the first event occurring only a month after the circuit was approved by the board. As the table below illustrates, the events varied considerably in size and strength.

2008-2009 NOC Tournaments	Men's Epee	Men's Foil	Men's Saber	Women's Epee	Women's Foil	Women's Saber	Total
Remenyik Open Evanston, IL Oct. 25-26, 2008	134 (A4)	96 (A2/B3)	65 (B2/C3)	48 (A2)	38 (A2)	35 (B2)	416
Duel in the Desert Las Vegas, NV Jan. 2-4, 2009	74 (A4)	47 (A2)	30 (B2)	40 (A2)	22 (B1)	16 (B1)	229
Poujardieu Memorial San Marcos, TX Jan. 31-Feb. 1, 2009	66 (A4)	36 (A2)	40 (B2)	37 (B2)	24 (B1)	25 (B2)	228
Wolfe Challenge Rocky Point, NY May 2-3, 2009	28 (A2)	44 (A2)	22 (B1)	19 (C1)	19 (B1)	16 (B1)	148
Total	274	179	135	125	84	76	1021

While most of the tournament organizers are generally supportive of the NOC/ROC concept, they question whether they so far receive much value in exchange for the \$5/person fee paid to USFA, since there was little promotion or support from USFA for the NOC events.

There was also considerable puzzlement among the membership about what the circuit is and who it was meant to serve, which along with the potential confusion with Olympic acronyms, led to the name change to “Regional Open Circuit.”

We view the coming season, for which we plan to designate 4 to 6 open six-weapon tournaments, as a development year. Working with the TC, the FOC, and the armorers, we plan to develop resources for organizers on planning, hiring officials, acquiring equipment, and organizing for strong well-run tournaments. We will also promote the ROC at SN and NACs, and through USFA email blasts and *American Fencing*, as well as provide PR templates for organizers to use locally and regionally.

Recommendations:

1. Replace the point standings with a percentage-based qualification path to Division I-A, specifically, top 4 or top 10%, whichever is larger. Since so few fencers compete in multiple events and the tournaments vary so much in size and strength, an unweighted points list is not meaningful. Our aim is to establish multiple strong regional tournaments rather than to encourage the development of a second national circuit, so a percentage-based qualification path would serve that purpose more effectively.

2. Add the ROC Open tournaments to the list of tournaments in which veterans may compete to qualify for the veteran events at Summer Nationals. Doing so would increase the appeal of the ROC tournaments, especially to those veterans ineligible for qualifying through divisional tournaments.

3. Move to a rolling bid system, so that organizers may submit bids up to three years out. Many desirable venues need more than a year's lead time for booking, and a rolling system would allow us to plan and recruit on a continuous basis.

4. For the 2010-2011 season, designate up to 12 Open six-weapon tournaments, distributed chronologically and geographically so that over the course of the season, most members can reach two or three tournaments within a day's drive. If geographically separated, ROC tournaments could be held on simultaneous weekends.

5. Also for the 2010-2011 season, designate four to six Division II/III six-weapon tournaments. These would be intended to provide more strong competitive opportunities for those fencers and would also provide venues for developing new referees, armorers, and bout committee personnel.

6. Encourage organizers of both the Open and Division II/III ROC tournaments to add veteran events to their tournaments if they so choose. Such veteran events could attract more competitors to the tournaments, since they could compete in more events and might find the travel and expense more worthwhile, and would give veterans additional competitive opportunities.

Beyond 2011-2012, changes in the number and types of tournaments would depend on what we learn in the coming two seasons about which event combinations work best, and also on any changes that occur in the national tournament structure and classification system.

Appendix J
PARALYMPIC DEVELOPMENT COMMITTEE
aka WHEELCHAIR TASK FORCE
Report 2009

The Task Force was re-created in 2008 with the primary goal of increasing the sport of wheelchair fencing within the United States. To that end we created the following mission statement:

Whereas there is a need and desire to provide access to the sport of fencing to the disabled community, it shall be the goal of the WHEELCHAIR FENCING TASK FORCE of the USFA to do the following:

Increase the number of grass root and competitive wheelchair fencers in the US.

Help further the development of coaching for wheelchair fencers in the US.

Increase communication among all persons with an interest in wheelchair fencing.

Provide more training and competitions for wheelchair fencers.

Create and/or utilize human, monetary, equipment and facility resources to achieve these goals.

With no real operating budget, our first concern was to establish communication lines and provide links to those requesting and requiring information. To that end, The SIT AND FIGHT newsletter has been going out monthly to any interested party, and WHEELCHAIRFENCER.ORG was created as our official website. Response to these has been good and we are constantly fielding questions and providing information to potential fencers, coaches and rehab facilities throughout the country.

Our first competition of the season was the Atlanta NAC. The participation of 16 chair fencers was a record, especially considering this was a post-Paralympic year where most of our top athletes were taking time-off. A mixed gender pool format with separate gender DEs guaranteed the women that they would have ample bouting time.

Atlanta also provided us with a chance to have a day camp for most of our new athletes. Coaches Les Stawicki, Gary van der Wege, Michael Dasaro and Julio Diaz were able to work with many athletes. Dr. Don Defabio also assisted and was brought in to classify the many new athletes as well as provide classification training to medical staff showing interest in learning the system.

Technical problems of equipment and formats have been addressed and it is hoped that we can increase our efficiency with better communication and planning.

We still believe that an allowable mixed able-body/wheelchair tournament format for ratings, will be a tremendous boost to our growth and development and must work to achieve this goal.

Gary van der Wege, Jerry Benson and Susan Benson are leading a training camp at the Endeavor Games in Oklahoma in June. This will also provide a high visibility of our sport to other athletes from around the United States. Demos by wheelchair fencers/coaches across the country are constantly putting our sport into the public eye.

Plans for Summer Nationals are underway. Event scheduling in the future may require adjustments. We will be adding women's saber to coincide with the international program's inclusions. We hope to regularly have a mini-camp in conjunction with each National event, but are having difficulty finding funding.

Funding plans include a Silent Auction in Dallas, as well as the on-line auctions. The USFA is receiving NO money from US Paralympics this year, and the official assumption of the USFA as NGB for Wheelchair Fencing is apparently still not formalized, but hopefully in the final stages.

Respectfully submitted June 6, 2009,

Gary M. van der Wege
Chair

Appendix K Veteran's Committee Report

A Veterans Fencers' Meeting was held on Saturday, February 28, 2009, at the Atlanta, Georgia NAC, which was attended by approximately 70 veteran fencers and Veteran Committee Members present were: Delia Turner and Rinaldo A. Campana. Members not present were: Gerrie Baumgart; Bob Block; Joe Elliot; Paul Levy and David Micahnik.

It was explained to those present that the USFA had agreed to establish a V70+ category, for the next two NACs, starting with Summer Nationals, as a demonstration project. There were questions and concerns expressed about the procedure to be followed to implement this project. Rinaldo Campana, Chairperson, Veteran's Committee stressed the fact that the USFA had demonstrated enormous flexibility in doing everything possible to ensure the successful implementation of the 70+ category.

Based upon contact with the Russian Fencing Federation, on the Veterans Fencing World Championships, Moscow, Russia, 9/23-27/09, Mr. Campana explained that arrangements had been made to ensure that all U.S. Veteran Team members would have hotel rooms available in close proximity to the fencing venue. In addition, volunteers had already agreed to serve as members of the official cadre in support of the team.

The new Executive Director Kurt Aichele of the USFA had agreed to a "USFA Designated Veterans Fund" which will be utilized solely to support veteran activities. Veterans were encouraged to donate funds which are tax deductible. Checks can be sent to USFA or to Rinaldo Campana: The check should clearly state that the funds are for the "USFA Designated Veterans Fund" which is to be utilized for veteran activities with the advice and consent of the Veteran Committee.

There was very strong recommendations that: (1) veterans should have a say in how the funds are disbursed and (2) funds should not be used to support or supplement normal USFA activities, such as sponsoring referees to the world veteran championships. It was the consensus of the group that the latter was the sole responsibility of the USFA.

It should be noted that Paul Levy had been selected by the USFA Board of Directors to become a member of the Veteran Committee. In the past he had been given an adjunct position to represent Veteran's interest on the USFA Board. There was a recommendation that a veteran fencer become a permanent member of the USFA Board, rather than as a member of a standing committee which only has an advisory role.

Respectfully submitted,

Rinaldo A. Campana
Chair

June 8, 2009

Appendix L
Tournament Committee Report
Tanya Brown

Over the past few months the Tournament Committee has continued to explore ways to advance tournament technology and create a greener environment. Throughout the 2009-2010 season we will set in motion an aggressive tournament software testing process.

The Tournament Committee has continued to explore our tournament structure, the classification system, formalized Bout Committee training process, revisiting the Scheduling Criteria and tournament schedule review process, and other enhancements to our tournaments. While these projects remain in various stages, the Committee continues to monitor, seek feedback and outline the various processes for implementation.

As can be seen from the chart below, at all but two of our tournaments, the number of competitors has decreased compared to last season. The Tournament Committee continues to address concerns raised by the membership to improve the tournament experience.

	07.08		08.09		Entered	Entered	Checked	Checked
	Entered	Checked In	Entered	Checked In	Difference	% Change	In Difference	In % Change
NAC A	1666	1579	1945	1845	279	17%	266	17%
NAC B	2376	2257	2168	2061	-208	-9%	-196	-9%
NAC C	1525	1372	1190	1093	-335	-22%	-279	-20%
NAC D	1864	1727	1730	1648	-134	-7%	-79	-5%
JO	2261	2175	1882	1921	-379	-17%	-254	-12%
NAC E	2013	1811	1782	1623	-231	-11%	-188	-10%
NAC F	1884	1769	1622	1508	-262	-14%	-261	-15%
SN	5720	5386	5735	0	15	0%	-5386	-100%
Total	19,309	18,076	18,054	11,699	-1255	-6%	-6377	-35%
SN Teams	345	331	316	0	-29	-8%	-331	-100%

I would like to thank Mark Stasinis and Kurt Aichele for their communication, feedback and support in the Tournament Committee's endeavor to enhance our tournaments. I would also like to thank the members and liaisons of the Tournament Committee, its subgroups, and those who served on the Bout Committee this season for their efforts, commitment and continued support of our sport.

Tournament Committee: Gerrie Baumgart, Matthew Cox, Sheryl Eberhardt, Kate Hanna, Ron Herman, Susan Jennings, Barbara Lynch, Evan Ranes

08-09 Bout Committee Staff: Jaimie Ailshire, Nancy Anderson, Beth Bell, Dan Berke, Marc Courtney, Meredith Delgado, Linda Dunn, Sheryl Eberhardt, Jill Feldman, Al Franz, Mary Griffith, Terry Harkey, Angie Hunter, Karen Huntress, Wayne Jenness, Barbara Lynch, Anna Mannino, Dan McCormick, Chris Moss, Irena Petsche, Kathryn Pierrynowski, Carla Mae Richards, Brandon Rochelle, Scott Rogers, Joe Salisbury, Kristin Vines, Brenda Waddoups, Debbie Walker, Rich Whitney

Appendix M Technology Planning Task Force

For its report, the TPTF would like to present the new USFA web-based information technology system being developed by Hang-A-Star. Phase 1, including rollover of existing membership data into the new system and online membership registration is due to be deployed by July 1st, according to contract. Subsequent features will be rolling out over the remainder of the season, and the early part of the 2009-2010 season, as specified in the contract.

Additionally, the TPTF is working with the Executive Director and Tournament Committee to develop the next-generation of tournament management software

Appendix N
FOC Report
June 27, 2009

The FOC has been gathering data regarding the use of the new FIE rule regarding the bib being part of the target area. We are getting opinions from recreational fencers, elite fencers and coaches and will have discussions at our annual meeting in August in order to provide a report and recommendation for the Board in time for its September meeting.

The USFA had a vastly pared down budget for international referees for the 2008-09 season. The FOC international assignment committee worked closely with Jeanna Mendoza, Andrea Lagan and Michael Pederson to provide coverage at the events. Fines for Junior and Senior events were \$500 EUR per referee not supplied. Fines for Cadet events averaged \$250 per referee not supplied. The following is a summary of usage:

Cadet Events

Men's Epee – 6 referees were needed and all were handled by fines.

Men's Foil – 4 referees were needed – 2 were covered by fines and we used 1 US referee who was residing in Germany and 1 British referee.

Men's Saber – 4 referees were needed and all were handled by fines.

Women's Epee – 6 referees were needed – 5 were covered by foreign referees living in Europe and 1 by a US referee who was in Europe to cover a Junior event.

Women's Foil – 5 referees were needed and all were handled by fines.

Women's Saber – 2 referees were needed and all were handled by fines totaling.

Junior Events

Men's Epee – 10 referees were needed – 4 were covered by fines and 6 were covered by US referees.

Men's Foil - 11 referees were needed – 2 were covered by fines, 7 were covered by US-based referees and 2 were covered by a US referee residing in Germany.

Men's Saber – 9 referees were needed – 2 were covered by fine and 7 by US referees.

Women's Epee – 9 referees were needed – 1 was covered by fine and 8 by US referees.

Women's Foil – 10 referees were needed – 1 was covered by “purchasing” a local referee from the organizing committee for less than the fine amount and 8 by US referees.

Women's Saber – 9 referees were needed and all were covered by US referees.

Senior Events

Men's Epee – 3 referees were needed – all were covered by fine (1 of which was paid by a fencer).

Men's Foil – 3 referees were needed – 2 were covered by referees going for the fine amount and 1 was covered by a US referee.

Men's Saber - 3 referees were needed – 2 were covered by referees going for the fine amount and 1 was covered by paying the fine.

Women's Epee – 1 referee was needed – it was covered by paying the fine.

Women's Foil – 1 referee was needed and it was covered by a US referee.

Women's Saber – 3 referees were needed and all were covered by paying the fine.

In addition, the US provided 7 referees to the 3-weapon world cup held in Dallas.

The FOC domestic assigners providers referees needed to all NACs and the Summer Nationals.

US referees were also provided, at FIE expense, to Grand Prix events and the Pan American Zonal Championships.

Respectfully submitted,

Sam Cheris
Chair, FOC