



March 20, 2024

To USA Boxing Membership,

On Wednesday, December 20, 2023, USA Boxing held the Annual Membership Meeting via Zoom. USA Boxing requested individuals to submit additional questions at the conclusion of the meeting. Since the conclusion of the meeting, USA Boxing has received questions, comments, and concerns regarding the operations of the USA Boxing organization. This letter seeks to identify, address, and provide clarification to those inquiries.

- *Does USA Boxing have a strategic plan and what have the outcomes been?*
  - Yes, USA Boxing strategic plan was approved by the Board of Director in 2018. In 2023 USA Boxing staff provided a complete review to the Board of Directors who accepted the review. The following is a summary of the Strategic Priorities; Competitive Excellence, Operational Excellence, Marketing and Communications Modernization and High Performance Team Career Support and Alumni Outreach.

Competitive Excellence Target Outcomes
<b>Olympic Games:</b> <ul style="list-style-type: none"><li>• In Tokyo 2020 win 6 medals (2 gold)</li><li>○ USA Boxing won 3 silver/1 bronze</li><li>• In Paris 2024 win 7 medals (3 gold)</li></ul>
<b>Coach and Official Certification/Training:</b> <ul style="list-style-type: none"><li>• By 2020 – the coaching education program is up and running</li><li>○ Green, Bronze, and Silver level courses are up and running.</li><li>• By 2024 – meet the # goal of certified coaches that is determined in 2020</li><li>○ Currently USA Boxing has 485 Bronze certified coaches and 158 Silver certified coaches.</li></ul>
<b>Female Boxing Development</b> <ul style="list-style-type: none"><li>• By 2020 – continue to increase female membership</li><li>○ Female boxer membership increased from 4,319 in 2018 to 7,518 in 2020.</li><li>• By 2024 – meet the # goal of female boxers that is determined in 2020</li><li>○ A specific goal was not set but female membership continued to increase to 8,066 in 2022.</li></ul>
<b>Regional Training Centers:</b> <ul style="list-style-type: none"><li>• By 2020 – locations for regional training centers are determined<ul style="list-style-type: none"><li>○ 2 locations identified: Chula Vista, California and Charlotte, North Carolina.</li></ul></li><li>• By 2024 – 2 regional training centers established 1 regional training center established – Chula Vista.</li></ul>
<b>Adaptive Boxing:</b> <ul style="list-style-type: none"><li>• By 2020 – hold 3 national events<ul style="list-style-type: none"><li>○ Local event held in Texas 2018; Wounded Warrior training day held in 2022, no national events.</li></ul></li><li>• By 2024 – host an international event<ul style="list-style-type: none"><li>○ This timeline won't be reached due to staffing and other priorities.</li></ul></li></ul>



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### Operational Excellence Target Outcomes

#### LBC and Boxer Satisfaction

- By 2020 – establish measurements for LBC and boxer membership satisfaction
  - In 2021, USA Boxing completed a membership customer satisfaction survey, which was distributed to staff and the board, and posted online.
- By 2024 – increase the membership satisfaction as determined in the 2020 measurements
  - The USA Boxing Membership Director discussed the results of the satisfaction survey with membership staff to return calls/emails as quickly as possible.

#### National Event Operations

- By 2020 – create training opportunities for event staff and volunteers
  - USA boxing trained events staff in tournament administration, Webpoint, Matchtracker, and Tournament Draw.
  - USA Boxing provided training and evaluation of officials including Referee/Judge seminars and Level III testing.
  - Since December 2017, there have been 397 officials who have attended the 3-4 hour pre-tournament seminar and were trained at USA Boxing National Events.
  - USA Boxing currently has 120 Level III Officials. The new Level III Exam is not as easy as it had been in the past. In 2022, the first year of the new Level III exam, approximately, 40 officials have passed the exam and 40 have failed. We anticipate the passing numbers will come up in 2023 as word has gotten out to just "know the rules".
  - In 2022, the USA Boxing Referee/Judge Committee created new Level I, II and III patches to show which officials were at what level.
- By 2024 – increase the training opportunities for event staff and volunteers as determined in 2020
  - See above training, which may not have been done by 2020 but will be by the end of 2023.

### Customer Acquisition & Market Expansion Target Outcomes

#### Membership Increase

- By 2020: 2020 Actual Figures: (Note: Impacted by Covid)
  - 46,000 total members 33,264 total members
  - 4,200 female boxers 2,753 female boxers
  - 1,550 Female non-athletes 1,149 female non-athletes
  - 500 Masters (over 35 in age) 318 Masters (over 35)
- By 2024: 2022 Actual Membership Figures:
  - 48,000 total members 50,935 total members
  - 5,000 female boxers 4,194 female boxers
  - 1,750 Female non-athletes 1,636 female non-athletes
  - 500 Masters (over 35 in age) 291 Masters (over 35)

#### Social Media / Digital Following

- By 2020 – increase following by 15%  
2018-2020 Increase: Facebook: 11.78% increase; Twitter: 21.03%; Instagram: 37.25% increase; Increase Average: 23.35% increase (see chart on page 10)
- By 2024 – increase following by 10% more  
2021-2024 Increase from 2020 to 2022: Facebook: 85.15%; Twitter: 13.81%; Instagram: 41.86%; From 2020 to end of 2022; Increase Average: 46.94% (see chart on page 10)

#### Non-membership Revenue

- By 2020 – establish process of measurement for non-member revenue  
See non-membership revenue chart below comparing 2018 to 2022.
- By 2024 - increase the non-member revenue as determined in 2020  
Non-member revenue increased 93% between 2018 and 2022 (see Table 6 below)



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#### HP Team Career & Education Support and Alumni Outreach Target Outcomes

##### Elite Boxer Opportunities

- By 2020 – establish measurement standards to provide elite boxers stipends  
This was completed. See USA Boxing website – High Performance -> Athlete Benefits
- By 2024 - Increase funding to provide elite boxer stipends based on measurements determined in 2020  
This was completed. Refer to USOPC's annual High Performance funding – Direct Athlete Support

##### Elite Boxer Alumni Engagement

- By 2020 – establish opportunities to engage the alumni  
Annual membership dues  
Alumni events at National events  
Alumni information in the newsletter
- By 2024 - Increase participation in the elite boxer alumni engagement as determined in 2020  
This figure wasn't determined but we had the most elite athletes ever apply to be a Board Athlete Director.

- *All members should have been invited to the Annual Meeting, that did not occur per By-laws, could this be the reason for the low attendance?*
  - USA Boxing specifically invited all Local Boxing Committees (LBC) Leaders who then provided information to their members within their LBCs. You are correct that USA Boxing did not “invite” all 59,841 members but USA Boxing believes it met the requirements of an annual meeting by providing all USA Boxing members access to the recording, which is located on USA Boxing website and allowed all members who access the link to participate live.
  - Approximately 30 USA Boxing members attended the meeting, the tradition behind the annual meeting is to provide members an opportunity, “... to gather and provide input to the National Office and Board of Directors on important issues facing the organization...”, once a year. USA Boxing believes the low turnout is a direct result of the beneficial impact USA Boxing’s monthly LBC Leadership calls since 2022, which allows for more opportunities for discussion in a more timely manner, “... to gather and provide input to the National Office and Board of Directors on important issues facing the organization...” Minutes from all LBC Leadership calls are located on USA Boxing’s website.
- *Board of Directors will be present and 30 days notice was required*
  - USA Boxing By-laws state, “... provide input to the National Office and Board of Directors...”, which was done the President, Treasurer LBC Director and



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General Membership Director were present and satisfies this requirement. The By-laws do not require all Board of Directors to be present. USA Boxing provided 22 days' notice, we apologize for the error, however, we will strive to fulfil this requirement in 2024.

- *Is Dr. Armando Sanchez now a member of the USA Boxing Board of Directors?*
  - Dr. Sanchez was elected in November 2023 as the Chair of World Boxing's Medical and Anti-Doping Committee. However, Elise Seignolle will remain as the current International Federation Director for the remainder of her term, ending in 2026.
  
- *Who are the current Board members?*
  - Board Members are listed on USA Boxing Website: <https://www.usaboxing.org/about-us/board-of-directors> and they can be contacted via email at [membership@usaboxing.org](mailto:membership@usaboxing.org) In the Subject Line: Board of Directors. Associated Organization/Group Member Director Eric Buller, is still the Director but is inactive at this time.
  
- *When did the Board of Directors meet in 2023 and are minutes posted?*
  - USA Boxing Board of Directors hold Quarterly meetings, and the minutes are posted on the USA Boxing website, [usaboxing.org](http://usaboxing.org).
  
- *Is it correct that 80% of USA Boxing Annual Budget is focused on high performance boxers?*
  - No that is incorrect, USA Boxing Independent Audit Reports, which are available online, show that High Performance expenses are 16% of USA Boxing budget.
  
- *What are you doing on the national level to secure financial support from sponsors and how can individuals assist with that?*
  - Over the last three years USA Boxing has increased the number of national sponsors from four to 12. USA Boxing current sponsors are STING, TeamIP, impact, Hyperice, Nike/APS, RX Water. TrueSport, Thorne, Hotel Planner, B-Tek Scales, CDC Grants, Daniels Fund and USA Department of Aging grants.
  
  - USA Boxing staff, at the direction of the Board of Directors and the USA Boxing Foundation have distributed grants totaling \$250,000 in cash and VIK (value in kind) to 250 registered gyms. Additionally, over \$300,000 in grant funds



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have been dispersed to LBCs and member clubs for putting on sanctioned events via KO Covid and Coaching You UP Programs.

- If a member has a potential sponsor, please send an email to and write in the subject line: Potential Sponsor or Partnership Opportunity. USA Boxing will contact you and follow up.
- *How much did USAB or the Foundation spend on the World Boxing Initiative and how will World Boxing fund itself in 2024?*
  - USA Boxing's 2023 budget allocated \$100,000 for World Boxing support. The exact amount spent will be part of USA Boxing's Independent Auditors report, which will be posted online later this year. World Boxing's approved 2024 Budget Listed Revenues sources are Sponsorships, National Federations Dues, Licensing agreements, Bid fees, and loans.
- *Did any USA Boxing employee, gain personally, while working to start the new International Federation, World Boxing, with the goal of becoming the International Federation recognized by the International Olympic Committee (IOC) to meet the requirements to keep boxing in the Olympic Games?*
  - The short answer is no. USA Boxing staff took on additional job duties to provide much needed service in order to fulfil the requirements of the Ted Stevens Olympic Sports Act, United States Olympic and Paralympic Committee's and USA Boxing's Bylaws required to keep boxing in the Olympic program and to fulfil the requirements of a National Governing Body (NGB). Without a recognized International Federation by the IOC, boxing would no longer be allowed to participate in the Olympic or Pan American Games. All the work done to help establish World Boxing was in furtherance of USA Boxing's Mission.
- *What was the rationale behind the decision not to have athletes participate in the previous World Championships?*
  - Letter sent to USA Boxing Membership on February 8, 2023.



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February 8, 2023

USA Boxing Membership  
Via email

**Re: Participation in IBA World Championships**

Dear USA Boxing Members:

The International Boxing Association's (IBA) Women's World Championships are scheduled for March 2023 (New Delhi, India) and will be followed by the Men's World Championships slated for May 2023 (Tashkent, Uzbekistan). USA Boxing continues to prepare its high-performance team to compete at the highest level in preparation for imminent Olympic Qualification, however, the ongoing failures of IBA and respect for the Olympic Charter must be considered when facing the decision of whether to participate in IBA events.

Since the International Olympic Committee's (IOC) suspension of IBA's recognition in 2019, many National Federations, including USA Boxing, have expressed growing concern with IBA's inability to implement the necessary changes required by the Lalovic Report for readmission into the Olympic Movement. IBA leaders have failed to follow the recommendations of their own experts which provided a clear pathway for athlete inclusion, fair play, proper governance, financial transparency, and responsibility. These ongoing failures forced the IOC to step in and oversee both the prior Olympic boxing program in Tokyo 2020 and the scheduled Olympic boxing program in Paris 2024. As USA Boxing has previously mentioned, IBA has failed to follow its stated Mission (*to promote , support and govern the sport of boxing worldwide in accordance with the requirements and*



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*spirit of the Olympic Charter*<sup>1</sup>), has disregarded its own Constitution and published processes, has openly defied the ruling of the Court of Arbitration of Sport (CAS), and has continuously failed to prioritize the needs of boxers.

The following factors contributed to USA Boxing's conclusion that *any participation in the IBA World Championships would violate not only IOC sanctions reaffirmed as recently as February 2, but also the principles of fair play, integrity, and transparency:*

- **Field of Play**

- Failure to consistently require or implement independent oversight of the FOP, which was previously and successfully used in Tokyo and the 2021 IBA Men's World Championships with the involvement of PwC but was not used at the 2022 IBA Women's World Championships or Youth World Championships
- While minutes from the June 2022 IBA Board of Directors' Meeting confirmed that a MIIT Report on the investigation of EUBC Championships in Armenia, where National Federations protested against R&Js decisions (and as a result, EUBC excluded some R&Js) would be delivered by August 31<sup>2</sup>, such a report has yet to be delivered to *all* Directors. This reinforces a lack of faith in IBA's transparency and oversight of field of play.
- No public announcements identifying any action or sanctions towards those identified in the IBA-commissioned McLaren reports (aside from prior IBA President Ching-Kuo Wu), including those who are still actively involved in officiating and officials' management.

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<sup>1</sup> <https://www.iba.sport/about-iba/vision-and-mission/>

<sup>2</sup> <https://www.iba.sport/wp-content/uploads/2022/07/20220720-Meeting-Minutes-BoD-Lausanne-FV-approved-by-BoD.pdf>



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- At the 2022 IBA Youth Championships, IBA failed to adhere to its own Published Technical Officials' Selection Process<sup>3</sup>, which required that the selection of R&J's exhibit a continental and NF balance. These selection processes also required that "Seven (7) R&Js will be selected from each continent to allow confederate parity (where possible), particularly with the use of two rings." A disproportionate amount of European R&J's were selected, as fewer than 7 R&Js were selected from both AMBC and ASBC. Not a single R&J from USA was selected.
- **Governance**
  - President Kremlev was denied a waiver for entry into the United States in 2021 by the US Customs and Border Protection, while others from his delegation were approved.
  - Governance Reform Group (GRG) and Professor Ulrich Haas saw their contract expire without full implementation of their recommendations<sup>4</sup>.
    - IBA has contradicted Haas's recommendations by terminating key positions at administrative offices in Lausanne and increasing role of the IBA Presidential office in Moscow<sup>5</sup>.
    - According to IOC Sports Director, Kit McConnell, there is "no operating boxing independent integrity unit" and "no comprehensive background checks" on the candidates for elections<sup>6</sup>

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<sup>3</sup> [https://www.iba.sport/wp-content/uploads/2022/09/20220622-BA\\_Technical\\_Officials\\_Selection\\_Rule\\_25\\_v3.pdf](https://www.iba.sport/wp-content/uploads/2022/09/20220622-BA_Technical_Officials_Selection_Rule_25_v3.pdf)

<sup>4</sup> <https://stillmed.olympics.com/media/Documents/News/2022/09/2022-09-08-LE-PGZ-CDK-to-Mr-Kremlev-ENG.pdf>

<sup>5</sup> <https://stillmed.olympics.com/media/Documents/News/2022/09/2022-09-08-LE-PGZ-CDK-to-Mr-Kremlev-ENG.pdf>

<sup>6</sup> <https://www.insidethegames.biz/articles/1127844/ioc-expresses-grave-concerns-iba>



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- The appointment of Vice President Abdulmatalim Abakarov raises additional concerns about lack of transparency from IBA leadership and falls outside best governance practices<sup>7</sup>.
  - Failure to hold a fair and transparent Presidential election in 2022, despite CAS ruling<sup>8</sup>.
  - Failure to address the drastic change of culture requested by the IOC in order to lift suspension of IBA's recognition<sup>9</sup>.
  - At the December 2022 IBA Congress in Dubai, IBA President Umar Kremlev said, "I want to stress that not a single boxer, coach or National Federation will be participating in the Olympic Games without IBA"<sup>10</sup> despite IBA's suspension of Olympic recognition. The IOC responded with a December 2022 statement that "The recent IBA Congress has shown once more that IBA has no real interest in the sport of boxing and the boxers, but is only interested in its own power. The decisions and discussions to keep boxers away from the Olympic qualifiers and Olympic Games cannot be understood differently."<sup>11</sup>
- **Financial irregularities and transparency**
    - Despite repeated concerns expressed by the IOC and promises by IBA leadership to diversify its revenue sources, IBA continues to remain financially dependent on the Russian state-owned energy company,

<sup>7</sup> <https://www.insidethegames.biz/articles/1132064/iba-appoints-new-russian-vice-president>

<sup>8</sup> [https://www.espn.com/olympics/story/\\_/id/34665143/after-governing-body-vote-umar-kremlev-remain-president-international-boxing-association](https://www.espn.com/olympics/story/_/id/34665143/after-governing-body-vote-umar-kremlev-remain-president-international-boxing-association)

<sup>9</sup> <https://olympics.com/ioc/news/ioc-sends-another-letter-of-concern-to-iba>

<sup>10</sup> <https://www.iba.sport/news/unity-demonstrated-at-iba-congress-as-professor-mclaren-declares-ibas-significant-change-and-observable-progress>

<sup>11</sup> <https://olympics.nbcsports.com/2022/12/22/boxing-olympics-2024-paris>



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Gazprom<sup>12</sup> (and/or Gazprom subsidiaries such as Gazprombank and Gazprom Neft), which has been sanctioned by the United States<sup>13,14</sup>, European Union, United Kingdom, Canada, Switzerland, Australia, New Zealand, Ukraine, and others<sup>15</sup>.

- There is material risk of violating US government sanctions by receiving IBA prize money
  - IBA's highly publicized 'prize money' is not considered in the approved IBA budget<sup>16</sup> and does not have a transparent origin. Prize money for gold medalists at the upcoming Women's World Championships is 50% (\$100,000<sup>17</sup>) of the published Men's World Championship gold medal prize money (\$200,000<sup>18</sup>), demonstrating a lack of equality.
  - The IBA Audit and Finance Committees submitted their resignation immediately before the eve of the 2022 IBA Ordinary Congress in UAE.
  - As of February 3, 2023, there is no publicly available Report of the Statutory/Independent Auditor for the fiscal year ending June 30, 2022, raising concerns about transparency of financial information<sup>19</sup>
- **Sanctions**

<sup>12</sup> <https://olympics.nbcsports.com/2022/12/22/boxing-olympics-2024-paris>

<sup>13</sup> <https://home.treasury.gov/news/press-releases/jv0771>

<sup>14</sup> <https://english.nv.ua/nation/us-banks-stop-dollar-transfers-for-russia-s-gazprombank-50299870.html>

<sup>15</sup> <https://sanctions.nazk.gov.ua/en/sanction-company/26/>

<sup>16</sup> [https://www.iba.sport/wp-content/uploads/2022/06/IBA-Budget\\_PL\\_2022-2023\\_v20220624\\_approved-BOD.pdf](https://www.iba.sport/wp-content/uploads/2022/06/IBA-Budget_PL_2022-2023_v20220624_approved-BOD.pdf)

<sup>17</sup> IBA Women's World Boxing Championship 2023 Team Delegations' Handbook

<sup>18</sup> <https://www.iba.sport/news/tashkent-to-host-the-iba-mens-world-boxing-championships-with-record-prize-money-fund>

<sup>19</sup> <https://www.iba.sport/document-category/annual-reports/>



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- IOC reaffirmed sanctions against the Russian and Belarusian states and governments as recently as February 2, 2023. Such sanctions include<sup>20</sup>:
  - No flag, anthem, colours, or any identifications of these countries being displayed at any sports event or meeting
    - Russian athletes have competed under their own flag at IBA's Golden Belt Series event in Marrakech, Morocco in 2023, and Russian and Belarusian athletes are expected to compete at IBA World Championships under their own flag
- While sport is intended to be politically neutral, many boxers, coaches and other representatives of the Ukrainian boxing community were killed as a result of the Russian aggression against Ukraine, including coach Mykhaylo Korenovsky who was killed when a Russian missile hit an apartment block in January 2023<sup>21</sup>. Ukraine's sports infrastructure, including numerous boxing gyms, has been devastated by Russian aggression

Based on IBA's failure to meet the requirements of the Lalovic Report, failure to provide neutral third-party oversight, false and exaggerated statements from IBA leadership, opaque financial management and dependence on sanctioned companies, and allowing participation of athletes under sanctioned flags, anthems and colors, **USA Boxing will not participate in the IBA's 2023 Women's and Men's World Championships.**

USA Boxing High Performance staff will continue to schedule international competition and prepare our boxers for the IOC Olympic Qualification Tournament at the 2023 Pan American Games, and will continue to collaborate with other like-minded National

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<sup>20</sup> <https://olympics.com/ioc/news/statement-on-solidarity-with-ukraine-sanctions-against-russia-and-belarus-and-the-status-of-athletes>

<sup>21</sup> <https://www.npr.org/sections/pictureshow/2023/01/18/1149612677/funerals-begin-after-dnipro-ukraine-apartment-attack>



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Federations for competition and training camp opportunities. USA Boxing will continue to provide updates to our members as more information becomes available.

In your corner,

Mike McAtee

USA Boxing  
Executive Director/CEO

- *Because Membership provides more than 50% of USA Boxing's Operating Capital, membership should be given voting rights and transparency from USA Boxing.*
  - In 2013 USA Boxing was required to update its Bylaws and Board of Director structure or lose its recognition as a National Governing Body (NGB). This change in governance structure was required because corruption activities by USA Boxing members occurred. As part of requirements to remain a certified NGB, USA Boxing's Board of Directors established the current governance structure to be in compliance with the USOPC and USA Boxing Bylaws.
- *How does Membership have an active voice in the governance of the national organization.*
  - Membership has an active voice through their elected Local Boxing Committee Board of Directors and communication with USA Boxing staff. It should be noted that the USA Boxing Board of Directors is not a representative type of governance structure, the directors have a fiduciary duty to USA Boxing - not to the constituents who elect them. This means all Board of Directors work collaboratively to fulfil the purpose of the organization. USA Boxing's Board of Directors are made up of Nine Constituents (USA Boxing Members) and Six Independent Directors. It should be noted that all six Independent Directors had been members of USA Boxing prior to becoming Independent Directors.
- *How does USA Boxing provide transparency to membership?*
  - USA Boxing meets and/or exceeds all Ted Stevens Olympic Act and USOPC compliance requirements regarding transparency. USA Boxing's Strategic Plan, Board of Director meeting minutes, financial information, minutes for



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LBC Leadership Calls, and Boxers, Coaches and Officials selection procedures are available online at [usaboxing.org](http://usaboxing.org). our Membership, Events, and HP staff routinely answer members questions on a daily basis.

- *How can membership participate and be listened to in making positive change in our organization?*
  - USA Boxing members have participated and provided ideas through their LBC Leaders, participated in membership surveys and provided direct feedback to USA Boxing Staff. They have and continue to participate with comments, concerns and ideas via email at: [Membership@usaboxing.org](mailto:Membership@usaboxing.org) or via telephone by calling the Membership line.
- *What additional other benefits are available to USA Boxing membership other competitions?*
  - USA Boxing provides continuing education for Coaches and Officials. SafeSport training and background screenings are required for the safety of all participants. USA Boxing and the USA Boxing Foundation provide grant funding to gyms and scholarships for boxers. USA Boxing's insurance program provides General Liability, Accidental and Injury Medical coverage for members.
- *In 2019 in Chattanooga Tennessee, Tyson held a meeting with coaches from all over America. At that meeting a lot of concerns were expressed to him and he promised he would take those concerns to the board. Have those concerns been addressed?*
  - The statement is inaccurate. Tyson was asked to meet several USA Boxing members it was not a "meeting" called by Tyson. Those and other concerns and suggestions have been addressed and capitalized on. Additionally, Tyson and other Board of Directors have attended numerous local, regional, and national USA Boxing meetings and held numerous discussions over the last five years. These unofficial, official and casual conversations have provided valuable input from our members, which have been expressed to USA Boxing staff to drive the mission of USA Boxing forward.



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USA Boxing is proud of the accomplishments made by our organization and its membership and is excited about the trajectory ahead.

Thank you for your time, energy and passion you give as being part of the excellence that is USA Boxing.

In your corner,

Mike McAtee  
Executive Director/*CEO of USA Boxing*



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