



# Summer Board Meeting - Milwaukee, WI

## Minutes

USA Fencing (United States Fencing Association, Inc.)

6/29/2025 5:00 PMMDT

@ Baird Center, 400 W Wisconsin Ave, Milwaukee, WI 53203

### **Attendance**

#### **Present:**

Members: Donald Alperstein, Peter Barton (remote), Emily Bian, Jade Burroughs, Lauryn Deluca (remote), Jackie Dubrovich (remote), Andrey Geva, Molly Hill, Kat Holmes, Selina Kaing (remote), Damien Lehfeltdt, Andrea Pagnanelli (remote), Maria Panyi (remote), Scott Rodgers, Abdel Salem,

Staff: Phil Andrews, Jess Saxon, Tabitha Chamberlin

#### **Absent:**

Members: Marie Donoghue

### **I. Call to Order**

(Presenters: Damien Lehfeltdt)

- Roll Call
- General Announcements
- Opening Remarks - Chair
- Conflict of Interest Declaration

### **II. CEO, Operations & Finance Update**

(Presenters: Phil Andrews, Tabitha Chamberlin)

CEO Phil Andrews opened with a progress report that included:

- A congratulations to our FIE Pan Am Zonal team, winning 10 of 12 Gold medals available, including a rare sweep of the podium in Men's Saber.
- NCAA Division I endorsement of separate women's championships in sabre and epee — the first new women's NCAA titles since 1989 — and positive momentum toward adding more collegiate programs.
- Execution of new commercial partnerships with Order, Spike Lab and Snowday.
- A first-ever national television contract under negotiation.
- Record membership and club totals.
- Release of the 2025-26 national tournament calendar, including modest entry caps (only for events exceeding 315 athletes) to keep NACs operationally sound.
- An appeal for Board alignment around the strategic plan and role of the Board of Directors as defined in the USA Fencing bylaws to ensure collective focus on USA Fencing's mission.

Director of Finance, Tabitha Chamberlin followed with a brief status report on year-to-date results and Summer Nationals performance and urged the Board to do all it could to reduce legal fees.

### III. Committee, Resource Groups, and Task Force Updates

(Presenters: Damien Lehfeltdt)

Election Committee report was accepted.

Motion second: Kat Homles

**Motion:** Passed by voice vote.

### IV. Consent Agenda

(Presenters: Damien Lehfeltdt)

1. Approval of the minutes from the June 7, 2025 Board of Directors Meetings.

2. **Motion:** To adopt and implement for USA Fencing the “USA Fencing Policy for Dealing With Inactive and Non-Functional Divisions” developed by the Division Resource Group and attached to this Agenda.

3. **Motion:** To adopt for USA Fencing and incorporate into the Rules of Competition the following change to T.56.11 as per the recommendation of the Referee Commission.

4. **Motion:** To approve Michael Chapman to serve as a member of the Grievance and Disciplinary Committee, following a resignation from the Committee, per the recommendation of the remaining Committee members.

Motion second: Kat Holmes

**Motion:** Passed by voice vote.

### V. Old Business

Bylaw Amendment Publication - Board Composition

Presenters: Damien Lehfeltdt

Note: This motion has been edited by the movant to reflect edits and recommendations made by the Nominating Committee.

**Motion to take motion from the table:** Damien Lehfeltdt, Second: Molly Hill, Result: Pass by Voice Vote

**Motion:** Damien Lehfeltdt, Second: Kat Holmes, Result: Does not pass.

Roll call vote: Yes – 5, No – 2, Abstain – 4

### VI. New Business

A. President to Chair Transition

Presenters: Abdel Salem

**Motion:** That USA Fencing issue an acknowledgement that the transition from President to Board Chair, as necessitated by the newly passed Bylaw position, was mishandled and caused confusion to the membership and distress to Mr. Peter Burchard acting President.

**Rationale:** This will help to clarify and increase the Board transparency to the membership regarding the processes of the Board of Directors. The acting chair at the

time, David Arias, has publicly made a similar statement, in a video meeting [https://www.youtube.com/watch?v=zYK\\_nbj2Eyg](https://www.youtube.com/watch?v=zYK_nbj2Eyg)

**Motion:** Salem, Second: Geva, Result: Does not pass.

Roll call vote: Yes – 2, No – 8, Abstain – 1

#### B. Conflict of Interest

Presenters: Abdel Salem

**Motion:** Any person that the ethics committee determines has a moderate conflict level should not serve in any position of leadership within the USA Fencing organization, until such time as the conflict is removed or lowered to “No Conflict”.

**Rationale:** During the review process the main factor the Ethics Committee looked at was whether an individual was in a position in which they could have direct financial gain or some sort of personal benefit from USA Fencing. The committee Found few members that hold leadership positions have clear conflicts of interest.

If the committee found any levels of conflict, the members with any level of conflict should not be allowed to hold leadership positions. If we are doing this conflict check, then it must be meaningful, otherwise it would become another PR gesture that will lead to more membership distrust in our process.

**Motion:** Salem, Second: Geva, Result: Does not pass.

Roll call vote: Yes – 2, No – 8, Abstain – 1

#### VII. Good & Welfare

Moment of prayer for Meredith Delgado.

#### VIII. Motion to Adjourn

Presenters: Damien Lehfeldt

Motion second: Kat Holmes

**Motion:** passed by voice vote.