



Summer Nationals Board Meeting
 USA Fencing (United States Fencing Association, Inc.)

2026-06-27 19:00 - 2026-07-27 22:00 MDT

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B. MOTION 1 — Amendment to Code of Conduct Regarding Protective Equipment.....99

Motion: That the USA Fencing Board of Directors approve the following addition to the USA Fencing Code of Conduct:

"Participate in lessons, classes, drilling, bouts, and organized fencing activities involving weapons or blade contact with at least the minimum protective equipment as required by USA Fencing rules."

Rationale: The USA Fencing Code of Conduct currently contains no affirmative obligation requiring participants to use protective equipment during training, instructional, or club activities. This gap means the organization's safety expectations are expressed at competitions but not in the environments where the vast majority of participant injury risk exists — lessons, club practices, and organized drilling sessions.

This amendment establishes a clear, enforceable obligation at the governance level. It does not prescribe specific equipment beyond the minimum required by USA Fencing rules, and it leaves operational implementation — including any elaboration in the Athlete Handbook or club-facing guidance — to staff discretion. Its purpose is to ensure that safety compliance is an organizational expectation, not merely a competition

requirement.

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C. MOTION 2-Induction of Tim Morehouse OLY into the USA Fencing Hall of

Fame

Motion: That the USA Fencing Board of Directors approve the induction of Tim Morehouse OLY into the USA Fencing Hall of Fame.

Rationale: Tim Morehouse's record speaks for itself: Olympic silver medalist, three-time Olympian, two-time U.S. National Champion, seven-time World Cup medalist, and the architect of two of the most significant fencing outreach initiatives in American history — Fencing in the Schools and Fencing Masters. The 2008 Beijing silver was the first U.S. men's fencing medal since 1984.

Mr. Lehfeldt acknowledges his own role in this oversight directly. He served on the Hall of Fame Committee during the years following Tim's eligibility in 2015, and a nomination never advanced. That failure belongs, in part, to him. It is for that reason — not in spite of it — that he believes it is appropriate to bring this motion personally and directly rather than route it through another Committee cycle that would further defer a recognition that is a decade overdue.

This motion is brought in conjunction with Motion 3 below, which addresses the structural process failure that allowed this gap and others like it to occur.

D. MOTION 3-Hall of Fame Induction Policy

Motion: That the USA Fencing Board of Directors adopt the following as standing Hall of Fame induction policy:

That in any Hall of Fame induction cycle, both the candidate with the highest objective scoring total and the candidate with the highest public vote total shall be inducted, provided each meets the minimum eligibility threshold. If the same candidate leads both categories, one induction slot is awarded. This policy shall apply prospectively to all future induction cycles.

Rationale: The current Hall of Fame process creates an internal inconsistency: a public vote is conducted, winners are identified, and the results are then treated as advisory rather than determinative. This undermines member confidence in the process and makes for confusing results.

This policy change recognizes that both objective achievement and broad member recognition are legitimate and complementary criteria for Hall of Fame induction.

Enshrining both outcomes as mandatory—rather than discretionary—eliminates ambiguity, and gives the public vote the weight it implies.

E. MOTION 4-Bylaw Amendments.....104

Motion: To publish to the USA Fencing membership for a 45 day comment period with the Board of Directors recommendation for approval, the proposed bylaw amendments (highlights below and with red strikethroughs and green annotations as part of a full draft of the proposed bylaw amendments in the appendices) that will remove the current petition process and link nomination timelines to be linked to the Summer and Winter Meetings.

Rationale: The USA Fencing Board of Directors has created a Task Force to implement an independent Nominating Committee which would align the organization with industry best practices. Alongside these upcoming reforms and last year's by-law change that ensured the Nominating Committee must nominate enough qualified candidates for each position plus two extra, the nomination process will be more secure and fair than ever. Additionally, elimination of the petition process would match 73 percent of other NGBs, further strengthening the sport's credibility with sponsors, donors, and the U.S. Olympic & Paralympic Committee.

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F. MOTION 5-Independent Nominating Committee Proposal.....108

Motion: To accept the recommendations of the Independent Nominating Committee Task Force and to direct that proposed amendments to the Bylaws necessary to implement those

recommendations be prepared and published for review, comment and consideration to the membership.

Rationale: The Independent Nominating Committee Task Force was sat by the Board of Directors at the February 2026 meeting; and was charged with reviewing the Nominating Committee's governance structure and has developed recommendations intended to strengthen independence from the sitting Board of Directors, transparency of process and governance effectiveness. The Nominating Committee Task Force consisted of Jackie Dubrovich OLY, Joe Inzerillo and Bruce Mitchell supported by staff members Jess Saxon and Phil Andrews.

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X. Executive Session

- 1. Grievance and Disciplinary Appeal

XI. Adjournment



USFA Board Meeting Budget Approval - Online

/ Bradenton Minutes

USA Fencing (United States Fencing Association, Inc.)
5/30/2026 4:00 PMMDT

Attendance

Present:

Members: Donald Alperstein (remote), Phil Andrews (remote), Peter Barton (remote), Emily Bian (remote), Jade Burroughs (remote), Tabitha Chamberlin (remote), Lauryn Deluca (remote), Jackie Dubrovich (remote), Andrey Geva (remote), Molly Hill (remote), Bruce Mitchell (remote), Maria Panyi (remote), Scott Rodgers (remote), Jess Saxon (remote)

Guests: Jeremy Sirota (remote)

Absent:

Members: Kat Holmes, Joe Inzerillo, Damien Lehfeltdt, Andrea Pagnanelli, Abdel Salem

I. Zoom Dial In Details

<https://us02web.zoom.us/j/88215465410?pwd=czff0lb6CLKgcWmLCGiEDwa7Wo3UJV.1>

II. Call to Order (Presenters: Scott Rodgers)

1. Roll Call
2. General Announcements
3. Opening remarks - Chair
4. Moment of remembrance- Kenneth Lane
5. Conflict of interest declarations

Reminder: June 27, 2026 is the next Board Meeting.

COI Declarations: Scott Rodgers noted a potential COI regarding Para budgetary concerns. Molly Hill noted a potential COI regarding referee budgetary concerns. Maria Panyi noted a potential COI regarding parent budgetary concerns.

III. Consent Agenda (Presenters: Scott Rodgers)

1. To approve the Minutes of the February 14, 2026 Meeting of the USA Fencing Board of Directors.
2. To appoint Kat Holmes as the Nominating Committee Board Liaison.
3. To approve USA Fencing's Financial Policies.
4. To approve the appointment of a CEO Performance Review Task Force which will consist of the following members: Scott Rodgers, Lauryn Deluca, Bruce Mitchell, and Emily Bian.

5. Motion (Dr. Rodgers at the request of Mr. Alperstein as the liaison to the Division Resource Group): That USA Fencing modify the updated division boundary definitions adopted at the February meeting Board as stated herein, to take effect beginning with the 2026–27 USA Fencing season (August 1, 2026).

-The boundary of the Kentucky Division will be revised to include the counties of Boone, Kenton, and Campbell, all located in the state of Kentucky, and the description of the Southwest Ohio Division will be revised to exclude those counties from its territory.

-The boundary of the Indiana Division will be revised to include the counties of Franklin and Dearborn, both of which are located in the state of Indiana, and the description of the Southwest Ohio Division will be revised to exclude those counties from its territory.

Corresponding updates shall be made to divisional bylaws, membership systems, official maps, and member communications.

Rationale: When the Division Resource Group presented a revised division map to the Board for approval at the February 2026 meeting, it changed some division boundaries to conform with governmental jurisdictional lines while attempting to adhere as much as reasonably possible with existing Division boundaries as stated in their bylaws and charters. The three Kentucky counties and two Indiana counties in question have for a long time officially been part of the Southwest Ohio Division, and the adopted revised map continued that alignment. However, the Southwest Ohio Division has not been functioning for several years and is delinquent in its filings with USA Fencing. Further, members of the counties in question have for many years been acting as, and treated as, members of the Divisions defined as the respective states. The instant motion formalizes that *de facto* arrangement, and by making all of Kentucky a single division and all of Indiana a single division better conforms with the objectives of the resolution adopted by the Board in February.

6. Motion: To adopt the Events Restructure proposals as put forward by the Tournament Committee, approving the implementation of the new event format for the Cadet (CDT), Junior (JNR), and Division I (DVI) categories for all National Tournaments for which these categories are held, effective beginning with the first national tournament of the 2026–27 competition season. This approval shall also include adoption of the corresponding revisions to the CDT, JNR, and DVI points list structures, including: (1) consolidation of point standings into a single, unified points list across all tournament levels, including local, regional, national and international competitions; and (2) implementation of the revised points allocation tables and associated structural changes as proposed by the Tournament Committee.

Such changes shall take effect for domestic qualification and ranking purposes beginning with the 2026–27 season and be incorporated into all applicable policies, procedures, and published competition guidelines. Such changes WILL NOT take effect for the Team Points Standings until at least the beginning of

the 28-29 season, to allow for testing and periodic review of the updated points lists and procedures before determining if they should be implemented for the Team Points Standings and team selection.

Rationale: The proposed events and points structure restructure is necessary to ensure the continued sustainability, accessibility, and strategic growth of competitions, in response to the expansion of competitive fencing participation across the United States. Over the past several seasons, USA Fencing has experienced sustained growth in athlete membership and tournament participation, resulting in steadily increasing field sizes at National Tournaments. While this growth reflects the strength and momentum of the sport, it has also created operational challenges related to venue capacity, scheduling constraints, athlete experience, referee resources, and overall event manageability. The Tournament Committee's recommended event format changes for Cadet, Junior, and Division I competition are intended to proactively address these pressures by creating a more sustainable national competition model that preserves competitive integrity while allowing national events to remain operationally feasible. The proposed changes also aim to directly advance key objectives established in USA Fencing's strategic plan, particularly those focused on strengthening the domestic competition ecosystem and increasing participation opportunities at the local and regional levels. Additionally, the current points structure has evolved into a highly segmented system that can be difficult for athletes, families, coaches, and clubs to navigate, particularly for newer competitive fencers entering the sport. Consolidating points standings into a single list for each category and adopting revised points allocation tables simplifies progression through the competitive pipeline, creates greater transparency, and provides a clearer developmental roadmap from local competition through national qualification.

 [Draft-USFA Board Meeting-FEB NAC Minutes.docx](#)

 [Board view Financial policies.pdf](#)

 [Events Restructure Proposal May BOD Meeting V2.pdf](#)

 [Events Restructure Proposed Senior Tables.xlsx](#)

Motion:

Motion moved by Lauryn Deluca and motion seconded by Molly Hill.


Motion passed by voice vote and/or hand signal.

IV. New Business (Presenters: Scott Rodgers, Phil Andrews, Tabitha Chamberlin)

A. 2026-2027 Budget

- **Motion (Dr Rodgers, in his capacity as Chair, on behalf of the Budget Committee):** To approve the 2026-2027 Budget of USA Fencing, as

stated in the attached budget document, per the recommendation of the Budget Committee.

 [USA Fencing FY26-27 Board Budget.pdf](#)

Motion:

Motion moved by Scott Rodgers and motion seconded by Bruce Mitchell.

Motion passed by voice vote and/or hand signal.

B. 2026-2027 Operating Plan

- **Motion (Dr Rodgers, in his capacity as Chair, on behalf of the Staff):** To approve the 2026-2027 Operating Plan of USA Fencing, in accordance and supported by the budget of USA Fencing, per the recommendation of the CEO and Senior Staff of USA Fencing.

 [26-27 USFA Operations Plan.xlsx](#)

Motion:

Motion moved by Scott Rodgers and motion seconded by Bruce Mitchell.

Motion passed by voice vote and/or hand signal.

V. Adjournment

Motion:

Motion moved by Molly Hill and motion seconded by Maria Panyi.

Motion passed by voice vote.

USA Fencing: Deaf and Hard of Hearing (DHH) Athlete Assistive Technology Accommodation Policy

Governing the Use of Medically Necessary Hearing Assistive Technology at USA Fencing
Sanctioned Events

Applies To: All USA Fencing sanctioned Local, Divisional, Regional, and National
tournaments

1. Purpose

This policy establishes a formal, equitable, and enforceable framework for the accommodation of Deaf and Hard of Hearing (DHH) athletes competing at USA Fencing sanctioned events. It ensures that DHH athletes have equal access to competition, safety, coach communication, and referee interaction, and that their use of medically necessary assistive hearing technology is protected rather than penalized.

2. Scope

This policy applies to all USA Fencing sanctioned competitions. Including Local, Divisional, Regional, and National events and to all members, athletes, coaches, referees, tournament directors, and event staff operating within those competitions. It does not govern FIE international competitions.

3. Definitions

deaf (lowercase d): A clinical term referring to individuals with hearing loss, regardless of cultural identity.

Deaf (uppercase D): A cultural term referring to individuals with any level of hearing loss who use visual language (such as American Sign Language), actively engage with the Deaf community, and view being Deaf as a central cultural and personal identity.

Hard of Hearing (HoH): A functional term referring to individuals with mild to moderate hearing loss who may use spoken language, visual language (such as American Sign Language), or both.

Deaf and/or Hard of Hearing (DHH): a term encompassing the full spectrum of hearing differences, from mild to profound, regardless of cultural identity.

Hearing Assistive Technology: Medical devices that assist people with receiving sound, including hearing aids, cochlear implants, and bone-anchored hearing aids (BAHA).

DM (Digital Modulation) and FM (Frequency Modulation) Systems: Remote microphone systems designed to improve hearing in challenging environments by connecting the hearing device directly to the source of sound, such as a speaker's voice.

Tier 1 Device: A hearing device with no external transmitter - hearing aids, cochlear implants and bone-anchored hearing aids. No external person can transmit to the device.

Tier 2 Device: A hearing device is connected to a DM/FM system or a remote microphone that may be worn by the referee or connected to tournament audio. It should not be connected to a coach's mic unless the mic is muted during an active bout. Each device is different—refer to the device manual for muting instructions.

Certification Letter: The official USA Fencing document confirming an athlete's approval to use assistive hearing technology at sanctioned events.

Competitive Season: August 1 through July 31 of the following year, as defined by USA Fencing.

ASL Interpreter and/or Support Person: A person with specialized skills in communicating in Visual Language or other methods who can act as an authorized intermediary for the fencer and other tournament participants and officials.

4. Policy Statement

USA Fencing affirms that DHH athletes have the right to use medically necessary assistive hearing technology at all sanctioned events. Hearing aids, cochlear implants, and bone-anchored hearing aids devices (Tier 1) are medical device equivalent to eyeglasses and are permitted without restriction at all USA Fencing events. DM/FM systems (Tier 2) are permitted with a valid Certification Letter and, visible mute engagement.

4.A FIE Rule Accommodation

USA Fencing determines that:

- Tier 1 devices do not constitute electronic communication equipment permitting a person off the strip to communicate with the fencer during the bout under FIE rules t.64.6, t.68, and t.73.1.g, because no off-strip person can transmit to them. They are exempt from these rules.
- Tier 2 devices with the mute visibly engaged, receiving only tournament or referee audio, do not permit a person off the strip to communicate with the fencer during the bout and are therefore also exempt from FIE rules t.64.6, t.68, and t.73.1.g when a valid Certification Letter is held.

- Active coach-to-fencer DM/FM transmission during an active bout is not accommodated under this policy, as it would provide a communication advantage not available to hearing fencers. This restriction applies equally to all fencers and creates no DHH-specific disadvantage. Tier 2 systems used by coaches **may be unmuted** for communication during authorized breaks, such as the one-minute rest period between periods or during medical time-outs.

4.B Non-Discrimination

No DHH athlete shall be denied participation in, penalized during, or have equipment confiscated at any USA Fencing sanctioned event solely on the basis of their hearing status or use of medically necessary assistive hearing technology approved under this policy. Referees shall not confiscate, handle, or demand removal of hearing aids, cochlear implants, or approved DM/FM devices from a certified DHH athlete.

4.C Equity of Access

USA Fencing affirms that DHH athletes are entitled to the same quality of communication access as hearing athletes. This includes having access to hear referee bout commands, receive coaching support during breaks, communicate with referees regarding bout decisions, and any other tournament staff. Where hearing athletes receive this access naturally, DHH athletes receive it through approved assistive technology, visual signal protocols established in Section 7, and ASL Interpreter and Support Person Access detailed in Section 8C of this policy.

5. Eligibility

To be eligible for accommodation under this policy, an athlete must:

- Hold a current USA Fencing membership in good standing
- Have a documented hearing loss or auditory processing condition confirmed by a licensed physician or audiologist
- Use assistive hearing technology that is prescribed or medically recommended for their condition
- Submit a complete annual application through the USA Fencing DHH Assistive Technology Approval Program
- Hold a valid, unexpired Certification Letter at the time of competition

6. Approval Process

The USA Fencing DHH Assistive Technology Approval Program operates on an annual basis aligned with the competitive season (August 1 through July 31). All approvals expire on July 31 and must be renewed annually.

6.A Application Submission

Athletes or their guardians must submit the online intake form determined by USA Fencing. The application must include:

- Athlete full name and USA Fencing Membership ID
- Primary contact name and email address
- Type of assistive technology — hearing aid, cochlear implant, DM/FM system, or other
- Device make and model (required for Tier 2 DM/FM systems)
- Photo of the Device. Note that cosmetic variations, such as earmold color, may occur when components are replaced; however, these changes do not impact the device's function.
- Signed physician's or audiologist's letter meeting the requirements in Section 6.B

Applications open July 1 each year for the upcoming season.

6.B Physician's Letter Requirements

The submitted letter must:

- Be printed on official practice or hospital letterhead and signed by a licensed physician or audiologist
- Be dated within the current competitive season (August 1 through July 31)
- Identify the athlete by name and confirm a qualifying diagnosis
- Explicitly state that the identified assistive technology is medically necessary or recommended for the athlete

6.C Decisions and Certification

All applications are reviewed by USA Fencing within 14 business days of a complete submission.

Approved: A Certification Letter is issued and emailed to the athlete. The record is marked Approved in USA Fencing's system with a July 31 expiry. This certification letter will be issued on official USA Fencing letterhead.

Declined: The athlete is notified by email with the specific reason for decline and instructions for resubmission. Resubmission is permitted.

7. Visual Signal Protocol

No changes to the hand signal required by referees. In accordance with current rules, all signals are delivered simultaneously with the corresponding verbal command, not sequentially. To ensure equity, referees should secure the athletes' attention before issuing the first command. It is appropriate to emphasize visual gestures, as both athletes will have access to this information. Common actions include:

En Garde: The referee stands facing the fencers with both arms extended outward to the sides at approximately hip/waist height, palms facing down and slightly open. This signals fencers to take their starting positions on the strip.

Ready? / Prêts?: The referee holds both arms extended outward to the sides at hip/waist height, palms facing towards the fencers. Signals that fencers should be immediately ready to begin.

Fence / Allez: The referee drops both arms inward toward the center, with both hands moving toward each other in a closing, sweeping motion. The arms come together in front of the body, but do not fully connect the hands. This is the signal for fencing to begin.

Halt: One arm is raised sharply upward, straight up above the head, with the hand raised high and the elbow extended. This is the priority signal; it must stop all action immediately.

Touch Awarded: One arm extends upward and out at roughly a 45-degree angle toward the fencer being awarded the point, with the hand raised and open, pointing toward that fencer. Paired with the "Hit Against" signal which extends the opposite arm horizontally toward the fencer who was hit. Together these two signals communicate who scored and who was touched.

8. Competition Day Procedures

8.A Athlete Responsibilities

- Carry the Certification Letter, either printed or digital, to every competition
- Notify the Bout Committee and Head Referee of DHH status at check-in or before the first bout

- Present the Certification Letter to the strip referee before the first bout in which assistive technology will be used
- For Tier 2 DM/FM systems for referees: Present a Tier 2 DM/FM microphone system, if needed, to the referee and explain its use for the referee.
- For Tier 2 DM/FM systems for coaches: demonstrate to the referee that the mute function is visibly engaged before each bout begins. The mute may be disengaged only during authorized coaching breaks and must be re-engaged before fencing resumes.
- Ensure the assistive technology in use matches the approved type listed on the Certification Letter

8.B Referee Responsibilities

- Accept and review the Certification Letter; confirm athlete name, Membership ID, device type, and expiration date
- Referees **must** wear an athlete's Tier 2 transmitter when requested by a certified DHH athlete. Referees shall not deny the use of the microphone based on personal preference or lack of familiarity with the device.
- Deliver all commands in a clear, projected voice with clear, simultaneous visual signals, not sequentially
- For Tier 2 devices: visually confirm that the mute function is engaged and the device is declared receive-only before the bout begins.
- Use the USA Fencing Lookup Base to verify approval status if the Certification Letter is not available
- Contact the Head Referee or Tournament Organizer before denying access, not after
- Never confiscate, handle, or demand removal of any Tier 1 or certified Tier 2 device from a DHH athlete. The exception of handling devices is the Tier 2 device to be used by the referee during appropriate active bouts, and returned to the fencer at the end of each bout.

8.C Interpreter and Support Person Access

Applying the standard established by the consent decree in Kempf v. Michigan High School Athletic Association (W.D. Mich. 2015), the following interpreter access rules apply:

- American Sign Language (ASL) interpreters, DHH support persons, or personal assistants are permitted at either end of the fencing strip, outside the piste boundary
- Minimum positioning distance: 2 meters from the edge of the piste during active bouts
- In venues where 2-meter clearance is not achievable, the Head Referee determines appropriate positioning in consultation with both fencers
- Support persons may not enter the piste area during an active bout
- Support persons may communicate with the fencer during authorized breaks, between bouts, and during time-outs

8.D Referee Lookup Base

USA Fencing maintains a read-only online verification base accessible to all certified referees and tournament directors. The base displays each approved athlete's USA Fencing Membership ID, full name, and current approval status. No medical information, diagnosis details, or physician documentation is visible in this view.

8.E Escalation and Denial Protocol

No athlete presenting a valid Certification Letter shall be denied use of approved assistive hearing technology under FIE rules t.64.6, t.68, or t.73.1.g. Any referee or official with concerns about a Certification Letter must contact the USA Fencing before taking any restrictive action. Contact information is printed on every Certification Letter.

9. Tournament Environment Standards

The following environment standards apply to all USA Fencing sanctioned events:

- Scoring machines must be powered off by table staff promptly at the conclusion of each bout. Continuous unattended beeping constitutes an auditory barrier for DHH athletes and causes cognitive fatigue that interferes with assistive hearing technology.
- Referees must deliver all commands — En Garde, Allez, and Halt — in a clear, projected voice alongside the visual signals required by Section 7.
- Tournament directors should assign DHH fencers to strips with the best sight lines and lowest ambient noise where operationally feasible and safe operations permit.

- Sustained, high-volume screaming that may interfere with a DHH athlete's ability to perceive Halt commands is subject to the same yellow-card standards applicable to all unsporting conduct.

10. Annual Certification Renewal

All certifications issued under this policy expire on July 31 of the season for which they were granted. Certification does not automatically renew. Athletes must resubmit a complete application with an updated physician's letter each season.

July 1: USA Fencing sends renewal reminder notifications to all currently certified athletes.

July 1: Renewal application form opens for the upcoming season.

July 31: All current-season certifications expire.

August 1: New season begins. Only athletes with a valid renewed certification may use Tier 2 devices on strip.

Within 14 business days of submission: Target turnaround for all certification decisions.

11. Roles and Responsibilities

Athlete / Guardian

Submit annual application; provide qualifying physician's letter; carry and present the Certification Letter at events; demonstrate Tier 2 mute engagement to the referee before each bout; use approved technology in compliance with this policy.

USA Fencing Reviewer

Review applications within 14 business days; verify documentation; issue or decline certifications; communicate decisions to applicants; maintain online records. This individual will be HIPAA trained to handle personal health information (PHI) and personally identifiable information (PII).

USA Fencing

Oversee program administration; maintain the online system; handle escalations and appeals; remind referees and tournament directors about this policy annually; manage the renewal cycle; serve as the competition-day escalation point of contact.

USA Fencing Tournament Committee and event-specific/onsite Tournament Director

Ensure all assigned referees at USA Fencing-sanctioned tournaments are briefed on this policy before each event begins; enforce tournament environment standards; resolve on-site escalations.

Strip Referee

Confirm understanding and operation of simultaneous use of coach or others Tier 2 devices: by referees, coach, authorized helper and/or parents. Wear Tier 2 device if asked by DHH athlete or support person. Demonstrate mute engagement before each bout. Use the Referee Lookup Base for real-time status verification; Escalate concerns to the Tournament Director before restricting access. Never confiscate, handle, or demand removal of any Tier 1 or certified Tier 2 device from a DHH athlete. The exception of handling devices is the Tier 2 device to be used by referee during appropriate active bouts, and returned to the fencer at the end of each bout.

12. Appeals

An athlete or guardian who believes a certification decision is incorrect may submit a written appeal to the USA Fencing within 30 calendar days of the decision. The appeal must include a written statement explaining the grounds for the appeal and any additional supporting documentation not included in the original submission. Appeals are reviewed by the USA Fencing and a second designated reviewer within 14 business days. The outcome of the appeal review is final.

13. Privacy and Data Handling

All medical documentation submitted under this policy, including physician's letters and health-related information, is treated as confidential. Individuals who submit for this exemption will provide consent to USA Fencing to store their medical documentation. Access to medical records is restricted to designated USA Fencing Program staff.

The Referee Lookup Base contains only non-medical information: athlete name, Membership ID, and approval status. It does not contain, display, or link to any medical records, diagnosis information, or physician documentation. This still protected information (personally identifiable information - PII), however this is not considered PHI (protected health information).

Submission records are retained by USA Fencing for a minimum of four competitive seasons for audit and program improvement purposes.

14. Policy Review

This policy will be reviewed annually by the USA Fencing and relevant staff prior to the start of each competitive season. Amendments may be made to reflect changes in USA Fencing rules, FIE regulations, applicable law, or the operational needs of the program. Material amendments will be communicated to all USA Fencing members no less than 30 days prior to taking effect.

USA Fencing: Deaf and Hard of Hearing (DHH) Athlete Assistive Technology

Accommodation Policy

Background and Sample Scenarios

One way communication. The way these devices work are very specific: Tier 1 devices aids are *receive ONLY*, Tier 2 devices (microphones, DM/FM systems) microphones are *transmit ONLY*. This permits communication, but only in one directionone way to provide the fencer commands, safety and bout awareness. At no time is there a way for the DHH fencer able to send a communication back to the coach/ref/helper to actively direct or communicate during a bout. Multiple Tier 2 devices may be on at the same time. For example, a coach and a ref may both wear Tier 2 devices that communicate with a Tier 1 device at the same time.

Sample day/interaction:

Arrival to a tournament. Cindy is a DHH fencer. She wears hearing aids. She comes to a tournament with two DM/FM systems - one for her coach, and one for her strip referee. At or after armory check, she checks in with the registration desk, bout committee or tournament director. She shows her USA Fencing DHH certification letter and her DM/FM systems.

Day of fencing event. Cindy checks in at the registration table for her event, and confirms with the registration staff that she is both checked in and notes her DHH certification status. Once confirmed, she finds her coach, and gives her coach one of the DM/FM system. She tests the audio with her coach, and proceeds to warm up, dress out and follow instructions to her assigned pool strips.

At assigned pool. At pool fencer name confirmation and equipment check stamp review, she introduces herself, and shows the strip ref the DM/FM system. She shows the ref how to mute and unmute his mic (if that functionality is available. Not required for referee). She also explains to the ref that her coach will be wearing a system too. She shows the ref that the coach's system can be muted and unmuted (*this is required*). She asks the ref to please make sure to use the system when she is called to strip, on deck, or called for equipment check. She does a sound check with the ref to make sure she can her his commands and voice.

During bouts. Cindy is called to strip. Her coach uses the system to say "Good luck!", and

then mutes his microphone, showing the indicator to the ref for visibility. The ref checks that the coach's mic is muted. The ref makes sure his mic is on.

Referee interaction. Cindy loses her touch. She doesn't understand why she didn't have right of way. She asks the ref what happened. The ref, still using the mic, explains.

After point is awarded. As she walks back to her starting position/on guard line, Her coach briefly unmutes his mic and says "It's ok, shake it off", and turns mute back on.

After bout. After the bout is over, the strip ref takes off his mic, and hands it to Cindy. Her coach unmutes his mic. Cindy walks away, talking with her coach about strategy and what to do in her next bout.

One minute break (direct elimination). The bout continues until the one minute break. At this point, her coach unmutes, walks up to her, and gives her tactical advice and emotional support. He ends with "You got this", and mutes his mic. Cindy finishes by winning her bout.

Off-strip. Interaction between DHH fencer and coach is unrestricted, with the Tier 2 device returned by the referee after the pools or DE bouts are over.

Sample scenarios:

- *Calling names for pool and DE strip assignments and equipment check*
- During pool fencing orders
 - 1 and 2 up, 3 and 4 on deck
- Start/end of a bout
 - En garde, ready, fence - pret/allez - halt (and award point)
 - Order of the bout and award of the touch
 - End of bout (5, 10,15)

- Asking for referee/official for clarification/questions
 - Why a touch was awarded
 - Questions about an award
 - What was called and why
 - Right of way clarification
 - Card - if it was issued, why?
 - Advocating for their point
- Between pools (off strip), prior to pools results, tableau release and/or DE 1 minute break (on strip)
 - *Authorized and allowed coach communication and contact - as with any other fencer
 - *Example exchanges such as:*
 - “You can do this, good luck!” (as bout is about to start, from coach to fencer)
 - “They’re counter attacking, finish your attacks” (during 1 min break, from coach to fencer)
 - “Great job, you did well!” (as bout is over)



USA Fencing Committee & Resource Team Report

Committee Name: *Parent Council*

Date of Report: *04/21/2026*

Period Covered or Date of Last Report: *April 2026*

Committee Chair / Reporter(s): *Heather Shankwiler*

Attendees: Heather, Julien, Brad, Will, Allison, Greg

Maria, Phil, Will, Lina, Julien

1. Overview / Purpose / What Must the Board or Staff Know:

Discussion of key concerns and topics from the perspective of USA Fencing parents. Specific topic for this month:

Topics proposed:

- **DHH** progress
 - Working session to be organized – parent council to provide feedback (*Heather & Julien*)
- **Summer Nationals plans** and activities
 - Deadline for requests for sessions at summer nationals
 - Panels are being scheduled
 - Webinar pre-summer nationals (speaker series), panel onsite (*Brad & Heather to organize*)
 - **Encore: Greg & Hadley – Parent – Athlete session -The path for an Olympian**
 - Available 6/28 – 7/1; **target 6/29** for panel/discussion for cadet and juniors (*Brad to confirm date with Greg and Hadley*)
 - *WFencing panel 4-5 pm*
 - **Parent – coaches - referee panel**
 - Athlete & parent behavior improvements
 - Referees are human, too



- Interaction – structured questions
 - Acknowledgement focus that referee cadre should have questions ahead, note need for development
- Focus on what good looks like, why it is important, development of referees starts from the rest of the fencing community
- Without referees, there are no tournaments – placing interactions into perspective
- **Recruiting 101** 6/30; 7/2; - college fair 7/1
- **Parent’s perspective of college recruiting for middle schoolers** – *panel tentatively scheduled for 7/5 (4-5 PM)*
 - ACADEMICS first
 - Proactive advice for parents – attendance matters
 - Planning ahead for tournaments
 - Strategy on working ahead, communication, learning to build relationships and executing
 - Getting AD and principal on board
(Jennifer Vernon & Heather)
- **New qualification system** - TBD
- **College club/team status** – new program announcement (end of May, new NCAA)
 - **USACFC** – Membership with USA Fencing – can be sanctioned local events
 - CFC National championship is a sanctioned local event

2. Strategic Plan Key Indicator (KPI) Update, if applicable:

Strategic Initiative	Red, Amber, Green	KPI Number	Notes
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Request: *Could the Parent Council review a list of KPIs?*

N/a – we provide input as available and collaborate as needed and requested.

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- Review comments above for:
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worries and perceptions as we all have a different take – and that’s the benefit of this council!

4. Upcoming Priorities / Next Steps:

- Determine any additional discussion or exploration required with the Parent Council for perspective (we are all happy to collectively or individually provide our perspective). If so, **our next meeting is Tuesday, May 19 at 3pm ET.**

5. Current Activities and Highlights:

Continually working to educate, enlighten and engage parents on topics near and dear to their hearts and families, as well as serve as a listening post for USA Fencing:

- Review and contribute to content and events as requested

6. Issues, Concerns, or Challenges:

- Regarding the topic of event realignment, please review the notes earlier for any and all concerns raised.
- Additional concerns will be provided individually by each member via the requested form.

7. Ongoing Activities with Other Committees or Areas of Fencing:

- Parent education sessions (topics provided earlier this year)

8. Requests or Actions Needed from the Board or Staff:

- Parent education sessions (topics provided earlier this year)

9. Upcoming Priorities / Next Steps:

See above.

10. Additional Notes or Attachments:



Attendee tracking

Present

- Heather Shankwiler
- Brad Suchorski
- Allison Wade
- Will Chang
- Greg Husisian

Absent

- Julien Beasley
- Lina G
- Maria Panyi
- Phil Andrews

11. Sub-Committee or Sub-Group Notes:

Include updates from sub-groups or working groups.

General Meeting Notes:

Meeting schedule:

- Tuesday, November 18, 2025, 3pm ET
- Tuesday, December 16, 2025, 3pm ET
- Tuesday, January 20, 2026, 3pm ET
- Tuesday, February 17, 2026, 3pm ET
- Tuesday, March 17, 2026, 3pm ET
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- Tuesday, Jun 16, 2026, 3pm ET
- Tuesday, July 21, 2026, 3pm ET
- Tuesday, August 18, 2026, 3pm ET
- Tuesday, September 15, 2026, ET

Heather Shankwiler is inviting you to a scheduled Zoom meeting.

Topic: USA Fencing: Parent Council 2025-2026 season

Time: May 19, 2026 03:00 PM Eastern Time (US and Canada)



Every month on the Third Tue, until Dec 15, 2026, 11 occurrence(s)

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: https://us06web.zoom.us/meeting/tZcuc-muqj4rGtJFnuHKG6lmdVgMJ1cxN9ew/ics?icsToken=DEGDNcY7QgLJenUvuQAALAAAAKqbl4YLU_Kv7ULOPV2NFS7krmxSXYgzyY1tgOoMspsRFtLe43ivMSXUOTOQzOPIH21KH-aPG3FKLKxNDAwMDAwMQ&meetingMasterEventId=IUdE5RKwSd2wh0pVDgJblg

Join Zoom Meeting

<https://us06web.zoom.us/j/83340645106?pwd=KvG3c3iagFBahqS88ZdZAAcqv99wzF.1>

Meeting ID: 833 4064 5106

Passcode: 031614

One tap mobile

+13092053325,,83340645106#,,,,*031614# US

+13126266799,,83340645106#,,,,*031614# US (Chicago)

Join instructions

<https://us06web.zoom.us/meetings/83340645106/invitations?signature=gLOphtFD1ih8qBnlOrp3sX4kBkZL8R3CjUDNbvRZJc>



USA Fencing Committee & Resource Team Report

Committee Name: *Parent Council*

Date of Report: *03/17/2026*

Period Covered or Date of Last Report: *March 2026*

Committee Chair / Reporter(s): *Heather Shankwiler*

Attendees: Heather, Greg, Julian, Brad,

Maria, Phil, Will, Lina

1. Overview / Purpose / What Must the Board or Staff Know:

Discussion of key concerns and topics from the perspective of USA Fencing parents. Specific topic for this month:

- **Summer Nationals**
 - Any events or activations?
 - Greg & Hadley's session – college recruiting. From Youth to College. Can we ask for an encore?
 - College recruiting for middle school parents – what to expect, how to prep
 - Heather and/or Greg?
 - Greg is game to do it – and have more Hadley talk more, Greg to react.
 - Split to age groups
 - Hadley will attend as a tune-up prior to Worlds
 - Announcing the Summer Nationals day schedule today
 - Y14, Y12, Y10 – July 4th, July 5th session?
 - Parents of younger kids are asking about fencing and colleges prior to the time of recruitment
 - Is it too early to start talking about this in 6th, 7th, 8th grades?
 - Y10 and Y12 are intended for fun, foundations and growth
 - Are they enjoying?
 - Are they seeing improvement in fencing skills..?
 - Brad – write up descriptions, targeting



- **Black cards**
 - Are they getting worse?
 - Need to find out the context of the March NAC black cards to see what else needs to be addressed? Actual black-card behavior vs. teachable moments.
 - Need to connect with parent council members with ref council for opportunities to improve
 - Do coaches lose their jobs if they get a black card? Have not seen this. USA Fencing does not control private coaches' contracts.

- **DHH update**
 - No update yet – Brad will follow up.
 - What are the next steps? Committee draft: up next?
 - From February 2026: SEMI – meeting schedule – Phil can help with Kathy/ (SEMI), Brad (Ref Committee), tournament committee
 - What does a proper hearing aid look like, proper level of hearing diagnosis, proper level of proof (product to armory on check-in)
 - Protection is that it is secure – upload process (HIPAA), then letter to athlete/parent of athlete for tournament use.
 - Upload renewal every year (along with membership renewal)?
 - **Next steps: Phil to draft, copy to Julien/Maria/Heather**
 - Training and communication will need to take place – sharing with members, coaches, tournament groups, etc.

2. Strategic Plan Key Indicator (KPI) Update, if applicable:

Strategic Initiative	Red, Amber, Green	KPI Number	Notes
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Request: *Could the Parent Council review a list of KPIs?*

N/a – we provide input as available and collaborate as needed and requested.

3. Requests or Actions Needed from the Board or Staff:

- Review comments above for:
 - **Key concerns discussed by members of the Parent Council.** Please note that each member of the council provides a unique perspective: from Olympic, international



and NCAA parents (and hoping to be NCAA parent), to those starting and growing within the sport. Each member was encouraged to provide feedback, concerns, worries and perceptions as we all have a different take – and that’s the benefit of this council!

4. Upcoming Priorities / Next Steps:

- Determine any additional discussion or exploration required with the Parent Council for perspective (we are all happy to collectively or individually provide our perspective). If so, **our next meeting is Tuesday, April 21 at 3pm ET.**

5. Current Activities and Highlights:

Continually working to educate, enlighten and engage parents on topics near and dear to their hearts and families, as well as serve as a listening post for USA Fencing:

- Review and contribute to content and events as requested

6. Issues, Concerns, or Challenges:

- Regarding the topic of event realignment, please review the notes earlier for any and all concerns raised.
- Additional concerns will be provided individually by each member via the requested form.

7. Ongoing Activities with Other Committees or Areas of Fencing:

- Parent education sessions (topics provided earlier this year)

8. Requests or Actions Needed from the Board or Staff:

- Parent education sessions (topics provided earlier this year)

- Further discussions regarding the event alignment, points calculations, and the potential effects:

- *On current Cadet and Junior rankings that may affect team placement for Worlds and other international tournaments (GP, Zonals, etc.)*



- *Consideration for college fencing (NCAA) and other post-high school and early adulthood participation at the elite and national level*
- *Potential cooling effect on development and growth (as fencers only improve when they are able to experience fencing with elite fencers)*
- *Potential manipulation by divisions and clubs*
- *Confusion 2 years prior to the Olympics for placement (this should be a post LA2028 introduction)*

9. Upcoming Priorities / Next Steps:

See above.

10. Additional Notes or Attachments:

Attendee tracking

Present

- Heather Shankwiler
- Brad Suchorski
- Julien Beasley
- Greg Husisian

Absent

- Lina G
- Allison Wade
- Will Chang
- Maria Panyi
- Lina G
- Phil Andrews

11. Sub-Committee or Sub-Group Notes:

Include updates from sub-groups or working groups.



General Meeting Notes:

- College and club discussions

Other topics for future discussion

- *American Fencer: request for topics and writers*
- *2026 upcoming calendar*
 - *Movement of JOs*
 - *Timing of SJCC, January NAC*
- *Items overheard at 2026 JOs*
 - *Difficulty of training due to holidays, exams*
 - *Short duration and “clustering” of events*
 - *Coaches – lack of women for 2026, 2027 recruiting (need a new message for them, their parents?)*
 - *Like: both club and NCAA team banners for awareness (but club banner was “hidden”)*

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Heather Shankwiler is inviting you to a scheduled Zoom meeting.

Topic: USA Fencing: Parent Council 2025-2026 season

Time: April 21, 2026 03:00 PM Eastern Time (US and Canada)

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Join instructions

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USA Fencing Committee & Resource Team Report

Committee Name: *Parent Council*
Date of Report: *02/17/2026*
Period Covered or Date of Last Report: February 2026
Committee Chair / Reporter(s): *Heather Shankwiler*

Attendees: Heather, Maria, Brad, Will, Lina, Greg, Julian, Phil

1. Overview / Purpose / What Must the Board or Staff Know:

- *Discussion of key concerns and topics from the perspective of USA Fencing parents. Specific topic for this month:*

Topics for discussion:

- **Proposed points system** – Board reviewed; need to revamp the current proposal.
 - Action items – share what’s happen next
 - Not adjusting selection criteria for LA2028, not changing anything in mid-quad
 - Nothing to address now – stay tuned for more information and the next iteration
- **Referee commission & parent’s meeting** - when do we want to organize, cadence
 - Can we do this every other month? Specific topics? By weapon?
 - What’s the goal? Educating parents, what is expected, how to work together.
 - Podcast? Craziest thing that’s ever happened. Opening a dialog with referees (if parent black carded, minor child cannot remain and fence).
 - 10 things you need to know
 - What does a black card mean?
 - How to properly address referees and follow up?
 - Ideas
 - Clinic – podcast how to talk to referees
 - Learnings to FAQ for parents – Athlete blast?



- How are we going to reach parents that are not engaged/problems? Engage with clubs?
 - If clubs have XX black cards or red cards for behavior, USA Fencing to reach out for remedial training, required training?
 - Can we leverage the larger club committee to reach these parents?
 - Utilize club meetings, club announcements
 - Can code of conduct be enforced?
- Can this be a layered approach – to communicate to the fencers and parents
 - Need to have a multi-channel, multi-layered approach
 - Fencers – respect your referees
 - Clubs
 - Parents
 - When/where to communicate
 - Website, athlete blast
 - Podcast
 - Share penalty chart (what is the black card for? Tied to FIE, etc.)
 - Graphic
 - Scenarios
 - College coaches may be refs, too. You never know who is watching, who you’ve been good or bad in front of and if they want to include that personality on the team.
 - Armory can give a black card for behavior, too – so it is not just on the piste
 - Need messaging, backing referees, keeping things visible, junior referee treatment (gold tie/scarf)
- Importance of a summary – key rules in each weapon
 - Inspection tapes/stamps
 - Reminders of other situations
 - What needs to be strip-side
 - What parents need to know...
- **March, April NACs**
 - Referee – Coach – Parent sharing perspectives, education (continuation of black card topic)
 - Warnings, stories for in time for pre-March NAC
 - Messages: we know it is a problem, this is the expectation
 - Podcast, all weapons, carrot & stick, exposure to college coaches (and their exposure to behavior)
 - Need to target March NAC due to youth fencers (this is where the problem is increasing)
 - Need to build respect at all levels
 - Stop behavior before it starts



- Adding in respect and honor
- Perspective from all 3 weapons
- **Next steps:**
 - **Drafting communications plan, items to share for March NAC (lead up, launch, etc.)**
 - **Connecting with ref committee prior to March NAC (prior to NAC - 3/2? 3/3) for ways to communicate with parents.**
- **Deaf/Hard of Hearing – update**
 - November – DHH fencer update, long-term and short-term solutions
 - Short-term: fencers that have hearing aids and microphones can be used without a black card,
 - Division resource team for policy – need to add this as a motion, work with the referees. Will work on passing for 2026-2027 season. Brad and Phil will get it in front of the committee for adoptions.
 - This may help both DHH and Vet fencers – it is an issue of hearing (they can wear glasses, why is the hearing not allowed for help)
 - Who can have the microphone? Ref? Coach?
 - Check with Brad on this next week (2/23/2026) about Board items.
 - Division resource team example; proposal and on Board agenda for 2026-2027 season? Target: June board meeting
 - SEMI resources team – Maria, Julien and Heather to meet with the committee; how we can solve the issue, what are the exceptions and work with the armorers and equipment, then referees
 - What can be used, what cannot be used, what is standardized and how armorers and referees can support
 - Ex: Legitimate system, what is not; rules regarding electronic assistance (with audiologists, medically provided)
 - How can we support this from youth to CDT/JNR
 - Robust but simple rule.
 - SEMI – meeting schedule – Phil can help with Kathy/ (SEMI), Brad (Ref Committee), tournament committee
 - What does a proper hearing aid look like, proper level of hearing diagnosis, proper level of proof (product to armory on check-in)
 - Protection is that it is secure
 - **Next steps: Phil to draft, copy to Julien/Maria/Heather**



Other topics for future discussion

- 2026 upcoming calendar
 - Movement of JOs?
 - Timing of SJCC, January NAC
- Proactive parent communications
 - Ex: Why a tournament ran Thursday rather than Monday
 - How we compete against other (larger, corporate) events
- Focus on tournament equalization in regions
 - Still short on Regions 6, 4 single weapon areas
 - Region 6 – saber-only tournaments
 - Region 4 – foil only

2. Strategic Plan Key Indicator (KPI) Update, if applicable:

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One tap mobile

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+13126266799,,83340645106#,,,,*031614# US (Chicago)

Join instructions

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DEIB Committee Update: Meeting Recap & Fencing the Gap Refresh

Subject: DEIB Committee Update: Meeting Recap & Fencing the Gap Refresh
To: DEIB Committee Team
From: Dawn Wilson, Chair DEIB, Kentucky Division Chair, USA Fencing
Date: February 25, 2026

Dear Team,

Weather again?! I hope you are all staying warm and safe. I am currently working on the agenda for our next meeting; if you have anything to add, please let me know.

Also, a big thank you to Harrison Hue for reaching out to Yeshiva University. Please see the addendum below, as it will be discussed at our next session.

1. Meeting Logistics & Attendance

Our committee met on Friday, January 23, 2026, to discuss our upcoming priorities. I want to sincerely apologize to Jataya and Lauryn for the technical hurdles regarding the meeting link and time zone confusion. We are working to ensure our future invites are streamlined so everyone can participate smoothly.

2. 'Fencing the Gap' Program Review

We have been asked to provide formal input on the refresh of the Fencing the Gap initiative. Following the departure of Dr. Shannon Jolly, USA Fencing aims to maximize the impact of the \$25,000 annual budget while reducing administrative burdens.

- * The Proposal: Consolidate funding into five \$5,000 grants awarded directly to clubs (targeting 30-50 youth per site).
- * Timeline: April 1 application launch, June awards, and disbursement by the end of June.
- * DEIB Ask: We need to appoint a representative to serve on the application scoring panel.

Committee Feedback & Perspectives:

Lauryn DeLuca: While club grants reach more fencers, she suggests maintaining an individual application option. This allows families to apply for funding with dignity and privacy.

Iman Blow: Emphasized a robust tracking mechanism and suggested implementing SMART goals (Specific, Measurable, Achievable, Relevant, and Time-bound) for grant recipients.

3. Key DEIB Challenges & Discussion

Uniforms & Religious Observance:

Jataya shared a situation involving a fencer whose religious accommodation (a safety-compliant 350N fabric skirt) was denied. Research from Harrison Hue at Yeshiva University shows significant resistance to changing national standards. This remains a high-priority item.

Addendum (Note from Yeshiva University): 'We have had fencers in the past try to apply for a religious exemption to wear a skirt but in my years here they have always been turned down... Our fencers face this struggle each year... If you want, we can try to arrange a call with our student-athletes...'

Referee Support & Equity: Harrison highlighted the need for equitable pay distribution and professional respect for

DEIB Committee Update: Meeting Recap & Fencing the Gap Refresh

newer officials.

Inclusion at Nationals: We are exploring private prayer spaces at National tournaments.

4. Next Steps & Action Items

- * Prioritization: Determine which issue requires immediate intervention.
- * Accountability Design: Further discuss SMART goals for grants.
- * Representative Appointment: Identify a volunteer for the scoring panel.
- * Next Meeting: Poll to follow.

Thank you for your incredible dedication.

Warmly,

Dawn Wilson (she/her/hers)



USA Fencing Committee & Resource Team Report

Committee Name: *Parent Council*

Date of Report: *05/26/2026*

Period Covered or Date of Last Report: *May 2026*

Committee Chair / Reporter(s): *Heather Shankwiler*

Attendees: Heather, Julien, Brad, Allison, Greg, Will

Maria, Phil, Lin

1. Overview / Purpose / What Must the Board or Staff Know:

Discussion of key concerns and topics from the perspective of USA Fencing parents. Specific topic for this month:

Topics discussed:

- **DHH** progress
 - Working session to be organized – parent council to provide feedback (*Heather & Julien*)
 - *Comments received from Parent council & general council*
 - Final version being shared at Board meeting @ Summer Nationals
 - Targeting for consent agenda (6/27)
 - Also on consent agenda: new points system (5/30)
- **Summer Nationals plans** and activities
 - **Pre-Nationals webinar**
 - **Referee – coach – parent**
 - Target 6/15
 - Message: behavior, best foot forward, etc.
 - Ellen (coaches committee), Tasha (referee)
 - **Parent – coaches - referee panel**
 - Athlete & parent behavior improvements



- Referees are human, too
- Interaction – structured questions
 - Acknowledgement focus that referee cadre should have questions ahead, note need for development
- Focus on what good looks like, why it is important, development of referees starts from the rest of the fencing community
- Without referees, there are no tournaments – placing interactions into perspective

- **Panels**
 - **Encore: Greg & Hadley – Parent – Athlete session -The path for an Olympian**
 - **6/29** 5/6 pm for panel/discussion for cadet and juniors
 - *This year* – journey as a fencer, as a fencing parent
 - **WFencing panel** 4-5 pm
 - **Recruiting 101** 6/30; 7/2; - college fair 7/1
 - **Parent’s perspective of college recruiting for middle schoolers – panel tentatively scheduled for 7/5 (4-5 PM)**
 - ACADEMICS first
 - Proactive advice for parents – attendance matters
 - Planning ahead for tournaments
 - Strategy on working ahead, communication, learning to build relationships and executing
 - Getting AD and principal on board
(Jennifer Vernon & Heather)
 - Why pick this sport over others? What is your expectation?
 - Expenses to consider (approx. \$40,000/year)
 - Show other options and layers to our sport – NCAA, clubs, continued through club & locals independently, etc.
 - What makes sense to your family and finances
 - Help to open to the discussion of good fit

- **College club/team status** – new program announcement (end of May, new NCAA)
 - New school announcement on 5/28

- **World Fencing League** – how does this align with USA Fencing – or potential changes?



- Strategic partnership – more attraction to to the sport
- No USA Fencing changes as ours is based on FIE
- <https://www.usafencing.org/news/2026/january/07/usa-fencing-world-fencing-league-sign-mou-designed-to-grow-the-sport-across-the-u-s-and-around-the-world>
- **Voting** – Low engagement. How can we get better turnout?
 - Over 18 to vote, most parents don't vote.
 - Cannot communicate electronically with someone under the age of 13 legally.
 - Tracking on the most voted-on election (13%)
 - How do we get more parents involved in the process?
 - How are we tracking compared to other NGs?

<https://youtu.be/uBEJcO5EM1s?si=Gf2CfWtungK-Xovg>

2. Strategic Plan Key Indicator (KPI) Update, if applicable:

Strategic Initiative	Red, Amber, Green	KPI Number	Notes
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3. Requests or Actions Needed from the Board or Staff:

- Review comments above for:

4. Upcoming Priorities / Next Steps:

- Determine any additional discussion or exploration required with the Parent Council for perspective (we are all happy to collectively or individually provide our perspective). If so, **our next meeting is Tuesday, June 16 at 3pm ET.**

5. Current Activities and Highlights:

Continually working to educate, enlighten and engage parents on topics near and dear to their hearts and families, as well as serve as a listening post for USA Fencing:

- Review and contribute to content and events as requested



6. Issues, Concerns, or Challenges:

- Regarding the topic of event realignment, please review the notes earlier for any and all concerns raised.
- Additional concerns will be provided individually by each member via the requested form.

7. Ongoing Activities with Other Committees or Areas of Fencing:

- Parent education sessions (topics provided earlier this year)

8. Requests or Actions Needed from the Board or Staff:

- Parent education sessions (topics provided earlier this year)

9. Upcoming Priorities / Next Steps:

See above.

10. Additional Notes or Attachments:

Attendee tracking

Present

- Heather Shankwiler
- Brad Suchorski
- Allison Wade
- Will Chang
- Greg Husisian
- Julien Beasley

Absent

- Lina G
- Maria Panyi
- Phil Andrews



11. Sub-Committee or Sub-Group Notes:

Include updates from sub-groups or working groups.

General Meeting Notes:

Meeting schedule:

- Tuesday, November 18, 2025, 3pm ET
- Tuesday, December 16, 2025, 3pm ET
- Tuesday, January 20, 2026, 3pm ET
- Tuesday, February 17, 2026, 3pm ET
- Tuesday, March 17, 2026, 3pm ET
- Tuesday, April 21, 2026, 3pm ET
- Tuesday, May 19, 2026, 3pm ET
- **Tuesday, Jun 16, 2026, 3pm ET**
- Tuesday, July 21, 2026, 3pm ET
- Tuesday, August 18, 2026, 3pm ET
- Tuesday, September 15, 2026, ET

Heather Shankwiler is inviting you to a scheduled Zoom meeting.

Topic: USA Fencing: Parent Council 2025-2026 season

Time: Jun 16, 2026 03:00 PM Eastern Time (US and Canada)

Every month on the Third Tue, until Dec 15, 2026, 11 occurrence(s)

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: https://us06web.zoom.us/meeting/tZcuc-muqj4rGtJFnuHKG6lmdVgMJ1cxN9ew/ics?icsToken=DEGDNcY7QgLJenUvuQAALAAAkqbl4YLU_Kv7ULOPV2NFS7krmxSXYgzyY1tgOoMspsRFtflE43ivMSXUOTOQzOPIH21KH-aPG3FKLKxNDAwMDAwMQ&meetingMasterEventId=IUdE5RKwSd2wh0pVDgJblg

Join Zoom Meeting

<https://us06web.zoom.us/j/83340645106?pwd=KvG3c3iagFBahqS88ZdZAAcqv99wzF.1>

Meeting ID: 833 4064 5106

Passcode: 031614



One tap mobile

+13092053325,,83340645106#,,,,*031614# US

+13126266799,,83340645106#,,,,*031614# US (Chicago)

Join instructions

<https://us06web.zoom.us/join/83340645106?signature=g0LOphtFD1ih8qBnIOrp3sX4kBkZL8R3CjUDNbvRZJc>



USA Fencing Committee & Resource Team Report

Committee Name:	Hall of Fame
Date of Report:	June 10, 2026
Period Covered or Date of Last Report:	Q2 2026 / Class of 2027 ballot and election cycle
Committee Chair / Reporter(s):	Kamilla Gafurizanova, OLY

1. Overview / Purpose / What Must the Board or Staff Know:

The Hall of Fame Committee completed the Class of 2027 ballot and election cycle. Member voting closed on May 31, 2026, and the committee reconciled member-vote results with objective scoring where an approved scoring method exists.

The confirmed Class of 2027 inductees are Ibtihaj Muhammad, OLY; Anne-Marie Walters; Carol Hickey, PLY; Gary Copeland; Gerrie Baumgart; Sean Shumate, PLY; Sally Pechinski, OLY; and Steve Kaplan, OLY.

During the final review, the committee identified process items that should be clarified for future cycles: how much scoring detail should be shared publicly, how nominee records should be verified, and how to handle categories where objective scoring is not yet finalized.

No emergency Board action is requested for the completed Class of 2027 list. The committee does need guidance and staff support on the governance and data-integrity items below before the next nomination cycle.

2. Strategic Plan Key Indicator (KPI) Update, if applicable:

Strategic Initiative	Red, Amber, Green	KPI Number	Notes
Class of 2027 Ballot and Inductee Process	Green		Member voting closed May 31; committee scoring and review were completed; final inductee list was confirmed and moved into announcement/notification workflow.
Scoring Transparency and Data Integrity	Amber		Rubric transparency improved, but several source-data limitations remain, including difficulty-to-verify team results, incomplete historical disciplinary data, and no finalized objective scoring metric for Para athletes.
Committee Records and Process Modernization	Amber		Committee has centralized more records and ballot support materials, but the long-term system of record, verification workflow, and staff ownership model still need Board/staff alignment.

3. Requests or Actions Needed from the Board or Staff:

1. Confirm what level of scoring transparency should be shared with the membership after Hall of Fame results are announced. The committee recommends sharing the approved scoring rubric and category methodology rather than publishing full internal spreadsheets.
2. Provide or identify staff access to historical disciplinary data, including black-card records before the current database period, so eligibility and disqualifying criteria can be applied consistently.
3. Confirm whether National Championship team results and Pan American Zonal team results should remain excluded from the objective scoring rubric unless reliable, complete source data can be provided.
4. Support creation of a repeatable record-verification workflow for nominee achievements before public ballot publication and final announcement.
5. Clarify the long-term owner and administrator for committee records, scoring materials, and ballot support systems so they are not dependent on a personal account.
6. Confirm the desired Board/staff process for unresolved legacy-era recommendations and any possible induction outside the standard vote process.

4. Upcoming Priorities / Next Steps:

- Finalize and archive the Class of 2027 ballot, scoring notes, corrections, and announcement-support materials.
- Prepare a concise public-facing explanation of the scoring approach for categories where objective scoring is used.
- Develop or refine objective scoring guidance for Para athlete nominees, or formally document that the category remains vote-only until a metric is adopted.
- Build a repeatable nominee record-verification checklist using authoritative sources, with clear handling for unsearchable historic data.
- Resolve current-service eligibility guidance for active USA Fencing Board members, committee chairs, and staff before the next ballot cycle.
- Continue modernizing committee records so future ballot formation, scoring, and handoffs are transparent and repeatable.
- Prepare next-cycle timeline and communication plan once Board/staff guidance is received.

5. Current Activities and Highlights:

- Completed Class of 2027 member voting and final committee review.
- Confirmed final inductee list across Olympic Athlete, Veteran Athlete, Paralympic Athlete, Coach, Contributor, and Legacy categories.
- Corrected announcement details before publication, including Anne-Marie Walters' team count and clarification that the Paralympic category was selected by popular vote.
- Discussed public transparency around scoring and agreed that sharing the rubric is preferable to publishing full internal scoring spreadsheets.
- Continued identifying data gaps that affect fair and consistent scoring, especially team-event verification and historical records.

6. Issues, Concerns, or Challenges:

Reliable historical source data remains the main challenge. Team-event records often require manual verification across multiple sources, and the committee cannot consistently verify all self-reported or historical results without additional staff/source support.

- The Para athlete category does not yet have a finalized objective scoring metric, so the Class of 2027 Para selection was by popular vote.
- The committee still needs clear access to historical disciplinary/black-card data to apply disqualifying criteria consistently.

7. Ongoing Activities with Other Committees or Areas of Fencing:

- Coordinated with Communications on announcement timing, factual corrections, and transparency language for the Class of 2027 announcement.
- Will require coordination with Staff on historical records, disciplinary data, nominee verification, and long-term records ownership.
- May require Board/staff guidance on unresolved legacy-era nominations or any exception process outside the standard vote.

10. Additional Notes or Attachments:

Attachment/working materials available on request: Class of 2027 ballot and voting summary, approved scoring rubric, committee correction notes, and nominee verification records.

Subject: DEIB Committee Update: Spring Review, Roster Changes, & June Outlook
Dear Committee Members,

Thank you all for your patience and continued dedication over the past few months. As we streamline our communication process moving forward, I want to provide a comprehensive update on our recent initiatives, consultations, and committee roster changes as we head into June.

Initiative Updates & Consultations (March & April)

Your input from our previous meetings has been invaluable. Following up on our discussions, I have had very productive conversations with Brad Suchorski and Coach Salem regarding several key initiatives:

- **Strategic Funding & Fencing the Gap:** Funding for this season will focus on our strategic plan goals rather than individual fencer grants. The USA Fencing website now features a dedicated [Fencing the Gap page] with a live application link. Additionally, clubs are now required to submit impact reports based on their approved funding and programming.
- **Uniforms & Religious Observance:** We are actively addressing the need to ensure accommodations—such as safety-compliant 350N fabric skirts—are respected for all athletes.
- **Inclusive Spaces:** We are pushing to provide private prayer spaces at national tournaments to better support the diverse religious needs of our fencing families.
- **Referee Support & Equity:** We are prioritizing discussions around equitable pay distribution, particularly for our newer referees.
- **Travel Contingency Fund:** Coach Salem and I explored the preliminary concept of a "rainy day fund" to support officials and coaches who become stranded due to severe weather or unforeseen circumstances, ensuring they can return home safely. While still in the conceptual phase, we have a collaborative partner willing to engage in finding solutions.
- **Pride Initiatives:** As we move forward, we will be focusing on our upcoming Pride initiatives and determining our strategic approach.

Committee Roster Updates (May)

Due to multiple scheduling conflicts, we did not hold a formal meeting in May. However, we have some important roster transitions to announce:

- **Farewell & Thank You:** Iman Blow has officially stepped down from her role as Athlete Representative to focus on her academic and medical education obligations. We owe her a massive thank you for her stellar service and the important work she contributed to this committee.

- **Welcome New Members:** I am thrilled to officially welcome **Bryce Louie** as our new Athlete Representative. Additionally, **Kaitlyn Litten** is stepping in as our permanent staff liaison. A huge thank you to Kate, Ari, the AC, and Kaitlyn for working so quickly to facilitate this transition!

Looking Ahead (June)

Momentum is moving forward for June. Please be on the lookout for our next official meeting invitation—I am currently just waiting to finalize the dates and will share them with you as soon as possible.

Thank you again for your hard work and for making a positive difference in our fencing community.

Best regards,

Dawn Josephine Wilson Chair, DEIB Committee

USA FENCING – International Relations FIE Sub-Committee Meeting Minutes

Meeting #3 – 2025–2026 Season

Date: June 9, 2026
Time: 17:00 (U.S. EST)
Platform: Zoom
Chair: Jennifer Yamin

Attendance

Present:

Don Anthony, Don Alperstein, Iana Dakova, Rita Comes, Jennifer Yamin, Greg Massialas OLY, Carl Borack OLY, Saul Mendoza, Lorrie Marcil, Felicia Zimmermann OLY, Kelly Koehler, Gabrielle Sabharwal, Scott Rodgers PLY

Absent:

- Alexander Massialas OLY
 - Phil Andrews (provided updates via email)
-

1. Opening Remarks

Chair Jennifer Yamin welcomed attendees and acknowledged the updates submitted by Phil Andrews in advance of the meeting.

2. FIE Governance and Committee Updates

FIE Executive Committee

Don Anthony reported ongoing work by the FIE Executive Committee under Interim President Abdelmoneim El Husseiny and Secretary General Gulnora Saidova. Key priorities include advancing IOC-related initiatives and strengthening fencing policies. Anthony will represent USA Fencing at the Pan American Confederation Congress in Lima and attend the FIE Commission and Council meetings in Sofia in his role as FIE Vice President.

Disciplinary Panel

Don Alperstein continues to manage several significant disciplinary matters. Due to confidentiality requirements, no case-specific updates were provided.

Veterans Council

Rita Comes reported:

- Development of a federation survey to better identify and support veteran fencers.
- Coordination with the FIE Office on invitation letters for Tbilisi.
- Plans for Veterans Council outreach and promotional activities.
- Launch of a "Donate Your Equipment" initiative during the Veterans World Championships to support veteran athletes.

Rules Commission

Kelly Koehler is actively reviewing numerous proposals scheduled for consideration at the Sofia meetings.

Legal Commission

Laurie Marcil reported receipt of 103 proposals for review during the June 2026 Committee and Council meetings in Sofia, ranging from substantive policy matters to administrative updates.

Coaches Council

Greg Massialas discussed the ongoing review of rules proposals, including:

- Potential elimination of white lights in foil.
- Proposed timing modifications.
- Planned testing of proposed changes in Hong Kong with elite athletes.

Promotion, Communication and Marketing (PCM) Commission

Carl Borack shared updates via email, emphasizing efforts to strengthen PCM activities and support Patrick and Celine from the FIE CMTV department in their initiatives.

SEMI Commission

Felicia Zimmermann reported:

- Submission of 78 proposals regarding the restructuring of the SEMI Rule Book.
- Planned separation of homologation requirements into a dedicated handbook.
- Progress toward implementation of the FIE Label Program with manufacturers.
- Efforts to expand technical support at Grand Prix and World Cup events.
- Development of a Master Technician program and technician certification academy.

Fair Play Council and Event Management

Jennifer Yamin reported:

- Ongoing efforts to improve communication within the Fair Play Council, particularly addressing language barriers.
- Plans to increase Fair Play visibility in the United States through blog content and athlete interviews.
- Continued collaboration with Bryan Wendell on communications initiatives.
- Updates regarding her responsibilities as an FIE Event Manager and leadership role in event documentation.
- Challenges identified during a recent Hong Kong site visit, including budget limitations and accommodation concerns.

Regional/WCH Representation

- Saul Mendoza confirmed plans to attend the August Youth and Veterans Event in El Salvador.
- Jennifer acknowledged Iana Dakova for her outstanding work as Chief of Delegation at the Rio Junior & Cadet World Championships and expressed her sincere appreciation for Iana's dedication, support, and contributions to the event's success.
- Greg Massialas has requested information regarding the selection of the U.S. Chief of Delegation and the Task Force's decision for the upcoming Hong Kong World Championships. Jennifer will obtain the relevant information and share it with the group.

3. Sofia FIE Commissions and Councils meeting: 6/26-6/27/2026

Don Anthony, Carl Borack OLY, Rita Comes, Kelly Koehler, Lorrie Marcil, Greg Massialas OLY, Jennifer Yamin, and Felicia Zimmermann OLY will attend the meeting

4. USA Fencing, Para-Fencing, and Wheelchair Fencing Updates

USA Fencing: Scott Rodgers reported:

- Recent USA Fencing Board member appointments.
- A successful visit from FIE leadership.
- Execution of an MOU supporting fencing promotion efforts for LA28.

World Para Fencing: Scott Rodgers also reported:

- Successful hosting of a World Para Fencing event in Florida.
- Plans to pursue future zonal hosting opportunities in 2028.
- Organizational transitions, including Charmaine Hooper's departure and Harry Cootes serving as Acting CEO.
- Approximately 50 para-fencers currently participate in the United States, with 15–20 competing internationally.

International Development and Competition: Gabrielle Sabharwal reported:

- Successful World Cup operations in Bradenton.

- Testing of new fencing frame and relay systems.
 - Classification of 14 referees and participation of six classifiers, including two from the United States.
 - Positive implementation of a mixed-gender relay competition format.
 - Continued growth of para-fencing in Africa, expanding participation from two countries to eight since November.
-

5. Future Events and LA28 Olympic & Paralympic Games

Para-Fencing Competition Format

Scott Rodgers confirmed:

- Mixed-team events will be included in foil and épée competitions at the LA28 Paralympic Games.
- Sabre will remain a single-gender event.

Jennifer Yamin expressed support for USA Fencing's continued efforts to host international events and offered the committee's assistance as needed.

Event Hosting

USA Fencing will not host a Senior Sabre event in 2027 due to scheduling conflicts. Junior and Cadet events in Boston will proceed as planned during Thanksgiving weekend.

LA28 Updates

Jennifer Yamin reported:

- The appointment of Alberto Cruz as LA28 Sport Director for Fencing.
 - Positive outcomes from recent meetings between FIE representatives and LA28 organizers.
 - Appreciation for Phil Andrews' leadership and coordination efforts during the visit.
-

6. Next Meeting and Adjournment

Committee members agreed to reconvene prior to the Hong Kong Senior World Championships.

Next Meeting: July 10, 2026

The meeting concluded with appreciation for members' continued contributions and optimism for ongoing collaboration throughout the season.

Hall of Fame Election Notification and Transparency Timeline

Approximate annual operating timeline for moving ballot verification earlier in the election cycle. Dates should be adjusted each year around the Board calendar, National Office communications calendar, and election platform needs.



USA Fencing Hall of Fame Committee • Q2 2026 Board Report Attachment



USA Fencing Committee & Resource Team Report

Committee Name: *Ethics Committee*

Date of Report: *June 10, 2026*

Period Covered or Date of Last Report: *Annual period through June 10, 2026.*

Committee Chair / Reporter(s): *Gregory Husisian*

1. Overview / Purpose / What Must the Board or Staff Know:

The Ethics Committee traditionally has focused on conflict of interest issues, which is the primary ethics issue that comes up for USAF. Because of the litigation and a generally increased number of requests for ethics guidance, the last two years have been more active than traditionally was true. As a result, we have taken steps over the last two years to institutionalize and formalize procedures, in the following areas:

- *Conflict of Interest Protocols, to provide a set six-level system with representative examples, to enhance consistency in evaluation and reporting of conflicts of interest.*
- *Conflict of Interest Election Protocols, to provide a systematic way of dealing with special conflict situations that can arise in elections.*
- *Moving to a two-year system of COI analyses, to accommodate the growing number of COI reports that require analysis.*

At this point, we have issued the main planned updates, and thus do not have ongoing items that fall in this category. In addition, we have issued various reports in response to individual requests, primarily relating to ongoing litigation against or involving USAF (derivative lawsuit, etc.). We anticipate that the Ethics Committee will continue to see heightened requests for analysis, given the ongoing litigation (which may change depending on dismissals).

2. Strategic Plan KPI Update:

Strategic Initiative	Red, Yellow, Green	KPI Number	Notes
<i>N/A (see above).</i>	<i>Click to enter text.</i>	<i>Click to enter text.</i>	<i>Click to enter text.</i>
<i>Click to enter text.</i>	<i>Click to enter text.</i>	<i>Click to enter text.</i>	<i>Click to enter text.</i>
<i>Click to enter text.</i>	<i>Click to enter text.</i>	<i>Click to enter text.</i>	<i>Click to enter text.</i>



3. Current Activities and Highlights:

The Ethics Committee meets several times at the beginning of a conflicts cycle, due to the large number of COI forms that need review. Otherwise, the Committee meets depending upon individual needs due to requests made to the Ethics Committee. It also is common to conduct consideration of more minor issues by email.

4. Issues, Concerns, or Challenges:

As noted, the heightened litigation environment increases the workload of the Ethics Committee. It also raises the chances of members of the Ethics Committee being sued, especially by persons who do not understand that the role of the Ethics Committee is to analyze and advise, but not to execute.

5. Ongoing Activities with Other Committees or Areas of Fencing:

In most cases, work with other Committees consists of referrals (e.g., a matter properly before the Grievance Committee is sent by a member to the Ethics Committee).

6. Requests or Actions Needed from the Board or Staff:

Because the current Chair of the Ethics Committee (Gregory Husisian) was elected to the Board, the Ethics Committee will need a new Chair. Also, because Molly Hill did not run for re-election, the Board will need to appoint a new Board liaison to the Ethics Committee. It may make sense from a continuity perspective to have Husisian transition into the liaison role formerly covered by Hill.

7. Upcoming Priorities / Next Steps:

The next two-year cycle for COI analysis begins 8/1/27.

8. Additional Notes or Attachments:

N/A.

9. Sub-Committee or Sub-Group Notes:

N/A.

Grievance & Disciplinary Committee Board Report

124 cases from 8/1/25 to 6/10/26

Closed Cases – 118 Cases

Sanctions: 3 Cases

Education: 12 Cases

Warnings (Verbal/Letters): 32 Cases

Hearing Panels: 2 Cases

Open Cases and Status – 6 Cases

Preliminary Inquiry: 1 Case

Internal Investigation: 3 Cases

Hearing: 1 Case

Appeal: 1

We extend our sincere thanks to the GDC Committee members and panelists for their time, expertise, and commitment to the disciplinary process. Their thoughtful service, professionalism, and dedication to fair and consistent decision-making are invaluable to the integrity of our governance and athlete protection efforts.

Case Type: Retaliation

Status: Hearing

Outcome: Pending

Case Type: Harassment

Status: Appeal

Outcome: Pending

Case Type: Code of Conduct, MAAPP, Emotional Misconduct
Status: Internal Investigation
Outcome: Pending

Case Type: Physical Misconduct
Status: Internal Investigation
Outcome: Pending

Case Type: Code of Conduct
Status: Internal Investigation
Outcome: Pending

Case Type: Code of Conduct, Retaliation
Status: Preliminary Inquiry
Outcome: Pending

Case Type: Bullying, Emotional Harassment, Code of Conduct
Status: Closed
Outcome: Dismissed-Insufficient Information

Case Type: Emotional Harassment
Status: Closed
Outcome: Offer of Diversion

Case Type: MAAPP
Status: Closed
Outcome: Warning Letter

Case Type: Red Flag Cases
Status: Closed
Outcome: Red Light Appeal

Case Type: Red Flag Cases
Status: Closed

Outcome: Red Light Appeal

Case Type: Harassment

Status: SafeSport

Outcome: SafeSport

Case Type: Code of Conduct

Status: RCEC

Outcome: RCEC

Case Type: Code of Conduct

Status: Closed

Outcome: No Finding with Education

Case Type: Red Flag Cases

Status: Closed

Outcome: Red Light Appeal

Case Type: Other

Status: Red Light Hearing

Outcome: Red Light Appeal

Case Type: Bullying, Emotional Harassment

Status: RCEC

Outcome: RCEC

Case Type: Other

Status: Closed

Outcome: No Finding with Education

Case Type: Other

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Bullying, Code of Conduct, Harassment
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Red Flag Cases
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Emotional Misconduct
Status: Closed
Outcome: Warning Letter

Case Type: Misconduct, Bullying, Emotional Harassment, Code of Conduct
Status: Closed
Outcome: Warning Letter

Case Type: Emotional Harassment, Code of Conduct, Harassment
Status: Closed
Outcome: Warning Letter

Case Type: Bullying, Code of Conduct, Emotional Misconduct
Status: Closed
Outcome: Warning Letter

Case Type: Code of Conduct
Status: Closed
Outcome: Dismissed-Insufficient Information

Case Type: Code of Conduct
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Code of Conduct, MAAPP, Emotional Misconduct
Status: Closed

Outcome: Dismissed-Insufficient Information

Case Type: Other

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Code of Conduct, Emotional Misconduct

Status: Closed

Outcome: Dismissed-Insufficient Information

Case Type: Code of Conduct, Physical Misconduct

Status: Closed

Outcome: Verbal Warning

Case Type: MAAPP, Emotional Misconduct

Status: Closed

Outcome: Warning Letter

Case Type: Physical Misconduct, Emotional Misconduct

Status: Closed

Outcome: Warning Letter

Case Type: Bullying, Code of Conduct, Emotional Misconduct

Status: Closed

Outcome: No Finding with Education

Case Type: Bullying, Emotional Harassment, Harassment

Status: Closed

Outcome: No Finding with Education

Case Type: Bullying, Physical Misconduct, Emotional Misconduct, Assault

Status: Closed

Outcome: Defer to Law Enforcement

Case Type: Red Flag Cases
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Code of Conduct, Emotional Misconduct
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Red Flag Cases
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Bullying, Emotional Harassment, Harassment
Status: Closed
Outcome: Warning Letter

Case Type: Emotional Misconduct
Status: Closed
Outcome: No Contact Order

Case Type: Bullying, Code of Conduct, Harassment, Emotional Misconduct
Status: Closed
Outcome: No Finding with Education

Case Type: Physical Misconduct
Status: Closed
Outcome: Warning Letter

Case Type: Other
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Bullying, Physical Misconduct
Status: SafeSport

Outcome: SafeSport

Case Type: Misconduct, Sexual Harassment, Harassment, Emotional Misconduct

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Bullying, Emotional Harassment, Harassment

Status: Closed

Outcome: Warning Letter

Case Type: Other, Harassment

Status: Closed

Outcome: Warning Letter

Case Type: SafeSport Cases, Other

Status: Closed

Outcome: SafeSport

Case Type: MAAPP, SafeSport Cases, Emotional Misconduct

Status: Closed

Outcome: SafeSport

Case Type: Misconduct, Sexual Harassment, SafeSport Cases

Status: Closed

Outcome: SafeSport

Case Type: Sexual Harassment, SafeSport Cases

Status: Closed

Outcome: SafeSport

Case Type: Misconduct, Sexual Harassment, SafeSport Cases, Physical Harassment

Status: Closed

Outcome: SafeSport

Case Type: Red Flag Cases
Status: Closed
Outcome: Red Light Appeal

Case Type: Sexual Harassment, Harassment, Emotional Misconduct
Status: Closed
Outcome: SafeSport

Case Type: Sexual Harassment, Sexual Abuse, SafeSport Cases, Physical Misconduct
Status: Closed
Outcome: SafeSport

Case Type: Code of Conduct, Sexual Harassment, SafeSport Cases, Harassment
Status: Closed
Outcome: SafeSport

Case Type: Code of Conduct, Harassment
Status: Closed
Outcome: Verbal Warning

Case Type: Bullying, Emotional Misconduct
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Bullying, Code of Conduct, Harassment
Status: Closed
Outcome: Warning Letter

Case Type: Bullying, Emotional Harassment, Code of Conduct
Status: Closed
Outcome: SafeSport

Case Type: MAAPP
Status: Closed

Outcome: Warning Letter

Case Type: Bullying, Emotional Harassment, Code of Conduct, Harassment

Status: Closed

Outcome: Education

Case Type: Bullying, Hazing, Physical Misconduct

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Code of Conduct, Emotional Misconduct

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Other

Status: Closed

Outcome: Dismissed-Failure to State a Claim

Case Type: Physical Misconduct

Status: Closed

Outcome: Sanctions

Case Type: Emotional Harassment, Emotional Misconduct

Status: Closed

Outcome: Warning Letter

Case Type: Red Flag Cases

Status: Closed

Outcome: Red Light Appeal

Case Type: Bullying, Emotional Harassment, Harassment

Status: Closed

Outcome: Warning Letter

Case Type: Harassment
Status: Closed
Outcome: Warning Letter

Case Type: Harassment
Status: Closed
Outcome: Warning Letter

Case Type: MAAPP, SafeSport Cases, Harassment
Status: Closed
Outcome: Dismissed-Insufficient Information

Case Type: Bullying, Code of Conduct, Harassment, Emotional Misconduct
Status: Closed
Outcome: Verbal Warning

Case Type: Code of Conduct, Emotional Misconduct
Status: Closed
Outcome: Verbal Warning

Case Type: Code of Conduct, Emotional Misconduct, Retaliation
Status: Closed
Outcome: Education

Case Type: Bullying, Code of Conduct
Status: Closed
Outcome: Education

Case Type: Bullying, Emotional Misconduct
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Code of Conduct
Status: Closed

Outcome: Warning Letter

Case Type: Sexual Harassment, MAAPP

Status: SafeSport

Outcome: SafeSport

Case Type: Bullying, Emotional Harassment, Code of Conduct, Other, Harassment, Retaliation

Status: Closed

Outcome: Education

Case Type: Misconduct, Code of Conduct, Emotional Misconduct

Status: Closed

Outcome: Warning Letter

Case Type: Sexual Abuse, SafeSport Cases, Criminal Charges

Status: SafeSport

Outcome: SafeSport

Case Type: Sexual Abuse, SafeSport Cases, Criminal Charges

Status: Closed

Outcome: SafeSport

Case Type: Code of Conduct, Physical Misconduct

Status: Closed

Outcome: Dismissed-Failure to State a Claim

Case Type: Bullying, Code of Conduct, Harassment, Emotional Misconduct

Status: Closed

Outcome: Dismissed- Lack of Jurisdiction

Case Type: Code of Conduct, Physical Misconduct

Status: Closed

Outcome: Dismissed- Lack of Jurisdiction

Case Type: Other

Status: Closed

Outcome: Temporary Measure

Case Type: Red Flag Cases

Status: Closed

Outcome: Red Light Appeal

Case Type: Misconduct, Bullying, Code of Conduct

Status: Closed

Outcome: No Finding with Education

Case Type: Harassment

Status: Closed

Outcome: Verbal Warning

Case Type: Physical Misconduct

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: SafeSport Cases, Physical Misconduct

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Code of Conduct, Emotional Misconduct

Status: Closed

Outcome: Dismissed-Insufficient Information

Case Type: Bullying, Emotional Misconduct

Status: Closed

Outcome: Dismissed-No Policy Violation

Case Type: Bullying, MAAPP, Physical Misconduct, Harassment, Emotional Misconduct
Status: Closed
Outcome: Warning Letter

Case Type: Code of Conduct
Status: Closed
Outcome: Decision Issued with Recommendations

Case Type: Emotional Misconduct, Retaliation
Status: Closed
Outcome: Education

Case Type: Code of Conduct
Status: Closed
Outcome: Dismissed-Insufficient Information

Case Type: Harassment, Emotional Misconduct
Status: Closed
Outcome: Education

Case Type: Other
Status: Closed
Outcome: Education

Case Type: Sexual Harassment, Sexual Abuse, SafeSport Cases
Status: SafeSport
Outcome: SafeSport

Case Type: SafeSport Cases
Status: SafeSport
Outcome: SafeSport

Case Type: MAAPP
Status: Closed

Outcome: No Finding with Education

Case Type: SafeSport Cases

Status: SafeSport

Outcome: SafeSport

Case Type: MAAPP, SafeSport Cases

Status: SafeSport

Outcome: SafeSport

Case Type: SafeSport Cases

Status: SafeSport

Outcome: SafeSport

Case Type: Physical Misconduct, Emotional Misconduct

Status: Closed

Outcome: Warning Letter

Case Type: Emotional Harassment, Code of Conduct, MAAPP, Emotional Misconduct

Status: Closed

Outcome: Agreed Resolution

Case Type: Code of Conduct

Status: Closed

Outcome: Agreed Resolution

Case Type: Emotional Harassment

Status: Closed

Outcome: Education

Case Type: Code of Conduct, Emotional Misconduct, Retaliation

Status: Closed

Outcome: No Finding with Education

Case Type: Code of Conduct
Status: Closed
Outcome: Dismissed-No Policy Violation

Case Type: Other
Status: Closed
Outcome: Agreed Resolution

Case Type: SafeSport Cases
Status: SafeSport
Outcome: SafeSport

Case Type: Emotional Harassment, Emotional Misconduct
Status: Closed
Outcome: Education

Case Type: Physical Misconduct
Status: Closed
Outcome: Education

Case Type: Emotional Harassment, Code of Conduct
Status: SafeSport
Outcome: SafeSport

Case Type: Code of Conduct
Status: Closed
Outcome: Education

Case Type: Code of Conduct
Status: Closed
Outcome: Education

Case Type: Code of Conduct, Other
Status: Closed

Outcome: Transferred to DRT

Case Type: Sexual Harassment, SafeSport Cases

Status: SafeSport

Outcome: SafeSport

Case Type: Physical Misconduct, Emotional Misconduct

Status: Closed

Outcome: Verbal Warning

Case Type: Code of Conduct, Physical Misconduct

Status: Closed

Outcome: Warning Letter

USA Fencing Referees' Commission

Grassroots Referee Development Annual Report

June 2026

Submitted by: Lindsay Stapleton, Vice Chair of Grassroots Referee Development

Executive Summary

The Grassroots Referee Development program continues to make meaningful progress in strengthening the referee pipeline, improving educational resources, and creating more structured pathways for referee growth and retention. During the first half of the 2026 season, efforts focused on increasing observation activity, modernizing instructor resources, developing innovative training tools, and identifying opportunities to improve consistency and objectivity within the referee development process.

Significant progress has been made in updating Certified Referee Instructor (CRI) materials, expanding observation activity, and initiating projects that will support long-term referee recruitment, training, evaluation, and retention.

Season Accomplishments

Referee Recruitment and Development

Observation activity continues to increase significantly across the country, utilising the current google form / spreadsheet tool.

Observation Activity

Period	Observations Recorded
--------	-----------------------

August 1, 2025 – December 31, 2025	397
January 1, 2026 – June 8, 2026	526
Total as of June 10, 2026	923

With several months remaining in the fencing season, observation totals are expected to continue increasing.

Certified Referee Observers (CROs)

Current Active CROs: **109**

Certified Referee Instructors (CRIs)

Region	CRIs
Region 1	2
Region 2	5
Region 3	10
Region 4	8
Region 5	4
Region 6	4
International	1
Total	34

Ongoing Projects

CRI Seminar Updates

A comprehensive review and update of CRI seminar materials has been completed. All instructional materials have been revised and reformatted with the exception of the examination study guide, which is being held pending future Commission decisions regarding certification requirements.

Current Status

- Seminar materials updated and standardized.
- Content modernized to reflect current rules and instructional practices.
- First major update since 2018, aside from periodic revisions related to non-combativity rule changes.

Next Steps

- Establish a standing review committee responsible for semi-annual maintenance and updates.
- Develop a centralized document repository for CRIs through OneDrive or an equivalent platform.
- Create a video library containing examples of penalties, common actions, and instructional scenarios for all three weapons.
- Update the Exam study guide materials.

Interactive Beginner Referee Training Program

An interactive referee training platform has been developed by Medhat Elbakary to support new referee education.

The platform introduces:

- General rules knowledge
- Professional expectations
- Basic refereeing procedures
- Interactive learning assessments

The training experience is designed similarly to SafeSport and coaching education modules and could be integrated directly into the USA Fencing membership portal.

Benefits

- Provides standardized introductory training nationwide and reinforces knowledge gained from the USA Fencing rulebook.
- Ensures consistent foundational knowledge for new referees.
- Allows CRI seminars to focus more heavily on practical application, bout analysis, and question-and-answer discussions.

Current Status

The concept has received positive feedback from both Referees' Commission members and National Office staff.

Next Steps

- Develop a scope of work regarding compensation for project completion.
 - Integrate the training into the Membership Portal.
 - Determine whether completion should become a required step in the referee certification process.
-

Strategic Initiatives and Proposed Projects

CRI and CRO Analysis

A comprehensive review is underway to evaluate the geographic distribution and availability of CRIs and CROs throughout all regions.

Areas of focus include:

- Regional coverage gaps.
- Weapon-specific expertise.
- Observation opportunities for developing referees.
- Long-term instructor and observer succession planning.

A detailed analysis will be presented separately to the Commission.

Referee Observation and Development Platform

Work has begun on a proposal to replace the current Google Sheets-based observation system with a dedicated observation and development platform.

Current Challenges with Google Sheets

- Difficult navigation and administration.
- Inconsistent interpretation of observation standards.
- Subjective evaluation criteria.
- Repetitive and overlapping assessment questions.
- Limited developmental tracking capabilities.

Proposed Solution

Develop a web-based or application-based platform that allows approved CROs and CRIs to:

- Submit observations through a standardized interface.
- Utilize objective performance rubrics.
- Track referee development over time.
- Support transparent and consistent rating recommendations.

The project will explore adapting existing evaluation frameworks, including FIE and international referee development models.

Initial implementation would focus on ratings from P through R1, with future expansion possible.

Regional Event Referee Observer Program

To support referee retention and improve event quality, a referee observer requirement for selected regional events is proposed.

Purpose

Observers would:

- Mentor and support newer referees.
- Ensure adherence to tournament operational standards.
- Provide independent assessments of referee performance.
- Offer feedback regarding event execution and referee staffing.

Rationale

New referees frequently encounter "sink-or-swim" environments with limited support. This can negatively impact referee retention and development.

In addition:

- Parents, coaches, and athletes frequently seek more meaningful feedback mechanisms regarding event quality.
- Regional events have become increasingly significant within the current points structure and with the coming changes to event structures.
- Event costs continue to approach those of national tournaments, increasing expectations for consistency and quality.

A phased implementation beginning with SYCs and Division I-A ROCs could provide a practical starting point while simultaneously increasing observation opportunities.

Clarification of Referee Ratings and Advancement Pathways

Current rating descriptions leave room for significant interpretation, resulting in inconsistent application across observers and regions.

Goals

Develop:

- Clearly defined expectations for each rating level.
- Objective evaluation standards.
- Consistent advancement criteria.
- Greater transparency for referees pursuing advancement.

Proposed Framework

- Standardized points-based observation forms.
 - Defined competency benchmarks for each rating level.
 - Minimum observation requirements before advancement.
 - Multiple observer involvement for higher-level recommendations.
 - CRO and CRI observations limited to their primary weapon expertise.
 - Advancement through R1 managed through the observation process, with separate procedures for national-level ratings.
-

Challenges and Risks

Several initiatives will require careful planning and stakeholder collaboration.

Referee Observation and Development Platform

Development, testing, and implementation of a new platform will require technical resources and ongoing maintenance.

Regional Event Referee Observer Program

Additional staffing requirements may increase organizer expenses. Potential funding options include:

- Referee development donations
- National Office support
- Dedicated fundraising initiatives
- Other Commission-approved funding mechanisms

Rating Clarification Initiative

Achieving consensus regarding rating expectations and advancement standards will require extensive review and discussion. Regional differences in observation opportunities may also affect implementation.

Interactive Beginner Referee Training Program

Implementation will require:

- Project completion funding.
- Membership Portal integration.
- Formal Commission approval.
- Communication and rollout planning.

Long-term opportunities may include using the platform for annual education and continuing professional development requirements.

Decisions Requested from the Referees' Commission

The following items are presented for Commission consideration:

1. Beginner Referee Training Program

Upon implementation, should completion of the interactive training program become a required component of referee certification?

2. Observation Platform Rollout

Following development of a working prototype, what implementation timeline and adoption strategy should be pursued?

3. Regional Event Referee Observer Program

Should a referee observer requirement be implemented for selected regional events, and if so, what timeline and scope would be appropriate?

4. Rating Structure and Advancement Criteria

Should the Commission pursue adoption of standardized rating definitions, evaluation criteria, and advancement requirements developed through the Grassroots Referee Development program?

Milestones Achieved During First Six Months

Since assuming the role of Vice Chair of Grassroots Referee Development, the following milestones have been achieved:

- Initiated development of a national beginner referee training platform.
- Completed updates of CRI educational materials (excluding the examination study guide pending future review).
- Began development of an instructional video database for CRIs.
- Conducting an extensive review of CRI and CRO distribution and availability.
- Initiated development of a new referee observation and tracking platform.
- Developed proposals for objective evaluation standards and rating progression.
- Developed a proposal for referee observer implementation at regional events.

These initiatives collectively support the long-term goals of improving referee recruitment, education, evaluation, retention, and advancement throughout USA Fencing.

Respectfully Submitted,

Lindsay Stapleton

Vice Chair, Grassroots Referee Development
USA Fencing Referees' Commission

Amy “Emiko” J. Hever

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EXECUTIVE LEADER: NONPROFIT & CORPORATE SOCIAL RESPONSIBILITY

Accomplished social impact executive delivering measurable results to nonprofit and for-profit companies, ranging from smaller entities to larger, complex organizations.

CORE COMPETENCIES

Organizational Leadership	Strategy, Vision and Mission Planning
Fundraising & Revenue Generation	Personnel & Board/Volunteer Management
Cross-Sector Partnerships and Collaborations	Program Development and Evaluation
Government Relations and Advocacy	Finance and Budgeting
Marketing & Communications	Change Management

PROFESSIONAL EXPERIENCE

**Executive Director | MLB Players Trust,
Major League Baseball Players Association**
New York, NY | June 2021 – Present

Core Responsibilities

- Lead the strategic vision, operations, and growth of the MLB Players Trust, the charitable arm of the MLBPA, representing the collective philanthropic interests of all active Major League players.
- Oversee organizational rebranding, stakeholder engagement, program development, fundraising strategy, and global impact initiatives.
- Build and manage partnerships with players, donors, nonprofit leaders, corporate partners, and community organizations across the U.S., Latin America, and East Asia.
- Direct all programmatic, financial, and administrative functions, ensuring mission alignment, operational excellence, and measurable social impact.

Key Achievements & Impact

- **Rebranded and repositioned the MLB Players Trust**, modernizing its identity, messaging, and strategic priorities to better reflect players’ values, philanthropic interests, and global reach.
- **Rebuilt a comprehensive portfolio of charitable programs**, aligning initiatives with both individual player passions and the collective social impact goals of the MLBPA membership.
- **Launched a signature annual fundraising event** that convenes players, donors, supporters, philanthropists, and nonprofit leaders, establishing a new marquee platform for visibility, engagement, and revenue generation.
- **Designed and implemented innovative sports-based youth development initiatives** reaching more than **33,000 students annually** across the United States, Latin America, and East Asia.
- **Expanded global programming footprint**, strengthening partnerships with community organizations and leveraging baseball as a tool for education, leadership development, and social change.
- **Enhanced donor and stakeholder engagement**, cultivating new philanthropic partnerships and increasing opportunities for players to activate their charitable interests.
- **Instituted new operational systems and governance practices**, improving transparency, program evaluation, and long-term sustainability.
- **Elevated the Trust’s national and international profile**, positioning MLB players as leaders in athlete-driven philanthropy and community impact.

Executive Vice President, Social Responsibility | PHILADELPHIA 76ERS/Harris Blitzer Sports & Entertainment
Philadelphia, PA | Aug. 2014 – June 2020

Served as inaugural executive leader for the Philadelphia 76ers Social Responsibility Division responsible for building a sustainable platform to impact the life-long success youth in the region, building the cultural competencies of our employees, and serving as our state and city government liaison.

- Directed all philanthropic investments for the 76ers Community Relations team, Sixers Youth Foundation, and Wilt Chamberlain Memorial Fund, delivering programs that served 50,000 youth annually.
- Built and executed the division's program portfolio and evaluation framework, driving over \$6M in community investment since 2014, including 50,000 volunteer hours supporting 200,000 youth and 2,000 military members and veterans.
- Led city and state government relations for community initiatives across Camden, NJ and Philadelphia, PA, including service on the Governor's Advisory Commission on Asian American & Pacific Islanders.
- Launched the Sixers Youth Foundation in 2015, expanding philanthropic reach to more than 10,000 youth annually through signature initiatives and strategic partnerships.
- Designed and scaled "Project 76," the organization's flagship employee volunteer program, generating 50,000+ service hours and \$1.25M in community support.
- Established the Wilt Chamberlain Foundation's "last dollar" scholarship program, awarding renewable scholarships up to \$20,000 and supporting college readiness for 2,500+ high school students.
- Developed high-impact community programs with corporate partners including Toyota, Temple University, StubHub, Firsttrust Bank, Virtua Healthcare, Rothman Jefferson Healthcare, NJM Insurance, and Giant Food Stores.
- Led fundraising strategy for all foundation entities, raising \$4.5M in four years with a gala netting more than \$0.75 per dollar raised.
- Directed all marketing and communications for the division, growing digital audiences by 10,000+ and securing consistent earned media coverage averaging twice monthly.

Senior Advancement Officer | SMITHSONIAN INSTITUTION, ASIAN PACIFIC AMERICAN CENTER
Washington, DC | July 2012 – August 2014

Responsible for leading advancement and fundraising operations for the Smithsonian Asian Pacific American Center, while serving as a key liaison for operations, communications, and government relations. The Center's mission is to illuminate the contributions, histories, and experiences of Asian American and Pacific Islander communities through arts, culture, and the humanities.

- Designed and executed the Center's first capital campaign fund development plan.
- Surpassed annual fundraising goals for the Indian American and Japanese American initiatives (target: \$1.5M).
- Advanced the Center's educational outreach and public programming, representing APAC at high-visibility events including:
 - Premiere of George Takei's documentary *To Be Takei* (AARP).
 - Google Hangout series with the White House Initiative on AAPIs featuring Lisa Ling and Maulik Pancholy.
 - "Gourmet Intersections: Asian-Latino Food Crossings" panel with White House Chef Cristeta Comerford, PBS host Pati Jinich, and Iron Chef judge Trevor Corson.
 - *Fighting for Democracy* stage performance in partnership with the National Constitution Center.
- Served as media relations lead for exhibitions and programs, securing national and international coverage including AP, BBC, Washington Post, Wall Street Journal, Reuters, and the U.S. Department of State Foreign Press Office.
- Managed high-level relationships with key stakeholders including the Smithsonian APAC Board of Directors; Secretary Norman Mineta; Secretary Eric Shinseki; W.K. Kellogg Foundation; Ford Foundation; Japanese Chamber of Commerce & Industry of New York; Kraft Foods; Congressional Asian Pacific American Caucus; and Booz Allen Hamilton's APA Forum/Diversity Forum.

Executive Director | SCHOOLHOUSE CHILDREN'S MUSEUM & LEARNING CENTER
Boynton Beach, FL | July 2010 – June 2012

Responsible for leading and managing the Center's operations including fundraising, marketing, programs and exhibitions, personnel and board development and facility management. The Schoolhouse is a museum space housed in a historic schoolhouse in Boynton Beach, dedicated to providing hands-on early learning opportunities through STEAM (science, technology, engineering, arts and mathematics) education.

Represented my first executive director level position, with objectives of building a financially sustainable organization, revising the Center's vision and mission for the long-term future, and addressing the programmatic and event focus for a city with evolving demographics.

- In partnership with the City of Boynton Beach, facilitated the Center's first long range strategic plan honoring the site's historic roots, while addressing the needs of new audiences and community demographics.
- Implemented new program mix with a focus on early-learning priorities, multi-lingual classes and off-site (outreach) events and activities.
- Managed facility operations, including the renovation of the historic building, including new exhibition hall, as well as the development of an outdoor community garden.
- Increased revenues and revenue-generating opportunities for the Museum, moving the organization operations into the black in the first year.

Director of Advancement | MORIKAMI MUSEUM & JAPANESE GARDENS
Delray Beach, FL | 2007 – 2010

Responsible for the newly formed Office of Advancement, which included the fundraising, marketing, public relations and events for the organization. The Morikami Museum & Japanese Gardens is a nonprofit organization operating in partnership with Palm Beach County Parks & Recreation whose mission is to share the living history, art and culture of Japan, through its expansive gardens, museum exhibitions, cultural festivals, theater programs, and café.

- In partnership with the board and county leadership, rebranded the Morikami, providing a fresh look and revised mission balancing the museum's focus on history and art with the contemporary culture of Japan, resulting in an increase in overall attendance, and diversification of audience demographics – including expanded program offerings for youth and teens.
- Restructured the advancement department bringing together the fundraising, marketing, communications and events staff, investing in the professional development of the team members and new recruits.
- Diversified fundraising streams and implemented a disciplined relationship-driven culture of philanthropy increasing new memberships by 30% in 2009 at height of economic recession.
- Enhanced local, regional and national media relations including editorial and interview selections for ABC, Good Morning America, The Wall Street Journal.
- Collaborated with Parks and Recreation partners to co-facilitate 5-year strategic plan.
- Served as liaison to Consulate of Japan in Miami office and museum media spokesperson.

Director of Development | THE CATHEDRAL FOUNDATION
Newark, NJ | 2005 – 2007

The Cathedral Foundation supported the programs and services of Catholic Charities of the Archdiocese of Newark, Mount Carmel Guild Behavioral Health System and the Cathedral Healthcare System.

Responsible for supporting the fundraising activities of the hospital system, 60 social service programs, and a behavioral health system. This includes activities related to the management of an annual giving and major giving program; stewardship events; the management of all development operations. Reported directly to the Chairman of the Board for the Catholic Health and Human Services organization.

CRM Project Manager | THE SCRIPPS RESEARCH INSTITUTE

Jupiter, FL & LaJolla, CA | 2005

Scripps Research (previously The Scripps Research Institute), is a nonprofit biomedical research organization headquartered in California, with a now established sister facility in Florida. Scripps is considered one of the largest research organizations of its type in the world, providing cutting-edge medical treatments and innovations complemented with a host of graduate programs and studies.

Responsible for converting Scripps’ national CRM software to a new web-based platform that would accommodate the growth and specialized fundraising and stewardship needs of a multi-site research campus.

Development Operations Manager | AMERICAN RED CROSS, SOUTH FLORIDA

West Palm Beach, FL | 2002 - 2005

Responsible for establishing and directing all fundraising gift, reporting and event processes and policies for a high-volume development operation. Directed the chapter’s direct mail programs and implemented the organization’s first CRM platform to track communications and stewardship activities across all Red Cross functions. Reported to the Director of Development.

BOARD & COMMITTEE SERVICE

- **Pitch In for Baseball & Softball, Advisory Board Member** 2023 – Present
- **FBI Citizens Academy Alumni Association Philadelphia Chapter, Board Member** 2025 – Present
- **National Veterans Network, A Coalition of Japanese American Veteran Organizations, Advisory Board Member** 2016 - Present
- **Diversity & Inclusion Committee, Harris Blitzer Sports & Entertainment, Member** 2019
- **Pennsylvania Governor Tom Wolf’s Commission on Asian Pacific American Affairs, Commissioner** 2014 - 2019
- **Association of Fundraising Professionals Palm Beach County, Trustee/Scholarship Chair** 2011 - 2012
- **Women’s Chamber of Commerce Foundation of the Palm Beaches, Trustee** 2011 - 2012

SPEAKING ENGAGEMENTS

- **National Veterans Network – Public Program, Panelist, The Evolution of Japanese American Baseball** 2026
- **Temple University, Drexel University, NYU, Guest Speaker – Various topics on Sports Philanthropy** Ongoing
- **Exponent Philanthropy Annual Conference – Session Presenter “Collaboration Wins! A Playbook for Building a Championship Team Designed for Impact** 2023
- **Guest Presenter, Temple University, Drexel University, NYU**
- **Green Sports Alliance Summit, Moderator - Chalk Talk on “Sports Philanthropy on Purpose” featuring Hall of Famer, Dave Winfield** 2022
- **Executive Women of the Palm Beaches, Keynote– Women in Leadership Awards Luncheon** 2022
- **Pennsylvania Community Alliance Summit, Presenter** 2019
- **Chamber of Commerce Southern New Jersey**
 - *Panelist, “Strengthening Your Business Brand By Uplifting Community Health* 2018
 - *Panelist, “Nonprofit Philanthropy Network Series”* 2016
- **White House Youth Forum for Asian Americans & Pacific Islanders, Panelist** 2013
- **Office Depot Foundation – Annual Civil Society Leadership Symposium, Session Facilitator** 2012
- **State of Florida, Department of Cultural Affairs, Grant Panelist** 2011
- **American Alliance of Museums, Museum Advocacy Day, Delegate** 2011, 2012

EDUCATION

Binghamton University – State University of New York

B.A.: History & East Asian Studies

Honors: Golden Key National Honor Society

University of Pennsylvania in partnership with the Satell Institute

Corporate Social Responsibility: A Strategic Approach Course

Stanford University School of Earth, Energy & Environmental Sciences

Strategies for Sustainability Course

Kelly Feilke (he / him)

Colorado Springs
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Olympic & Paralympic Executive | Board Advisor | Revenue, Governance & Growth Strategy

BOARD QUALIFICATIONS – USA Fencing

- 25+ years of Olympic and Paralympic leadership across global brands, agencies and multiple NGBs; experience across eight Olympic Games.
- Trusted partner to global brands including Nike, P&G, Comcast, Target, AT&T, Visa and NBC.
- Led and influenced partnership programs representing hundreds of millions in brand investment across Olympic sport properties.
- Deep expertise across the Olympic ecosystem (IOC, USOPC, USOPP, LA28, NBC, NGBs, athletes), with a strong understanding of governance structures and stakeholder dynamics.
- Strategic leader skilled at aligning commercial growth initiatives with broader organizational priorities including membership, athlete performance and brand positioning
- Experience working closely with executive leadership and Boards to support strategic decision-making and organizational direction.
- Proven ability to operate in complex, high-stakes environments, including organizational transformation and reputational recovery.
- Collaborative but independent perspective, contributing informed viewpoints to senior leadership and governance discussions.

EXPERIENCE

Aspen One (Aspen, CO)

VP of Partnerships

Dec 2025 – Present

Aspen One is an integrated mountain, hospitality and experiences company generating \$1B+ in annual revenue.

- Designing Aspen One’s enterprise partnership model across ski, luxury hotels and curated experiences to unlock larger multi-platform investment.
- Built executive alignment around a new commercial framework shifting partnerships from transactional sponsorships to strategic brand platforms.
- Established priority partner strategy focused on access to a highly affluent, influential audience.
- Advising senior leadership on long-term partnership strategy and enterprise value creation.

USA Gymnastics (Indianapolis)

VP of Partnerships

Oct 2022 – Dec 2025

- Rebuilt USA Gymnastics’ commercial partnerships following the Larry Nassar crisis, exceeding revenue targets by 75% while attracting blue-chip partners including Comcast, Target, Keurig Dr Pepper and P&G.
- Led corporate partnerships, NBC relationship, event marketing, docuseries creation, merchandise sales.
- Secured Comcast, Target and Keurig Dr Pepper partnerships directly; brought historic Nike partnership to close, and directed external agency to close Samsonite, Skippy and additional brands.
- Drove NBC broadcast renewal, strengthening storytelling and partnership value while securing best-in-class financial terms.
- Partnered with executive leadership during a critical organizational rebuild, aligning commercial strategy with broader stakeholder and reputational priorities.

USA Climbing (Salt Lake City)

VP of Marketing & Communications

Oct 2019 – Jun 2022

- Led marketing, communications, advocacy, corporate partnerships and ESPN broadcast relationships across events, foundation, high performance and membership teams, aligning commercial strategy with broader organizational objectives.
- Exceeded partnership sales targets by 300%, securing Prudential and YETI while expanding Clif Bar and other endemic partnerships.
- Developed enhanced ESPN broadcast model and improved social media strategy that moved USA Climbing into the top 25% of NGBs for reach and engagement.
- Secured extensive national media coverage ahead of Climbing's Olympic debut including AP, New York Times, LA Times, USA Today and Wall Street Journal.

Olympic Marketing Consultant

Toyota (Dallas / Fort Worth)

Feb – Aug 2019

USA Triathlon (Colorado Springs)

Sep – Dec 2018

- Provided strategic oversight for Toyota's domestic Olympic and Paralympic NGB partnerships and activation planning.
- Supported Toyota's global OP activation including athlete and influencer content strategies.
- Advanced strategic initiatives for USA Triathlon including Toyota partnership, brand research and donor development.

USA Cycling (Colorado Springs)

Executive Director of Marketing

Mar 2015 – Apr 2018

- Led marketing, partnerships and brand strategy across athletics, national events, membership, foundation and event services, aligning commercial strategy with broader organizational objectives.
- Grew partnership revenue by 40%, securing new partners including Chobani and expanding Volkswagen investment by 30% amid diesel scandal.
- Rebuilt the organization's brand and media strategy, increasing social media audience by 140% and livestream audiences by 75%.
- Strengthened media relationships and improved brand sentiment through transparent communications and proactive reputation management.

The Patrón Spirits Company (Dallas / Fort Worth)

Director of Strategic Partnerships

Sep 2014 – Feb 2015

- Managed a \$20M global partnership portfolio including motorsports, NBA/NHL venues and major events.
- Led B2C and B2B activation strategies across owned, earned and paid media platforms.

Elevate (Dallas / Fort Worth)

Marketing Consultant

Jul 2013 – Aug 2014

- Helped launch an employee emergency credit fintech brand, developing B2B marketing strategy including thought leadership, influencer collaborations and experiential events.
- Grew network reach to more than one million employees in less than one year.

RadioShack (Dallas / Fort Worth)

Director of Partnership Marketing

Nov 2009 – Feb 2013

- Directed a \$20M portfolio spanning athletes, CSR initiatives, music festivals, events, vendor properties.
- Led negotiations, integrated marketing activation, agency management and ROI measurement.
- Generated more than \$17M for the fight against cancer through cause marketing campaigns and point-of-sale initiatives.
- Navigated challenging Lance Armstrong crisis, led contingency planning and counteracted adverse brand exposure.

USA Gymnastics (Indianapolis)

Senior Director of Marketing

Jul 2005 – Oct 2009

- Led brand marketing, partnerships and premier event marketing for one of the largest Olympic NGBs.
- Secured Procter & Gamble’s first Olympic NGB partnership and managed sponsorship portfolio including adidas, AT&T, NBC, Tyson and Visa.
- Increased sponsor activation and incremental investment by 500% compared with the previous quadrennium.
- Co-produced award-winning digital series USA Gymnastics: Behind the Team presented by AT&T.

Sports Marketing Consultant (Dallas / Fort Worth)

Jan 2004 – Jul 2005

- Provided marketing framework for United Supermarkets Texas Tour and other endurance events.

Career Sabbatical

International Travel

Sep 2002 – Dec 2003

- Traveled extensively across the Caribbean, Central America, Mexico and the United States following the Nestlé acquisition of PowerBar and resulting liquidity event.

Nestlé (San Francisco)

Senior Manager, PowerBar Sports Marketing

Apr 1999 – Aug 2002

- Managed a \$5M sponsorship portfolio and oversaw \$20M in activation across endurance sports and Olympic properties.
- Rebuilt field marketing strategy to better align sports marketing investments with brand growth.
- Worked with properties including USOC, Boston and New York Marathons, NBA teams, NCAA programs, PGA events and the X Games.

Lang & Associates (Atlanta)

Associate

Jan 1995 – Mar 1999

- Managed sports marketing programs for Coca-Cola, MasterCard and Samsung.
- Supported sponsorship activation across the 1996 and 1998 Olympic Games as well as FIFA, MLB, MLS, NASCAR, NBA and NHL properties.

EDUCATION

University of Texas at Austin

BBA, Marketing

Student-Athlete – Road Cycling

RELEVANT SKILLS

Olympic & Paralympic Ecosystem Expertise
 Executive Stakeholder Management
 Commercial Strategy & Revenue Growth
 Corporate Partnership Development
 Strategic Business Development
 Enterprise Partnership Platforms

Brand Partnerships & Sponsorship Strategy
 Cross-Functional Leadership
 Agency & Partner Management
 Integrated Marketing & Activation
 Negotiation & Deal Structuring
 Data-Informed Commercial Decision Making

USOPC ADVISORY ROLES (Selected)

Commercial Working Group

Jan – Dec 2025

Athlete Marketing Program (AMP) Advisory Group

Apr – Aug 2020

F. Skip Gilbert

(914) 325-6311 (cell) - FSkip.Gilbert@gmail.com
<https://www.linkedin.com/in/fskipgilbert/>

Senior Executive Officer: CEO/COO/CRO

Highly accomplished strategic leader with a strong track record for delivering revenue results, increasing organizational value and acting as a change-agent. A motivational impact leader with exceptional skill sets in strategic planning at top corporate and business levels. Operates with a high degree of integrity, trust, accountability, responsibility and passion.

CORE COMPETENCIES: Executive Management (Profit & Non-Profit), Strategic Planning, Business Development, Event Planning & Operations, Commercial Sales & Sales Management, Marketing/Communications (Digital, Broadcast, Print), Financial Management, Negotiating, Change Management, Publishing & Content Development, CRM Development, International Relations, Legal Review & Compliance.

PROFESSIONAL EXPERIENCE

U.S. Youth Soccer Association (USYS)

2020-2025

Chief Executive Officer

Frisco, TX

- Led a staff of 56, oversaw a budget of \$22M.
- Rewrote USYS's Mission & Vision statements.
- Guided one of the largest youth sport organizations in the country through the pandemic.
- Increased annual revenue from \$18M to \$22M (21%).
- Wrote USYS's first Strategic Plan which resulted in USYS securing three (3), million-dollar surplus years in a row, never accomplished by USYS allowing us to add to the USYS Reserve Fund.
- Orchestrated a growth strategy to leverage the 2026 Men's World Cup in the US.
- Created the USYS University and League America concepts, developed staffing support and integrated it across the State Associations.
- Developed an asset structure to attract corporate partners, created promotional taglines.

U.S. Anti-Doping Agency (USADA)

2018-2020

Managing Director – Operations, Marketing & Development

Colorado Springs, CO

- Oversaw 75 total staff with an operating budget over \$15M.
- Direct supervision of the Athlete Integrity & Sport Solutions Group which includes the Olympic Operations Team, the Drug Control Officer (DCO) Operations Team, and the Premier Sport Operations Team.
- Generated philanthropic and corporate fundraising opportunities for TrueSport programs.
- Designed the long-term 2024-2028 Strategic Plan for operations and development initiatives and the annual tactical planning guide.
- Oversaw all marketing and promotion activities, to include USADA and TrueSport brand assets, as well as dissemination and communication of brand to internal staff and closely related stakeholders.

Championship Services Group

2016-2018

Founder & President

Westport, CT

- Client: CSM LeadDog. Launched sponsorship sales effort for Fotografiska, the first major cultural museum to be built in New York City since 1977. Led all sales development, presentations and negotiations.
- Client: Physimax Technologies. Wrote strategic sales, marketing and communication plan for the development and growth in the U.S. for this Israeli-based SaaS start-up. Recruited sales staff.
- Client: CSM. Launched the partnership sales strategy for the 2018 Rugby Sevens World Cup.
- Client: PSA. Developed strategic plan while exploring an ancillary event business in sport. Stabilized and repositioned PSA to best attract Federal contracts within a changing US Government landscape.
- Client: Times-7 Sport. Wrote the strategic plan for sales and market share development of this New Zealand Company for timing products throughout the US.

United States Tennis Association (USTA)

2012-2016

US Open Tournament Manager & Managing Director, Professional Tennis Operations

White Plains, NY

- Led event operations at the US Open, the world's largest annual sporting event, managing a \$60M budget and a staff of 29 which grew annually to over 500 staff and volunteers leading up to and during the US Open.
- Developed a changing culture for the players at the US Open by leading a cross-functional development team. The results received higher marks in the annual Player survey of Grand Slam tournaments.
- Ensured compliance and cooperation with the US Olympic Committee (USOC), the US Anti-Doping Agency (USADA), the Tennis Integrity Unit (TIU), WTA, ATP and the International Tennis Federation (ITF).
- Delivered strategic initiatives for the USTA Pro Circuit Department and Officiating Department, including education support mechanisms and the introduction of online training.
- Directed the overall operations of the W&S Open, the BB&T Atlanta Open and over 90 Pro Circuit tournaments.

USA Triathlon

2005-2011

Chief Executive Officer

Colorado Springs, CO

- Led this NGB through its most explosive growth period in its history, growing membership 171% from 52k to 135k. Increased annual revenue over 6-years by 98.2% from \$5.5M to \$11.5M. Grew investment account by 333% from \$1.5M to \$6.5M. Increased staff by 143%, from 22 to over 50. Generated a total transformation of organizational culture to ensure long-term growth of the NGB and the sport.
- Developed new organizational structure; refurbished website with new social media applications; redesigned the membership magazine; restructured IT platform; authored annual strategic plans; created staff development programs; managed governance board, committee and volunteer involvement.
- Sold USAT's largest corporate partnership, Hy-Vee, that provided the largest prize-purse (\$1M) in sport history, equal for men and woman. Led organizational events including seminars, conferences and national competitions.
- Named by a global sport consulting group as being one of the "Best American Sport Success Stories of the Decade" and named one of the "Best Places to Work" by the Colorado Springs Business Journal.

OLYMPIC BOARDS

National Governing Bodies Council (NGBC)

NGBC Chairman - Elected by NGB Membership (2008-2010)

The NGBC represents the interests of the 47 National Governing Bodies ("NGB") and Paralympic Sports Organizations ("PSO") while ensuring effective communication between the NGBC and the USOPC.

USOPC Governance Reform Committee

USOPC Development Committee for SafeSport

NGBC Representative for USAT and the USTA

Association of the Chief Executives of Sport (ACES)

Co-Founder (2007)

Chairman of the Board - Elected (2007-2010). Re-elected (2022-2025)

ACES is a 501(c)(6) association of over 60 NGB CEO's. Its mission is to support and enhance the business interests of non-profit member sport organizations, share best practices, promote professional development and formulate a collective voice on common issues.

Aspen Institute – Project Play

Appointed Chair (2015-2016) of four (4) Working Groups: Grow Sport Sampling; Multi-Sport Clubs; Leverage Pro Leagues; Educate & Empower Parents.

Founding Coalition Partner (2023) – Reducing ACL injuries in young athletes.

SOCCER CAREER

Professional & Amateur Goalkeeper

- Sheffield United, England and USV Elinkwijk, Holland – Trained with both clubs
- NASL's Tampa Bay Rowdies - ASL's New Jersey Eagles - AISA's Columbus Capitals
- U.S. Olympic Development Team – President's Cup Tournament in South Korea
- NCAA *All-American*: Two-time First Team Division 1; NCAA *All-New England*: Three-time Division 1
- Hermann Award Finalist - Senior Bowl Starter - Two-time UVM Team MVP
- Athletic Hall of Fame Election at The Lawrenceville School & The University of Vermont
- National Sports Festival East Team – Gold Medal

ADDITIONAL EXPERIENCE

USA Swimming

Chief Marketing & Sales Officer - Assistant Executive Director

US Soccer

Vice President of Sales

Arena Football League

Vice President – Corporate Partnerships & Publishing

The Sporting News

New York Sales Manager & National Sales Manager

PUBLISHED

- Sports Business Journal
- Dallas Morning News
- Quoted for stories: New York Times, Chicago Tribune, Wall Street Journal, AP.
- Podcast Appearances: Regular contributor across sport sites including Sports Travel, Youth Inc. with Greg Olson.
- Wikipedia page: https://en.wikipedia.org/wiki/Skip_Gilbert.

EDUCATION

USOPC & Kellogg School of Management

Colorado Springs, CO & Chicago, IL

Olympic Sport Leadership Certification, 1-year post-graduate program

The University of Vermont

Burlington, VT

BA in Economics and Political Science

The Lawrenceville School

Lawrenceville, NJ

Preparatory High School



ERIK A. MOSES

Fiesta Sports Foundation

Executive Director & CEO

Ushering in a new chapter in the Fiesta Sports Foundation's storied history, seasoned sports executive and business leader Erik Moses joined as Executive Director and Chief Executive Officer on December 1, 2022.

Moses has led the Fiesta Sports Foundation with an approach that leverages the organization's rich history with innovation, enhancing the Fiesta Sports Foundation reputation as a national player in college football and an impactful local community leader across the state of Arizona. Under his direction, the organization previously known as the "Fiesta Bowl Organization" has rebranded to the Fiesta Sports Foundation and launched its first integrated organizational marketing campaign to better communicate the year-round breadth and scope of the Foundation's activities and impact. He has restructured the foundation to install greater expertise and experience in the areas of community engagement, volunteer engagement, event management, marketing and finance, as the Foundation seeks to cement its place within the expanded College Football Playoff system while continuing its half century of positive community impact for the State of Arizona. He has built a team that is delivering in new and enhanced ways to achieve the Foundation's mission -- to produce positive economic impact and distribute charitable resources across the state of Arizona through world-class sporting events, unparalleled hospitality and life-changing community impact.

For more than two decades, Moses has built successful ventures for sports and entertainment properties through the creation of innovative events and development of community-centric programming and as a leader in elevating teams and organizations. He comes to Arizona with a proven track record as an attorney, entrepreneur, economic development professional and chief executive.

Prior to joining the Fiesta Sports Foundation, Moses held the role of President & GM of Nashville Superspeedway, making him the first Black person to hold that title at any NASCAR track in the sport's history. Moses led the efforts to reopen and revitalize the Nashville Superspeedway -- which had been dormant for nearly 10 years. The sold-out inaugural Ally 400 on Father's Day 2021 marked the first NASCAR Cup Series race for the facility, the first Cup Series race in the Nashville market since 1984 and the first full grandstand sellout for NASCAR since the start of the COVID-19 pandemic.

Prior to that role, he led three sports and entertainment organizations in Washington, D.C. for more than 12 years. As CEO of the DC Sports and Entertainment Commission, Moses oversaw the formation and founding of the Military Bowl and facilitated the creation of the AT&T Nation's Football Classic featuring the tradition, unity and heritage of Historically Black Colleges and Universities (HBCUs). While in DC, he was also influential in the successful recruitment of MLB to the Nation's Capital and the construction of the acclaimed Nationals Park - home of the MLB Washington Nationals and cornerstone of the revitalization of the Southwest area of Washington, DC into a vibrant destination point of the city.

As senior vice president of Events DC (Washington Convention & Sports Authority), Moses solidified his expertise in sports tourism, venue management and event creation as the chief advocate for sports, entertainment and live events in the Nation's Capital. He managed multiple venues – including the historic RFK Stadium, the DC National Guard Armory, the Entertainment and Sports Arena at St. Elizabeths and the Walter E. Washington Convention Center. His responsibilities included creating industry-leading partnerships with A-list brands to support local events, overseeing a robust community grants program and maintaining strong relationships with local college athletic programs, major league sports teams and their governing bodies and local government.

Moses' last stop in Washington was as the founding President of the DC Defenders of the newly launched XFL spring professional football league, where he guided all aspects of the team's business operations and fan experience. The team quickly became a standard bearer of the league in the areas of gameday experience, ticket sales, corporate partnerships, content and community engagement.

Before beginning his career in the sports and entertainment space, Moses excelled in a career that included being the first Director of the District of Columbia's newly constituted Department of Small and Local Business Development, as a Director of Business Development and Senior Legal Counsel at AOL, and as an attorney at Dow Lohnes PLLC and Fisch Sigler, LLP. He served as an adjunct professor in the renowned Sports Industry Management Program at Georgetown University's School of Continuing Studies.

A devoted advocate for the communities where he lives and works, Moses currently serves as a national trustee for Boys & Girls Clubs of America – Pacific Region, on the board of directors of the McLendon Foundation, the board of trustees for Cumberland University, the board of directors for the DC Jazz Festival and Experience Scottsdale. He is a frequent guest speaker for public and private companies, civic organizations, nonprofits and sports organizations, including The Hershey Company, Dow, Graphic Packaging International, BIC, Match Group, Nestle, Kindred Hospitals, Nextar Media Group, Belmont University, and Kappa Alpha Psi Fraternity, Inc. among others.

Moses received his B.A. in Political Science from the University of North Carolina at Chapel Hill and his J.D. from the Duke University School of Law. He holds an honorary Doctorate of Humane Letters from LeMoyne-Owen College and is a member of the bar in both Maryland and the District of Columbia.

**Report of the USA Fencing Nominating Committee
June 10, 2026**

Members: Harrison Hue (Chair), Iana Dakova, Al Kidd, Cody Mattern OLY, Kat Holmes OLY (Athlete), Ellen Geddes PLY (Athlete).

Staff Support: Jess Saxon, Phil Andrews

Report & Process

The Nominating Committee carried out the task of evaluating candidates nominated from the membership, from Board members and from a wide outside search in order to offer 4 individuals and 1 incumbent to the Board for their consideration; the biographies of those advancing follow at the end of this report.

The Committee advanced Ms. Pagnanelli to the Board as an incumbent, and set her candidacy aside separate to the remaining candidates as a seated Director.

The nominating committee first culled the initial list by ranked choice of the Committee based upon the biographical information available on each perspective candidate. This exercise left the Committee with 8 to consider. Some 17 candidates were eliminated at this stage, and a further 1 candidate was ineligible to serve as an Independent Director and was eliminated.

The process then moved to interview rounds, the Committee took interviews in pairs and arrived at an overall score based upon the feedback from those interview rounds.

The Nom Com thanks all candidates who put their names forward to volunteer in the leadership of USA Fencing.

Nominations advanced for consideration of the Board of Directors, to begin terms on 1 September 2026, two of the five to be appointed.

Existing Independent Directors

Andrea Pagnanelli (New York NY) – Incumbent Independent Director

In line with Nominating Committee’s way of working at this moment, Andrea Pagnanelli is put forward to her peers to retain or not retain her seat as an Independent Director.

New Independent Directors – In Order of NomCom Vote Scoring.

1= Erik Moses (Scottsdale, Arizona)

Mr. Moses currently serves as Executive Director/CEO of the Fiesta Sports Foundation, which runs the Fiesta Bowl, an Arizona-based non-profit which works within the expanded College Football Playoff infrastructure, anchored by the Fiesta Bowl and Guaranteed Rate Bowl, along with a year round set of events of and charitable initiatives.

Mr. Moses has an extensive background. A lawyer by training; he has served as the President and General Manager of Nashville Superspeedway, as Team President of the DC Defenders (XFL), CEO of the DC Sports and Entertainment Commission and a senior leader at Events DC.

Mr. Moses graduated from UNC Chapel Hill, and earned his JD at Duke. He serves on as a National Trustee for Boys and Girls Clubs of America as well as on the Boards of Cumberland University, Experience Scottsdale, The McLendon Foundation and the Coca-Cola Bowl Season.

2= Amy Hever (Philadelphia, Pennsylvania)

Ms. Hever is currently the Executive Director of the MLB Players' Trust, the charitable arm of the MLBPA, where she helps advance player-driven causes and community initiatives both in the USA and abroad. Her career spans the sports, nonprofit and cultural sectors with leadership roles across for-profit, nonprofit and governmental organizations.

Before the Players Trust, Hever led social responsibility and community work for the Philadelphia 76ers, held a senior advancement role at the Smithsonian's Asian Pacific American Center, helping bring to life initiatives such as the "Beyond Bollywood" exhibition.

Hever is a proud hapa of Japanese, Irish and German heritage. She grew up in Bergen County, New Jersey and spent 3.5 years living in Tokyo. She graduated from Binghamton University in East Asian Studies; and serves on the Advisory Board of the National Veterans Network and as a Commissioner on the Pennsylvania Governor's Commission on Asian Pacific American Affairs

3= Skip Gilbert (Weston, Connecticut)

Mr. Gilbert currently serves as an EVP at Capelli Sport, after decades of leadership in the US Olympic & Paralympic movement. Mr. Gilbert served as Chairman of the Association of Chief Executives in Sport (ACES), the trade association of non-profit sport leaders, and separately as Chairman of the NGB Council, the Council of the US Olympic & Paralympic Committee dedicated to NGBs; as well as the USOPC Governance Reform Committee.

His Executive level experience includes leadership roles at US Youth Soccer, USA Triathlon,

the US Tennis Association, USA Swimming, US Soccer and the US Anti Doping Agency.

Mr. Gilbert was a professional goalkeeper in soccer and trained as part of the US Olympic Development team for the 1984 Olympic Games; and trained with Sheffield United in England, playing at his highest level for the NASL's Tampa Bay Rowdies.

Mr. Gilbert graduated from the University of Vermont where is a member of the Athletics Hall of Fame, and holds a Leadership Certificate in Olympic & Paralympic Sport Leadership from Northwestern University. He serves as an Advisor to Avenue One Creative, Riptide Racing and on the Sport Committee of World Lacrosse.

4 = Kelly Feilke (Colorado Springs, Colorado)

Mr. Feilke is an experienced sports and partnership marketing executive with deep experience, particularly in the Olympic & Paralympic movement. He currently serves as SVP Partnerships & Commercial Strategy at DanceOne; the world's leading conglomerate of Dance brands.

Mr. Fielke previously served as VP Partnerships as Aspen One; VP Partnerships at USA Gymnastics and Vice President, Marketing & Communications at USA Climbing as well as an Olympic & Paralympic consultant with Toyota and in roles at USA Triathlon. He has served on the USOPC Commercial Working Group, and Athlete Marketing Program Advisory Group.

Mr. Fielke graduated from the University of Texas at Austin in Marketing, and has a producer credit on the 2007 production USA Gymnastics: Behind the Team.

USA Fencing Member Code of Conduct

Effective August 1, 2026

The purpose of this Code of Conduct is to establish the United States Fencing Association's ("USFA") expectations for all those engaged in this great sport of fencing. This Code of Conduct establishes the policies and expectations designed to foster a positive environment and uphold good sportsmanship. By practicing these shared values we can create a culture that empowers and supports all members of the fencing community.

Except as provided by law, sanctions implemented by organizations outside of USFA, including international bodies such as FIE or WAS, do not limit the applicability of this Code of Conduct or the ability of USFA to impose additional sanctions. This includes sanctions for conduct that occurs at international events. USFA's authority under this Code of Conduct and other references such as the Athlete Handbook are not conditional in any way on any sanctions applied for international conduct, including if those international sanctions are set aside, reversed on appeal, or in any other way not implemented.

This Code of Conduct applies to the following individuals at all times: all members of USFA, Board of Directors members, officers (including division officers), committee members, task force members, working group members, resource team members, hearing panel members, volunteers, employees of USFA, officials, athletes, coaches, spectators, contractors, and others appointed or authorized to act on behalf of the USFA (collectively, "Members").

The USFA's Codes of Conduct requires all participants in USFA activities to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As Members of USFA, we all must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. Specifically, compliance with the Ted Stevens Olympic and Amateur Sports Act ("the Act"), the USOPC Bylaws, all USFA policies and procedures, and state and federal laws.

As a Member of USFA, you are committed to fair competition and respect for other Members, including athletes, coaches, referees, volunteers, tournament officials, spectators, and fans. You understand that sportsmanship is a key tenant of competition and will exhibit the qualities of sportsmanship at all times.

This Code of Conduct includes, but is not limited to, following the below requirements:

- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct.
- Conduct yourself in a dignified, professional manner relating to emotions, language, attitude, and actions.
- Respect the rights, dignity and worth of all opponents, coaches, referees, officials, administrators, parents, fencers and spectators regardless of race, creed, color, disability, religion, national origin, ethnicity, gender or sexual orientation.

- Engage in no verbal, written, or physical threats or have any unwanted physical contact with others.
- Respect your competitors and other members of the fencing community in person or via electronic or phone communication or social media. Accordingly, you will not bully, harass or otherwise be disrespectful or disparaging to others.
- Respect the autonomy, dignity, and competitive integrity of parafencers and all athletes with disabilities. Recognize that adaptive equipment, mobility aids, and classification-related accommodations are integral to their participation and self-agency. Refrain from interfering with such equipment—including but not limited to wheelchairs, straps, frames, prosthetics, disability communication aids (hearing aids, cochlear implants), blind aids, or other adaptive devices, as expressly permitted or required under applicable USA Fencing, FIE, and World AbilitySport rules and regulations.
- Act appropriately and remain orderly so as to not disturb the smooth running of any competition, regardless of the outcome, and not taunt or disturb others.
- Participate in lessons, classes, drilling, bouts, and organized fencing activities involving weapons or blade contact with at least the minimum protective equipment as required by USA Fencing rules.
- Support the referees, coaches, and event organizers by trusting their judgment and integrity so as to not affect the good order of any competition.
- Do not engage, nor encourage others to engage in malicious or threatening language aimed at any Member or USA Fencing staff member verbally or in writing whether hard copy or electronic communication, including e-mail or on any social media sites. Members shall not be tagged in social media posts with the intent to harass.
- Remember that at all times you are an ambassador for the sport of fencing, whether in or out of competition.
- Report all Code of Conduct violations.
- Support clean competition, including an environment free of doping, and will follow all applicable rules related to anti-doping as established by the United States Anti-Doping Agency, the World Anti-Doping Agency and the Federation International d'Esgrime.
- Abide by all applicable USA Fencing rules and regulations, including but not limited to the Athlete Handbook, and Fencing Rulebook, FenceSafe Handbook, USA Fencing MAAPP, and the US Center for SafeSport Code.
- Adhere to the rules governing fair play and competitive manipulation per the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and the International Paralympic Committee Code of Ethics.

- Adhere to all applicable state, federal, and foreign laws, as applicable, including those governing the possession and use of drugs and alcohol and providing of drugs to any person and alcohol to minors.
- Will not ever physically contact a referee or tournament organizer in any way that can be interpreted as unwelcome or in an aggressive or confrontational manner.
- Be role models by positively supporting athletes and not shouting instructions that disturb order on the strip
- Encourage all competitors in a positive manner, and remember that in competition, the use of profanity and objectionable gestures are offensive and are prohibited.
- No USFA employee, contractor, or agent of USFA shall assist a Member or former Member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that the Member or former Member violated policies or procedures of the US Center for SafeSport related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the US Center for SafeSport per Section 220524(a)(10) of the Act.

REPORTING & RESOLUTION

A violation of this Code of Conduct may be grounds for action, which could result in sanctions up to and including termination of membership.

Code of Conduct violations must be reported promptly through our online reporting portal which can be accessed [here](#) or to USA Fencing’s General Counsel j.saxon@usafencing.org or USA Fencing’s Member Safety & Organizational Compliance Coordinator at m.boland@usafencing.org or to the Grievance and Discipline Committee at Grievance@usafencing.org. Reporters are permitted to submit reports anonymously. All reports will be reviewed and resolved per our Complaint and Hearing Procedures which can be found [here](#). The Grievance and Discipline Committee in coordination with the USFA Senior Manager of Compliance (“Manager”) will determine whether to resolve the matter via an informal compromise or mediation or proceed with formal disciplinary action. If an informal compromise or mediation is pursued, the Manager will investigate and provide notice of a resolution. If formal disciplinary action is pursued, the matter will be decided by a panel of disinterested Members pursuant to the Complaint and Hearing Procedures. Respondents will be afforded an opportunity to be heard on the merits before the panel prior to the imposition of any sanctions. Athlete Representatives will make up 33.3% of the panel. Temporary measures, such as a temporary suspension, may be imposed as necessary for the good of the sport of fencing and the protection of USFA or its Members. For questions regarding procedural review of complaints, please reach out to USA Fencing’s General Counsel, j.saxon@usafencing.org.

ANTI-RETALIATION

It is the right and responsibility of all Members to report violations or suspected violations of this Code of Conduct. All Members, good faith reporters, or any person who participates or is involved in the investigation or adjudication of claims of violations (“Covered Third-Persons”) is protected under this Code of Conduct from retaliation. An individual who retaliates against someone who has reported a violation in good faith or a Covered Third-Person is subject to disciplinary action up to and including termination of membership.

No individual who in good faith reports a violation of the Codes of Conduct shall suffer harassment, retaliation, or adverse membership consequences. “Retaliation” means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse with (a) the US Center for SafeSport (b) a coach, trainer, manager, administrator, or official associated with the corporation (c) the Attorney General (d) a Federal or State law enforcement agency (e) the Equal Employment Opportunity Commission or (f) Congress.

Retaliation may be present even where there is a finding that no violation occurred, but retaliation does not include good-faith actions lawfully pursued in response to a report of a violation. In addition, no Member nor USFA itself shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds as outlined in the Ted Stevens Act.

A copy of the full USFA Whistleblower & Anti-Retaliation Policy can be found [here](#).

ACTING IN GOOD FAITH

Anyone reporting a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense and will be considered a Code of Conduct violation.

SANCTIONS

USFA may impose the following disciplinary measures in furtherance of this Code of Conduct:

- a) Warning;
- b) Reprimand;
- c) Establish a period of probation, with or without conditions;
- d) Deny, grant, suspend, or restore the eligibility or right to compete or participate of any Member of USFA;

- e) Public censure;
- f) Private censure;
- g) Deny, grant, suspend or restore membership in USFA for a definite or indefinite period of time, with or without terms of probation, or expel any member of USFA, including, without limitation, any administrator, athlete, coach, trainer, manager, official, officer, Board Member, spectator, chair or member of any committee or sub-committee;
- h) Assess actual costs to the prevailing party;
- i) Forfeiture of tournament results;
- j) Suspension of membership;
- k) Revocation of membership; and
- l) Assess sanctions in any combination of the foregoing or assess any other remedies, including reasonable fines, deemed appropriate under the circumstances.

RESOURCES

For information on the Code of Conduct, including any of its provisions, contact Athlete Safety and Compliance Manager at j.saxon@usafencing.org or EthicsCommittee@usafencing.org.

USOPC INTEGRITY UNIT - Through its Speak Up Policy, the USOPC Ethics and Compliance team seeks to empower athletes, USOPC employees and volunteers, NGB employees and volunteers, and other individuals within the U.S. Olympic and Paralympic Movement to raise and report their concerns. Any individual may report concerns confidentially, or anonymously, online using the USOPC Integrity Portal.

ATHLETE OMBUDS: The Athlete Ombuds Office provides free cost-free, independent, and confidential advice regarding Team USA athlete rights, grievance procedures and any other guidance pertaining to selection procedures and can assist in mediating disputes between athletes and USFA.

To contact the Athlete Ombuds Office:

Website: <https://www.teamusa.org/athlete-ombuds>

Phone: (719) 866-5000

E-mail: ombudsman@usathlete.org

USFA REPORTING PORTAL - For additional resources and to access the USFA online reporting portal please visit: <https://www.usafencing.org/fencesafe-report>

USA FENCING
PROPOSED BYLAW AMENDMENT PACKAGE

Petition Process Elimination | Nomination Date Change

For Board Consideration

AMENDMENT SUMMARY

Requested Change	Where Implemented	Core Effect
Eliminate At-Large Director nomination by petition	Art. VII §7.4.b.iii; Art. IX §§9.3–9.5; Art. XI §11.9	NomCom becomes the sole path to the ballot. Section 9.4 (Delivery of Petitions) is deleted and reserved. Election Committee petition-administration duties are removed.
Nomination announcement dates linked to Winter and Summer Meeting dates	Article IX Section 9.3.a.i and Section 9.3.a.iii	NomCom must announce appointed and elected At-Large nominees no later than two weeks before the Winter Meeting (currently January 15), move un-selected appointed nominees to the election ballot by two weeks after the Winter Meeting (currently March 1), and announce independent At-Large nominees by two weeks before the Summer Meeting (currently July 1)

Effective Date: This amendment shall apply to all Director elections, appointment processes, nominations, and ballot-certification processes for which the nomination period opens after the effective date of this amendment.

MOTION

To publish to the USA Fencing membership for a 45 day comment period with the Board of Directors recommendation for approval, the proposed bylaw amendments (highlights below and with red strikethroughs and green annotations as part of a full draft of the proposed bylaw amendments in the appendices) that will remove the current petition process and link nomination timelines to be linked to the Summer and Winter Meetings.

Rationale: The USA Fencing Board of Directors has created a Task Force to implement an independent Nominating Committee which would align the organization with industry best practices. Alongside these upcoming reforms and last year’s by-law change that ensured the Nominating Committee must nominate enough qualified candidates for each position plus two extra, the nomination process will be more secure and fair than ever. Additionally, elimination of the petition process would match 73 percent of other NGBs, further strengthening the sport’s credibility with sponsors, donors, and the U.S. Olympic & Paralympic Committee.

PART 1. Amendment to Article VII, Section 7.4.b.iii

At-Large Directors Elected by the Membership

Section 7.4.b.iii

iii. At-Large Directors to be elected by the membership shall be voting members of the USFA in good standing. The slate of candidates to be elected by the membership shall be selected by the Nominating Committee ~~or added by valid petition per Section 9.3.~~

PART 2. Amendments to Article IX, Sections 9.3, 9.4, and 9.5

Nomination Date Change; Elimination of Petition Process

Section 9.3. Nomination of At-Large Director Candidates.

Candidates for At-Large Directors ~~may be nominated by either of the following methods~~ shall be nominated by the Nominating Committee as follows:

a. Nominations by the Nominating Committee.

i. For candidates from the general membership that are to be appointed by the Board of Directors, the Nominating Committee shall nominate at least as many qualified candidates as there are Directors to be selected, and shall announce its nominees no later than ~~January 15~~ of two weeks before the Winter Meeting in the calendar year in which the appointment is to be held.

ii. For independent candidates to be appointed by the Board of Directors, the Nominating Committee shall nominate at least as many qualified candidates for the number as there are Directors to be selected. The Nominating Committee shall announce its nominees no later than ~~July 1~~ of two weeks before the Summer Meeting in the calendar year in which the selections are to take place.

iii. For candidates that are to be directly elected by the membership, the Nominating Committee shall nominate at least as many qualified candidates as there are Directors to be selected plus two additional candidates (n+2), and shall announce its nominees no later than ~~January 15~~ of two weeks before the Winter Meeting in the calendar year in which the elections are to be held. Any candidates put forth by the Nominating Committee for appointment from the general membership that are not successfully chosen by the Board of Directors may be added to the ballot for election at the discretion of the Nominating Committee by ~~March 1~~ two weeks after the same Winter Meeting for which they were nominated.

iv. All nominees must be announced by publishing the names of the nominees and any report issued by the Committee on the USFA website.

~~b. Nominations by Petition. Additional candidates may be nominated by petition for positions to be directly elected by the membership, provided that:~~

- ~~i. The prospective candidate submits an application and fully participates in the standard nomination process; and~~
- ~~ii. The prospective candidate identifies the position for which they seek selection and meet the qualifications of that position; and~~
- ~~iii. Prior to or simultaneously with the submission of supporting petitions, the prospective candidate shall have in writing indicated their willingness to serve, completed a background~~

~~check, submitted conflict of interest disclosures, and acceded to the Qualifying Affirmation prescribed in these Bylaws; and~~

~~iv. The petitions submitted in support of the prospective candidate include subscriptions from no fewer than 6% of voting members in good standing who have among them named all separate regions and 4% of separate officially recognized clubs as their primary affiliation and whose identity and intent are not reasonably subject to doubt. There must be a minimum number of signatures from each region no fewer than 6% of the minimum threshold of overall signatures. The number of required total and regional signatures and clubs will be calculated by the USFA National Office based on the number of eligible voters at the end of the previous fiscal year and will be published with the call for nominations.~~

~~e. The National Office shall authenticate petitions and the signatures thereon and the Election Committee shall determine whether each person nominated by petition meets the qualifications laid down in these Bylaws for the office being sought; and shall only allow the names of those candidates who submit complying petitions and meet such qualifications to appear on the ballot.~~

Section 9.4. Delivery of Petitions.

~~No petition shall serve to nominate a candidate for any USFA position unless the original petition, an electronic transmission of the original petition in a format designated by the USFA National Office, and all other documents required by this Article are received by the National Office of the USFA not later than 5:00 p.m. Mountain Time of the last business day of March of the year in which the election is to be conducted. Proof of mailing of the original petition by certified or registered mail, return receipt requested, or by private delivery service guaranteeing delivery within two days and providing proof of delivery, postage or shipping prepaid, properly addressed to the intended recipient, not less than ten days before due, shall raise a presumption of timely delivery to the addressee. All petitions must be conducted on paper with hand-written signatures; electronic petitions are not permitted.~~

Section 9.54. Submissions by Nominees.

~~The signed Qualifying Affirmation, completed background check, conflict of interest disclosures, agreement to be a candidate and submission to binding arbitration of candidates nominated by the Nominating Committee shall be submitted to the National Office of the USFA by the Nominating Committee with the announcement of its nominations. The signed Qualifying Affirmation, completed background check, conflict of interest disclosures, agreement to be a candidate and submission to binding arbitration of candidates nominated by petition shall be submitted to the National Office of the USFA with the petition that purports to make that nomination.~~

PART 3. Conforming Amendments

Article XI, Section 11.9 — Election Committee

Section 11.9.a. Election Committee — Purpose.

The Election Committee shall be responsible for fairly administering the elections by the membership of national officers and positions on the Board of Directors specified in these Bylaws; for deciding issues raised and encountered during the conduct of elections; and for overseeing balloting on other matters as provided by these Bylaws or by resolution of the Board of Directors. Among its duties, the Election

Committee shall ~~validate the submissions of all candidates for nomination by petition; shall~~ enforce such electoral rules not inconsistent with these Bylaws as the Board of Directors may adopt; shall make such additional electoral rules as are necessary and not inconsistent with rules adopted by the Board of Directors or specified in these Bylaws; shall ~~provide a template form of petition that may be used by any candidate; shall~~ decide challenges to qualifications of candidates and compliance with election procedures; shall provide for the distribution, validation and tallying of ballots; shall certify the results of elections; and shall arbitrate, after notice and an opportunity to be heard, the grievances of any interested party concerning electoral procedures.

Article XI, Section 11.11 — Ethics Committee

Section 11.9.a. Ethics Committee — Purpose.

The Ethics Committee shall promote and help sustain a culture of ethical conduct throughout the USFA. The Ethics Committee shall review all USFA codes of conduct, conflict-of-interest regulations and disclosures, and other policies and reports addressing prescribed and recommended standards of behavior of USFA members, contractors and employees. The Ethics Committee may recommend to the appropriate promulgating authority proposals for adoption, revision and improvement of codes and policies concerning ethical conduct of persons associated with the USFA. The Ethics Committee shall prescribe standards and forms for the disclosure of actual, apparent and potential conflicts of interest, and shall not less frequently than annually review such disclosures and make a report thereof to the Board of Directors. In addition, the Ethics Committee shall review conflicts of interest of candidates for election and individuals under consideration for appointment by the Board of Directors prior to such candidates being announced to the membership for election or submitted to the Board for appointment, and shall provide its findings and recommendations to the appropriate authority before any such ballot or slate of candidates is finalized.

Section 11.10. **Nominating Committee.**

- a. Purpose. The purpose of the Nominating Committee (“Nom Com”) is to identify and nominate highly qualified candidates for leadership positions within USA Fencing who will advance the long-term interests of the organization and its members. The Committee should strive to ensure diversity of perspective, expertise, geography, competitive experience, and governance background, including representatipn from both Olympic and Para fencing communities. shall be responsible for selecting candidates for elected positions and offices in the USFA as specified in these Bylaws, and in so doing shall take care to select candidates who possess experience and knowledge pertinent to the purposes, interests and needs of the USFA.

- b. Composition. The Nominating Committee shall comprise ~~seven~~^{nix} members: six voting members and one non-voting Independent Governance Advisor. of whom two athletes, who meet the requirements in Appendix II, shall be selected by the Athlete Council for two-year staggered terms and four shall be selected by the Board of Directors, with one drawn from each of the following groups for staggered two-year terms. A maximum of two voting members of the Nominating Committee may be current members of the Board of Directors. The composition of the four voting members selected by the Board of Directors must be as follows:
 - i. Voting Members:
 - Parent Representative. Must be a fencing parent and have at least two years of prior USA Fencing Board or national committee experience; preference given to candidates with National Governing Body or nonprofit board experience.

 - High-Performance Coach. Must have international coaching experience at the Cadet, Junior, or Senior World Cup level.

 - National Tournament Official. Active referee, armorer, or tournament official, with candidates jointly recommended by the Tournament Committee, Referees' Commission, and US-SEMI.

 - Independent Member. Must satisfy the independence requirements outlined in Section 7.4.b.iv; preference given to candidates with recent board-level governance experience.

 - Athlete Representative. Selected through the Athlete Council, must satisfy the USOPC 10-Year Athlete requirement and have at least two years of prior committee experience.

 - Athlete Representative. Selected through the Athlete Council, must satisfy the USOPC 10-Year Athlete requirement; prior committee experience preferred but not required.

- ii. Non-Voting Member:
 - (7) Independent Governance Advisor. Shall provide governance, succession planning, and best-practice guidance; should satisfy independence standards and possess significant governance or board experience.

- c. Eligibility. NomCom members may not be current Board members, must be at least two years removed from Board service before joining the Committee, and may not seek or serve on the Board until two years after completion of NomCom service.

- d. Terms. Members shall serve staggered three-year terms and may serve no more than two consecutive terms. Initial appointments shall be staggered to establish the rotation cycle.

- e. Selection Process. For the initial formation of the Committee, relevant stakeholder groups and councils shall nominate candidates and the Board shall approve the initial membership. Thereafter, the Committee shall be self-perpetuating and select future members from candidate pools submitted by the appropriate stakeholder groups, subject to a limited Board approval/veto role to ensure compliance with eligibility and governance requirements while preserving Committee independence.

- f. Removal. A member may be removed only upon approval of a two-thirds supermajority of the Board. Removal should be limited to failure to perform duties, conflicts of interest, or conduct inconsistent with Committee responsibilities. The Chair shall initiate any recommendation for removal.

- b.g. Chair. The Committee shall annually elect its Chair. The Chair is expected to regularly observe Board meetings, attend the annual Board meeting when practical, and communicate with the Board regarding Committee operations and member performance.
 - ~~i. — A current or former At Large Director, a current or former officer, or a current or former member of a Committee, Resource Group, or Council, who have at least four years of service in said position;~~

 - ~~ii. — Either a coach with a demonstrated record of producing fencers who perform at a high level or a principal of an established operating fencing club;~~

 - ~~iii. — Active officials (referees, armorers, bout committee members, Referees' Commission members) who have regularly staffed national tournaments during the two years preceding their appointment; and~~

 - ~~iv. — Someone who meets the independent requirements outlined in Section 7.4.b.iv, including but not limited to current or past Independent Directors or independent At-Large Directors.~~

~~The Chief Executive Officer or another member of the professional staff designated by the Chief Executive Officer shall serve as a resource at the request of the Nominating Committee. No person may serve on the Nominating Committee whose position on the Board of Directors would be up for re-nomination by the Nominating Committee while such person would be a member of the Nominating Committee, provided that any person who irrevocably renounces their right to seek reelection or reappointment is not disqualified from service. Such determination of eligibility or renouncement and subsequent resignation or removal shall take place by September 1 before the relevant election or appointment. The Nominating Committee shall annually select its chair. Any vacancy on the Nominating Committee shall be filled by a person of the same qualifications as the vacating member.~~