Minutes for 2024 Annual Meeting January 22, 2025

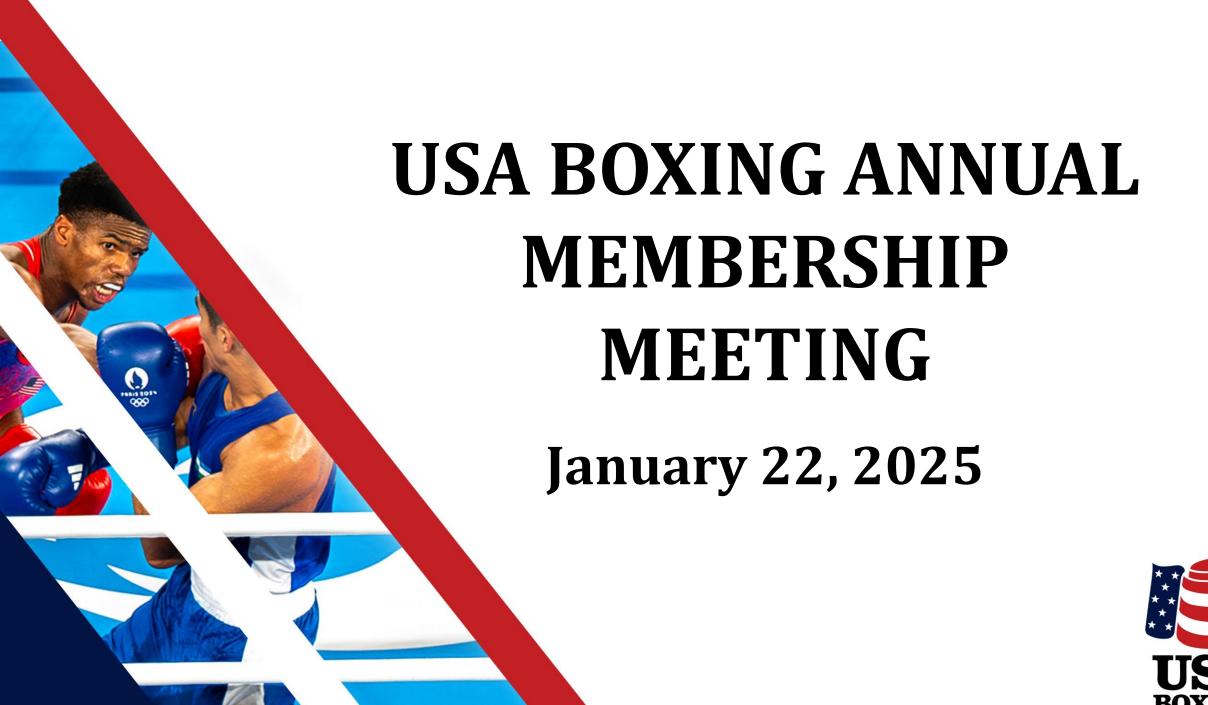
Tyson Lee, Board Chairperson called the annual meeting to order at 6:08 pm MT. He complimented Mike McAtee and the USA Boxing staff for their hard work in 2024. And expressed that USA Boxing membership was at an all-time high.

Lee asked the other board members to introduce themselves then introduced Mike McAtee, Executive Director who presented the attached Powerpoint. The Powerpoint includes highlights from each department and answers to questions that were previously submitted.

The recording of the meeting and answers to the questions are available on the website.

Angelica Colantuoni made a MOTION to adjourn the meeting, and Hector Colon seconded the MOTION.

Meeting was adjourned at 8:19 pm.





Annual Meeting Welcome

Tyson Lee, USA Boxing Board Chairperson & Mike McAtee, Executive Director



Introduction of Board Members

- Tyson Lee, USA Boxing Board Chairperson
- Hector Colon, 1st Vice Chairperson
- Elise Seignolle, Treasurer
- Chris Trombetta, Independent Director
- Darryl Smith, Independent Director
- Angelica Colantuoni, Independent Director
- Christy Halbert, LBC Director





2024 Administrative & Board Accomplishments

- USOPC Compliance Certification Submission
- 2024-2028 Strategic Plan
- Rule Book Revisions
- Bylaw Revisions
- Board Elections Independent, General Membership,
 Affiliated Organization, and Athlete Directors
- World Boxing support





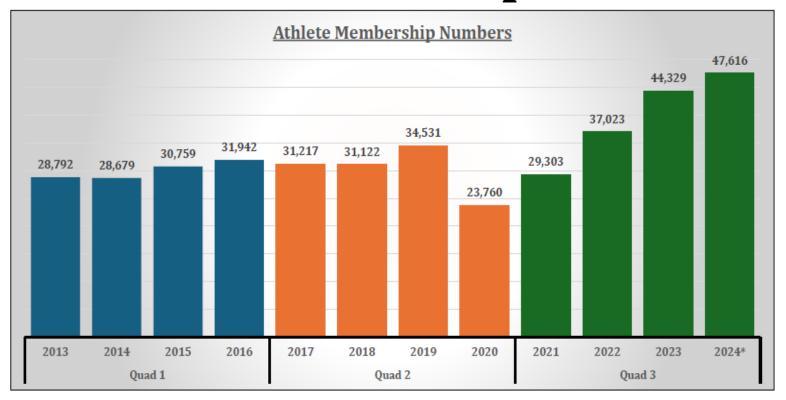


Membership Data

	Junior Fitness	Adult Fitness	Boxers	Non Athletes	Total Members	Clubs	Sanctioned Events
2019	644	417	37,192	12,378	50,631	2,044	1,374
2020	655	574	24,450	10,327	36,006	1,873	341
2021	908	635	32,320	12,448	46,311	2,077	914
	700	000	02,020	12,110	10,011	2,011	721
2022	1009	818	35,023	13,390	50,240	2453	1610
2023	1502	1290	42077	14981	59850	2649	1423
2024	1563	1246	46426	16477	65712	2837	1853



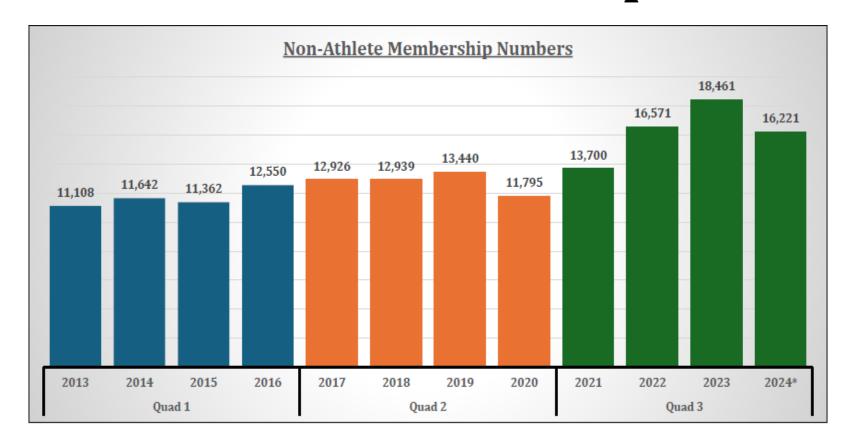
Athlete Membership Growth



Percent Increase Table			
	2016 - 2019	2019-2024*	
Athlete Membership Numbers	8.11%	37.89%	



Non- Athlete Membership Growth



Percent Increase Table			
	2016 - 2019	2019-2024*	
Non-Athlete Membership Numbers	7.09%	40.47%	



Club Membership Growth



Percent Increase Table			
	2016 - 2019	2019-2024*	
Club Membership Numbers	5.69%	38.75%	



2024 Membership Highlights

- Largest membership numbers in boxing history (clubs, boxers and non-athletes)
- Awarded 50 Grants4Gyms
- Monthly Zoom meetings held with LBC Leaders
- Proactive in background screenings and approvals
- Automated birthdate, citizenship and annual physical process





High Performance Highlights

2024 High Performance Recap

- 13 High Performance Training Camps in the US, including 1 Multi Nation Camp
- 3 Multi Nation Camps attended
- 5 International Competitions attended
 - Gold Medals 6
 - Silver Medals 4
 - Bronze Medals 16
- 314 of 365 days spent with teams participating in High Performance training camps and/or competitions in 2024.



2024 High Performance Team Preview

2025 Elite Team Selection & Key Dates (Tentative)

- January 19-February 19, 2025 Elite Evaluation and Team Selection Camp
 - 2024 Elite National Championships Top 2 + Olympic Medalists
- World Cup #1 March 30-April 7, 2025 Brazil
- World Challenge June 3-7, 2025 Czech Republic
- World Cup #2 June 30-July 7, 2025 Kazakhstan
- World Championships September 4-14, 2025 England

2025 Youth Team Selection & Key Dates (Tentative)

- April 20-May 7, 2025 Youth Evaluation and Team Selection Camp
 - Youth National Championships Top Place Finishers
- June 1-14, 2025 Youth General Prep Camp
- July TBD Brandenburg Cup Germany

2025 Junior High Performance Team

No events scheduled for 2025



Coaching Education

2024 Coaching Education Recap

- 23 Bronze clinics conducted in 2024, certifying 291 coaches
- 10 Silver clinics conducted in 2024, certifying 98 coaches
- USA Boxing launched the online Silver Recertification Course
 - 32 coaches completed the online Silver Recertification Course
 - 125 coaches completed the online Bronze Recertification Course
- USA Boxing launched the online Nutrition and Strength & Conditioning (S&C) courses
 - 134 members completed the online USA Boxing Nutrition Course
 - 115 members completed the online USA Boxing S&C Course
- USA Boxing certified eight (8) new Bronze Clinicians

2025 Coaching Education Preview

- USA Boxing will host its first Gold Coaching Certification March 9-16, 2025
 - Coaches must be Silver certified and have taken the Nutrition and S&C Courses to be eligible
 - Information about the application process will be announced in January
- Apply to host a Bronze or Silver clinic in your LBC!
- Email USA Boxing Coaching Education Coordinator, Kammara Penick, for more details: <u>KPenick@usaboxing.org</u>





2024 Communications Highlights

- Zack Chavez began role as Communications and Digital Media Manager
- Communications team oversaw media coverage of Paris 2024 Olympics, highlighting eight Olympians
- Eight Olympian's Journey documentaries highlighting the path to the Paris 2024 Olympic Games for our eight Olympians
- Released two Grassroots Gym Spotlights Alexandria Boxing Club (Alexandria,
 VA) & Rocky's Boxing Gym (Houston, TX)
- Hosted 2024 World Boxing U19 Championships | Operated communications efforts for USA Boxing and World Boxing



2024 Communications Highlights Continued

- Attended two Olympic qualifying events for Elite teams (Italy and Thailand)
- 19 Instagram posts that earned 100,000+ views
- 10,000+ increase in followers on Instagram
- Boosted World Boxing IG page to over 10,000 followers during U19
 Championships
- Sponsors

Bell Bank Nike Impact

Firefly Team IP B-tek

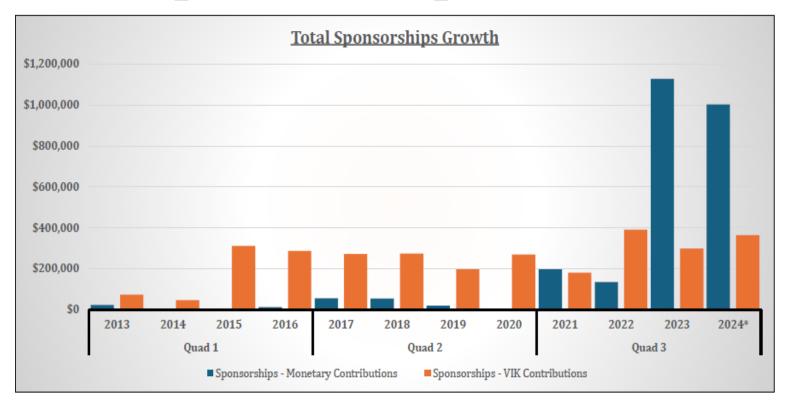
Juice Performer Thorne Hotel Planner

Rosetta Stone STING

Jake Paul Partnership | Boxing Bullies



Sponsorship Growth



Percent Increase Table			
	2016 - 2019	2019-2024*	
Monetary Contributions	53.67%	5394.72%	
VIK Contributions	-31.58%	84.71%	



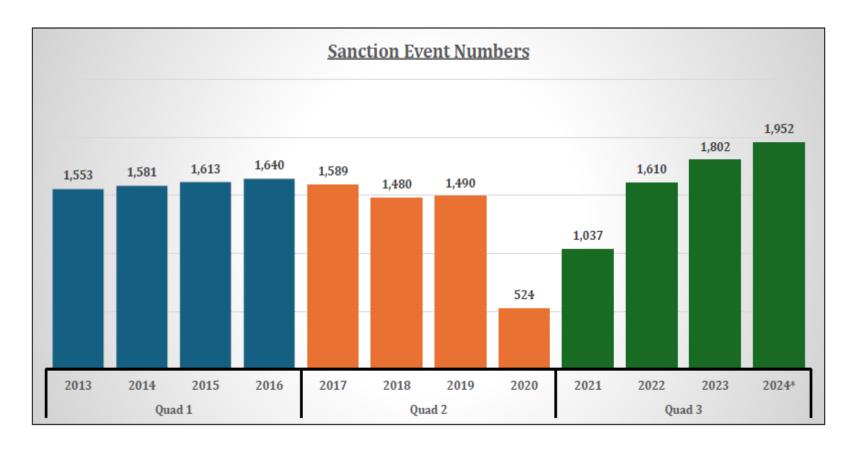


2024 Events & Boxing Operations Highlights





Event Growth: Sanctions



Percent Increase Table			
	2016 - 2019	2019-2024*	
Sanction Event Numbers	-9.15%	31.01%	



2024 Finance Information

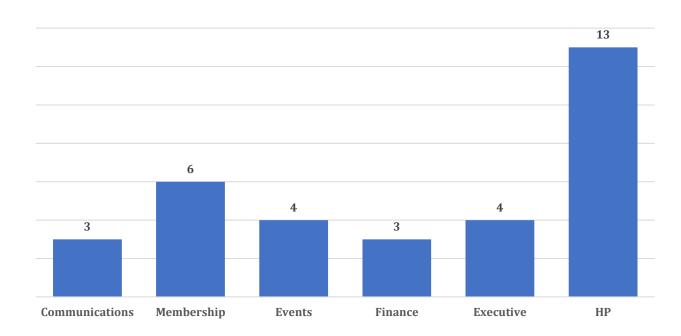
- USA Boxing qualifies as a tax-exempt organization under section 501(c) 3. The corporation's filing Form 990, Return of Organization is Exempt from Income Tax.
- The USA Boxing Board of Directors approves the budget annually.
- The annual budget is posted on the website.



2024 Human Resources Information

- USA Boxing considers its staff, one of its greatest assets.
- There are currently 33 staff members.

Employees Per Department







Questions from Membership



L4: I was told that if an official is working the glove table, they need to have the boxer put on the gloves in front of them. The reason for this is to prevent the boxers/coaches from altering the wraps underneath before the fight. I don't agree with this. If this is an issue a representative from the other boxer's team should be present when the boxer's gloves are taped and signed off by that team member. If I have them place the gloves on in front of me there is still nothing stopping them from' changing what's under the gloves after they leave my table.

A4: Procedure needed to follow the Rule Book and Code of Conducts:

- NRB Rule 36.5 Boxers must put on their gloves before entering the ring. Tape or another flat binding material may be used to secure the cuff of the gloves.
- Athlete Code of Conduct Point 1 Will act in a manner consistent with the spirit of fair play and responsible conduct.
- Non-Athlete Code of Conduct Point 3 –I will not engage, nor encourage any boxer to engage, in any behavior which would endanger the health, safety or well-being of any boxer, coach, official, volunteer, spectator or USA Boxing staff member.



L5: Why did the boxing shows reduce the bouts from 30 to 20 fights for that day. I was told by an official that the rule was changed in the summertime. What happens is that on a normal boxing show, the first 15 bouts are kids and teenagers between 80lbs to 119lbs leaving out the rest of the weight classes. Can we make some adjustments? Thank you.

Q5: LBCs have the authority to craft local sanctioning policies, which include number of bouts. Contact your LBC and propose a policy change that must be voted on by the LBC's Board of Governors.



L6: My daughter is 11 years old and will start competing in 2025. What is USA Boxing doing to encourage young females to enter the sport and provide sanctioned fights for young females? It isn't easy to find other young female boxers.

A6: Growth of female participation in amateur boxing is a high priority in USA Boxing's Strategic Plan.

- All female events were held in 2023 & 2024 with another planned for 2026.
- These events featured more than only boxing and included open workouts, clinics, roundtable discussions, matched bouts and networking opportunities.
- Recently, USA Boxing published a listing of female focused events scheduled during 2025 and will support these Regional events in various capacities.



L7: What is being done to keep boxing as an Olympic sport?

L27: What is the update on USA boxing and the Olympics?

L41: It's rumored the IOC will vote this month to either "include" or "exclude" boxing in the 2028 Los Angeles Olympics. What's the next move by USA Boxing if the IOC votes to exclude our sport?

A7 / A27 / A41: USA Boxing was a founding member of the international federation World Boxing, which is currently in currently seeking recognition by the IOC, which is required for re-inclusion in the LA28 Program. More information will be provided in late March 2025.



L8: In the case of your opponent taking performance enhancing drugs in amateur boxing how would you go about disputing it?

A8: Please report all suspected doping allegations to USADA who has sole jurisdiction in these matters.



L9: With the advancements in technology, I am curious to know if there are any plans to develop a digital passbook system for boxers, officials, and coaches. Such a system could streamline processes and enhance accessibility for all involved.

A9: Elimination of the physical passbook has been discussed often but presents many challenges such as connectivity and access to a central database.

Pilot programs have tested the viability of holding events without the requirement of passbooks and the OIC training requires that every participant's membership status is confirmed online.

Recently Xempower demonstrated a protype digital medical tool for Doctor's to place their pre/post bout comments and signatures. The ultimate solution depends on our membership database vendor and future developments with World Boxing.



L11: As a Ringside physician for over 35 years and as a USA BOXING boxer for many years before that, the lack of willing physicians for shows has hurt our organization. Why can't midlevel providers, NP, PA, CRNAs medically manage shows? These professionals work independently in some hospitals across the country, and some are better suited for these types of possible injury interventions.

A11: A "ringside medicine physician" refers to a Medical Doctor (MD) or Doctor of Osteopathy (DO) who works at a sporting event, like a boxing match, and is responsible for the immediate medical care of athletes, while a "Physician's Assistant" (PA), Nurse Practitioner (NP), and assorted other medical staff authorized to work under a doctor's supervision. only an MD or DO can serve as the ringside physician due to their higher level of autonomy and training required to handle critical situations in a high-pressure environment.



L12: Why are we allowing inappropriate music to be played at local shows? Is it not a Safesport violation with the cursing, the racial slurs, the talk of sexual acts, body parts etc.??

A12: Please report alleged Code of Conduct or rule violations via grievance procedures. You may also contact your LBC Leaders to discuss developing a local LBC policy regarding music played at local events.



L13: What are you supposed to do when your LBC President fails to respond to important issues?

A13: This question seems to have a specific need for response which may help focus the answer, but generally, if an LBC member does not receive a response from a query of a BOD, then put the question in writing and copy USA Boxing National Office who will evaluate and follow up.



L14: Why are OIC's with proper credentials not getting any fair opportunities to administer shows?

L25: Why is our Chief of Official denying local clubs the right to choose OIC if he or she is qualified. Clubs are being told by our Chief of Official that if they put him down as OIC, he will deny your sanction?

A14/L25: The LBC COO has final approval as to whom they designate to be the OIC, at an event in their LBC. This can be explained in the Rule Book and the LBC Bylaws.

Rule Book Page 6 Definitions: Official in Charge (OIC) – Certified Level II or Level III official who has completed OIC training, who is designated by the LBC Chief of Officials to serve as the head official for an LBC, non-advancing competition.

LBC Bylaws, page 5, (6): The COO, or their designee, will serve as the Official in Charge (OIC) of sanctioned events within the LBC.

There are multiple reasons why the LBC Chief of Officials, wouldn't approve an OIC to an event. Those could range from a possible lack of training or knowledge of the rules of the initially proposed OIC for an event, conflict of interests or perceived conflict of interests.



L15: Should there be a written contract between sanction holder and LBC President for additional fees paid outside of the sanction fee that are not within the bylaws?

A15: This question seems to have a specific need for response which may help focus the answer, but generally, event sanction fees are set by the LBC bylaws, Rulebook, and local fee schedule. These are determined by the LBC Board of Directors and approved by the LBC Board of Governors.



L16: What is the requirement of the LBC to release disclosures of funds and how they are being spent to members?

A16: This question seems to have a specific need for response which may help focus the answer, but generally, the LBC Treasurer is tasked with delivering the status of LBC funds every meeting and annually to include balance, monthly statements and yearly budget.



L17: A boxer wearing contacts loses one during a competition round and the corner wants to replace it with a "backup" pair of contacts to save time and eliminate the chance of losing the bout if the search for the original comes up empty. Would the substitute be allowed as its not stated in the rules?

A17: In the event a contact lens falls out and the boxer complains about it, the rest interval between rounds can be used by the coaches to get the boxer ready for the next round. Rule 5.2, 4) a., b. sets this basis.



L18: A boxer is competing with a wardrobe malfunction: A) new pair of shoes that are too slick for the canvas; B) discover the groin protector is missing; C) the chin strap or buckle breaks on the headgear. In most cases the referee will call time for the corner to correct malfunction "C". What about malfunctions A and B? Would the rules be inclusive of these corrections or would the boxer be disqualified if attempting to make the correction? If a rule change is in order, how much time would be allowed for each type of malfunction?

A18: NRB Rule 20.3, 1) Once a boxer has entered the ring, the Referee must ensure that the Boxer is wearing the appropriate equipment according to these rules. If the Boxer forgot his groin protector or realizes the shoes are wrong, NRB Rule 15.7, 1) will apply because the Boxer is not present in the ring fully attired. The Boxer will be allowed one (1) minute to present themselves in the ring fully attired.

As per NRB Rule 15.7, 1). If during a round, the shoes are found to be of the wrong substance for the canvas used for the competition ring, the 60 second rest interval between rounds, should be used to ensure the Boxer is ready for the next round. At only this time, shall a boxer be allowed to change shoes.



L19: In your August 2024 newsletter, USAB clearly states they would accept all appeals decisions Why is USAB not accepting a paying members decision. This is not political, argumentative or unprofessional. USAB printed something and in good faith, should stand by their printing.

L32: Our ED/CEO recently stated in a USA Boxing publication that the decisions of our appeals committee were final and accepted by USAB but in fact recently several decisions by the Appeals Committee have now gone to arbitration by USAB. Please clarify.

A19 / A32: The USA Boxing newsletter is not a governance document. USA Boxing follows the grievance procedures and adheres to decisions of the Appeal Panel, however USA Boxing like other members may appeal decisions to Arbitrations per the judicial process.

L20: Elite Male eligibility at the USA National Championships required the boxer to have fifteen bouts and winning at least fifty percent of those bouts. The question posed by a confident boxer and his coach was: How flexible are the eligibility requirements if your elite male has less than the required minimum, (for example 7 to 10 bouts), and has achieved 90 to 100 percent win record against open division boxers who did qualify for the tournament? Is there an OIC, review board or committee that could rule on an exception?

A20: Minimum bout requirements are set according to the type and size of the National Event with the primary purpose to be having a competitive and safe bracket and subsequent matchups and to also limit the total number of boxers in the competition. Every National event has a portal where Coaches and Boxers can submit Requests for Exemption to the minimum standard. These are reviewed by a committee of the National Staff with appeals to denials reviewed by the Executive Director. Standards will vary depending on Gender, Age, Weight and participation in the bracket. For the recent National Championships, approximately 70% of Request for an Exemption were approved and these boxers held an approximately 33% winning percentage in the tournament. We realize that there are exceptions for every rule and situation however we follow the philosophy that beginner boxers should box locally in their LBC before travelling for events and progress to neighboring LBCs and then Regional events before attempting a **National Tournament.**



L21: How are decisions made concerning LBC local government and who is involved in the process?

A21: LBC Governance is addressed in the LBC Bylaws. The Bylaws are approved by the USA Boxing Board of Directors.



L22: Are LBC's able to use insurance outside of USA Boxing for event purposes?

A22: All events sanctioned by USA Boxing are covered by our insurance program. Should an LBC wish to hold an event at a venue that requires a higher limit, the LBC may purchase additional insurance outside of USA Boxing's.



L23: When will an election be held to fill the position of Affiliated Member Director on the Board of Directors, and can you please provide official documentation to membership of when and how the position was formally recalled?

L33: When is the next vote for group member on the USAB BOD? How was Eric Buller removed from the BOD?

A23/A33: The new Affiliated Organization Board Member was selected this Fall following USA Boxing National bylaws and Colorado State Corporation Laws. The previous Affiliated Organization Board Member was removed from office following a vote by USA Boxing Board of Directors per the USA Boxing's National bylaws and Colorado State Corporation Laws and email vote from other eligible affiliated organizations in May 2024.



L26: Can we please update the member area log-in UX (user experience) as it is nearly impossible to navigate and get information out of? As a non-athlete working on coach status, there is no way to understand the criteria that needs to be met, the resources to access and/or how to renew Green then move onto Bronze. Very frustrating for years. This needs a significant overhaul which is long overdue. Please keep in mind that I was part of the USA Boxing Marketing Commission for years before they dissolved the commissions and nothing has changed.

A26: Our membership database on the company website have both received upgraded user interfaces from their respective vendors over the past couple of years. We are continuously exploring options with them and other vendors on ways to improve these products and services. For more specific information about Coaches Education, click here:

https://www.usaboxing.org/coach

L24: How long before we are fined for HIPPA Violations when using these ancient books with all sorts of medical privacy going from hand to hand. Will central office be responsible or will the local leadership hold responsibility?

A24: As an organization, USA Boxing is not subject to HIPPA. When a member of USA Boxing consents to join the organization, they consent to provide the information needed to participate. The organization that does protect our organization and many others throughout the country is the Family Educational Rights and Privacy Act (FERPA).



L28: That they should give more opportunities to Latinos who are in the process of having the same advantages as those born in the United States, which means that they should give more opportunities to Hispanics.

A28: Since last year, USA Boxing members who are non-citizens have the same opportunities as USA Boxing Members who are U.S. citizens, with only two exceptions. U.S. Citizenship is required in order to participate in the USA Boxing Junior Olympics and the USA Boxing National Championships. These events are traditionally only for Citizens of USA as they lead towards selection of Team USA which represents USA in International Competition. Other than these two events, non-citizens may participate in ALL USA Boxing Sanctioned Events.

L29: Did USA Boxing give/lend World Boxing hundreds of thousands of dollars? If so, was it approved by the Board of Directors?

A29: Yes, USA Boxing loaned World Boxing \$250,000 which will be paid back over the next five years. Yes, it was approved.



L30: Why for Nationals did they pick a week before Christmas Break and all High School Students have finals. Why can't Nationals be a time where it doesn't conflict school or expensive airfare?

A30: The 2024 USA Boxing National Championships was held in Richmond, Virginia over December 16-21, which was one week later than that event is typically held. This tournament had been held in the Midwest for many previous iterations and the opportunity to hold it on the East Coast allowed for a rotation of locations and many more participants from boxers in that area. Our hosts in Richmond made a very good offer of support to USA Boxing which we decided was in the best interest of the event. When we place this event, we always seek the first or second week of December and must avoid travel for members and staff that conflicts with Thanksgiving or Christmas.

L31: My club is in SE Georgia, in 2024 there were 3 events in our area of the state. I have been asking for more shows down here, and finally it starting to happen slowly. This is not a good situation for the clubs in our area. We travel a minimum of 4 hours to Macon and Atlanta where most of GABA events are held, and in Augusta. This places a huge cost burden upon us and doesn't afford our boxers to get the valuable experience they need to be competitive with the Middle Georgia and Atlanta based clubs or regional shows. Their Boxers can box 3 times a month, where our kids get that amount in three months. What I am asking is for another LBC in the southern part of the state, managed by the GABA LBC President and a southern LBC with officials so the guys up north don't have to endure what we do, gas is expensive and so are motel rooms, and meals. SC. and FL support our events too. Please send me a response, thanks for any consideration given.

A31: We understand the geographic challenges of our larger LBCs. The solution is not adding LBCs to the roster, it comes from individuals (such as yourself) developing a cadre of volunteers to be able to hold an event in a different part of the state. Recruit officials to become certified that can work events closer to "home." Then you and others in closer proximity can hold events that are staffed without volunteers having to travel so far.



L34: USA Boxing's High Performance Director, shortly after the 2024 Games, stated that the quad was not a failure, in fact it equals the worst performance that the USA has ever recorded in an Olympic Games. The Olympic selection process for the past two quads have been huge failures, COVID save embarrassment in 2021 as we would have failed to gain 2 Silver Medals as Keyshawn Davis and Duke Reagan were not selected initially. Can leadership explain to the stakeholders (Coaches, Athletes, BOD, USOPC, Public, Media) the rationale to continue the same process which denied so many qualified athletes the equal opportunity to compete to represent the USA in the recent Olympic Games? Thank you.

A34: To be clear, our performance at the Paris Olympics did not come close to meeting the standards or expectations that we had set for our team.

Our team selection process is a two-step process whereby boxers prove they are amongst the best boxers in the U.S. at our National Championships/Olympic Trials, followed by our Team Evaluation & Selection Camp which takes place over a 4-week period. This evaluation camp provides the opportunity to see who is the best boxer in each weight class over a 4-week period, as opposed to one 9-minute bout. It also provides the opportunity to see who is the best international boxer, as the evaluation camp typically has 2-3 international teams that provide different looks in training and allow our coaching staff to understand how well each boxer can adapt to different international styles.

This selection process has been investigated by the USOPC and is proven to be a fair process that did not deny an athlete the equal opportunity to represent USA.



L35: Being that a great percentage of coaches bear the cost of registering kids for memberships and events, registering gyms, traveling as well as many other things. Why charge the coach such an extravagant amount to gain the highest level coaching certification. This definitely causes a disparity of elite coaches as many that desire to attain the highest level of coaching academia can't compete because they aren't rich. Paying to play in sport on all aspects diminishes the quality. Thank You.

A35: Gold is not required but does cost resources to organize. The cost is high because it is a one-week course, and the fee covers housing and meals for the participating coach for the week.

Coaches, as with ALL members of our organization and society in general, must invest in themselves and in their own training and education in order to advance within their field.

L36: Why did it take so long to announce the USAB national tournament schedule for 2025?

A36: We announce the tournament schedule as soon as bids from venues are finalized.



L37: When are the three Gold Level Coaching Certification Courses taken place in 2025? And please explain the application process to be accepted in the Gold Level. Thank You.

A37: The first Gold Level Certification will take place March 9-16, 2025. The second and third gold courses are not yet confirmed but will likely take place in July and November of 2025.

The application process will first require a coach to have completed the prerequisites of being Silver level certified and have completed the USA Boxing S&C and Nutrition courses online. Coaches that meet these requirements will need to complete an application and take a pre-test, which covers information that was taught in the prerequisite courses.

This application and pre-test will be located on the usaboxingeducation.org site. Based on the application and test scores, the top eight (8) coaches will be selected to take the course.



L38: What is USAB's plan to make the 10-Point Scoring Criteria more objective?

A38: USA Boxing has been in very close contact with leadership in World Boxing. To provide consistency and standardization of how the scoring criteria are applied and the point allocations are awarded, we must follow the international standard to ensure we set up our Boxers for success. In the event, World Boxing changes the criteria or further explains the definitions associated with the scoring criteria, USA Boxing will adopt the same.



L39: This year several boxers and coaches asked for my help in registering online. The suggestion is to have the instructions more detailed in a step-by-step procedure.

A39: Find information about how to register with USA Boxing including step by step guides here: https://www.usaboxing.org/membership





Have a Great Evening!

Thank you!

