



August 2 Special Meeting - Called by Chair
USA Fencing (United States Fencing Association, Inc.)
Zoom
2025-08-02 10:00 - 12:00 MDT

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<https://us02web.zoom.us/j/83444642062>

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 - Meredith Delgado
- Conflict of Interest Declaration

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- Approval of the Minutes of the June 29, 2025 Meeting of the USA Fencing Board of Directors

IV. Financial & Operations Update

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VI. Old Business

A. Motion to Reconsider

MOTION TO RECONSIDER

Bylaw Amendment Publication - Board Composition

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

Tabled Motion: To approve the proposed bylaw amendments to restructure the composition of the Board to four (4) Athlete Directors, four (4) At-Large Directors directly elected by the membership, and four (4) At-Large Directors appointed by the Board of Directors, at least two (2) of whom must meet requirements for independence outlined in the bylaws. In addition the composition requirements of the Nominating Committee would change to achieve greater independence from the Board of Directors primarily through a maximum number of voting members of the Committee that can be current members of the Board. The Board composition changes have been reviewed by the USOPC and our legal team.

The relevant bylaw changes are as follows:

- From section 7.4.b: “Independent Directors. There shall be three (3) Independent Directors. All Independent Directors shall be individuals who meet the qualifications and are selected as specified in this Subsection 7.4.b. At-Large Directors. There shall be eight (8) At-Large Directors. Four (4) At-Large Directors shall be elected by the membership, and four (4) At-Large Directors shall be appointed by the Board of Directors. Of the appointed At-Large Directors, at least two (2) must meet the requirements for independence as outlined in Section 7.4.b.iv....”
- Added to Section 7.4:
 - o At-Large Directors to be appointed from the general membership by the Board of Directors shall be voting members of the USFA in good standing.
 - o 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.
- From Section 7.4:
 - o “The Nominating Committee will determine whether a position for an appointed At-Large Director shall be filled by an independent individual or from the general membership, and this decision shall be published with the call for nominations preceding the election cycle for member-elected Directors. The Nominating Committee shall then nominate qualified individuals (per Section 9.3) to serve as appointed At-Large Directors subject to confirmation by the Board of Directors...”
 - o “No person may serve as an Independent Director who, within the two years preceding their nomination: To be independent, within the two years preceding their nomination no person may serve who...”
 - o It shall not be a precondition of selection as an At-Large Independent Director selected for their independent qualifications that the person in question be a member of the USFA at the time of their nomination or confirmation, but no person may assume or continue the position of Independent independent At- Large Director except as a USFA member in good standing. At-Large Independent Directors selected for their independent qualifications must maintain the qualifications as specified in this Subsection 7.4.b.iii for their entire term and any successive terms, except to the extent that they became a USFA member as a condition or appointment or to the extent that they hold any governance position with the USFA, FIE, or IWAS in connection with their position as an At-Large Independent Director and any reimbursement of expenses related thereto.
- Removed from Section 7.4: “At-Large Directors. There shall be five (5) At-Large Directors. All At-Large Directors shall be voting members of the USFA in good standing and shall be elected by the membership.”
- Removed from Section 7.6: “Independent Directors. Independent Directors shall serve two-year terms commencing on the first day of September and ending on the last day of August. Two Independent Directors shall be selected in even numbered years and one Independent Director shall be selected in odd numbered years. Directors fulfilling the unexpired portion of a vacated position shall serve the remainder of that term.”
- From Section 7.6.c: “...Two (2) At-Large Directors shall be elected and two (2) At- Large Directors shall be appointed in year two of the Quadrennium and three two (32) At-Large Directors shall be elected and two (2) At-Large Directors shall be appointed in year four of the Quadrennium...”
- Added to Section 7.21: “The terms of the Independent Directors appointed as officers in 2025 shall be extended from two (2) years to three (3) years, and those positions will be filled by appointment in 2028. Upon enactment of these amended bylaws, those Independent Directors shall become At-Large Directors. Upon conclusion of the transition in 2028, these Bylaws shall be automatically amended to remove this Section.”
- Renaming Article IX “ELECTIONS AND APPOINTMENTS”
- Added to Section 9.3.a:
 - o “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 the calendar year in which the appointment is to be held.

o 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 the calendar year in which the selections are to take place.”

- From Section 9.3.a: 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 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.
- From Section 9.11: “Method of Selecting Elected At-Large Directors. The elected At- Large Directors...”
- From Section 12.9.b: Composition. The Nominating Committee shall comprise six members 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: The first selection of the Nominating Committee after the effective date of these Bylaws will provide that one-half of those selected shall have an initial one- year term and the other half will have an initial two-year term:
 1. A current or former At-Large Director with at least four years’ service on the Board or, a current or former officer with similar experience, or a current or former member of a Committee, Resource Group, or Council, who have at least four years of service in said position;
 2. 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;
 3. Active officials (referees, armorers, bout committee members, Referees’ Commission members) who have regularly staffed national tournaments during the two years preceding their appointment; and
 4. 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. From Section 12.9: “...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 is a candidate for office or other elected position within the USFA or who holds a position for which an election or preparations for an election can be reasonably anticipated 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...”

Rationale: Currently our Board is composed of four (4) Athlete Directors, five (5) elected At- Large Directors, and three (3) appointed Independent Directors. The Governance Task Force’s new proposal offers a balance of expertise, maintains a strong athlete voice, and allows for flexibility to add directors with critical skills as needed to keep the Board agile and effective. The proposed changes are supported by the Nominating Committee. Additionally, the Nominating Committee has begun work updating and codifying the application and nomination process for transparency and standardization, regardless of the outcome of this motion. Given the increased number of appointments in this new governance model, it is important that the Nominating Committee shifts to a model that is more independent from the Board of Directors. Member feedback was key in this regard and led to the Board of Directors tabling any composition changes for further development. A meeting was held with the Governance Task Force and the Nominating Committee that led to the proposed changes in the composition of the Nominating Committee, most notably a maximum number of voting members of Nominating Committee that can be current members of the Board of Directors. This number has been set as two to ensure that current Board members do not compose a majority of the voting members of Nominating Committee. In the full set of by-laws with proposed changes, the green and red represent the motions passed at the June 7th meeting and the blue represents the changes proposed in this motion. This is to help track separate member comment periods.

B. Petition Process

Motion: To amend the Election-Petition Bylaw proposal that retains the petition pathway but raises the signature threshold to 6 percent of eligible voting members and directs the Nominating Committee to present at least two more candidates than open seats (the n + 2 rule) for the

following petition process:

The USA Fencing membership's candidate for the At-Large Director position must gather at least 150 USA Fencing members to submit their names, membership numbers and signatures on a specially designed online election page (or site). This way, the Election Committee can easily verify the legitimacy of the submitted names and candidates do not have to collect handwritten signatures at tournaments. We all live in the 21st century where most petitions, signatures, documents, etc. are submitted online.

Rational: The current proposal to raise the "hard" signature threshold to 6 percent makes it nearly impossible for membership candidates to submit petitions. Assuming that USA Fencing currently has about 15,000 voting members, 6 percent means 900 "hard" signatures. The petitioning process should be sufficient, but not hard to achieve. I agree that 50 signatures is probably a small number for such a large organization. Therefore, I think an increase to 150 is appropriate.

C. USFA Transgender & Non-Binary Policy Triggered

Motion A: To amend USA Fencing's updated "Transgender and Non-Binary Athlete Eligibility Policy" to match the Executive Order and USOPC requirements. Following the EO biological male and biological female athletes should compete in the men's and women's categories, respectively. Mixed competition should be allowed in local and regional non-designated competitions that do not contribute to earning regional or national points.

Rational: The USOPC at their last board meeting has updated their Athlete Safety Policy to require NGBs to follow the Executive Order, and are now requiring each NGB to update their Athlete Safety and Transgender policies to follow the EO.

VII. New Business

A. Bylaw Amendment Adoption - Chair Eligibility

Motion: To approve the proposed bylaw amendments that will allow any voting member of the Board of Directors to become Chair. All proposed bylaw changes have been reviewed by the USOPC and our legal team.

- From section 6.1.b: "...The Chair of the Board shall have such authorities, powers and duties as are assigned to that office by these Bylaws or as are necessary and normally appurtenant to the powers and duties herein specified. The Chair of the Board of Directors shall be elected from among the voting members of the Board of Directors by a majority vote of the Board of Directors, which election shall be conducted at each annual meeting held in odd numbered years."

- From section 6.3.a: "...Once a new Chair of the Board is so approved, the former Chair will continue to serve any remainder of their term as a Director."

- From section 6.3.c: "The Chair of the Board's term in office is subject to and not greater than their term as a Director, including limits placed thereon in these Bylaws..."

- Section 6.4.a.ii: "If a vacancy in the office of Chair of the Board occurs by reason of resignation of that office, or removal while the person who had been serving as Chair remains a Director, the Board of Directors shall elect a Director who meets the qualifications of the office of Chair of the Board."

- From Section 10.6: "...The person holding the position of Chair of the Board of Directors continues to serve as a Director unless removed from the Board itself in compliance with Section 10.3 of these Bylaws."

Rationale: Today, only At-Large directors may serve as Board Chair. The proposal would allow any voting director — elected, appointed or athlete — to be considered for this important leadership role, broadening the talent pool from five to twelve Directors. In addition it aligns USA Fencing with a best practice followed by about 80 percent of other NGBs (as opposed to only being one of two limiting the position to At-Large Directors), strengthening the sport's credibility with sponsors, donors, and the U.S. Olympic & Paralympic Committee.

B. Bylaw Amendment Adoption - Petition Process

Motion: To approve the proposed bylaw amendments that will change the threshold of petitions submitted from 1% to 6% for the election of an At-Large Director.

Proposed changes include:

- Section 9.3, c iii: "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 no fewer than two separate regions and 2% of separate officially recognized clubs as their primary affiliation and whose identity and intent are not reasonably subject to doubt."

Rationale: After further discussion the Governance Task Force has modified its proposal to maintain the petition process as it currently stands but to change the requirements to ensure that petitioned candidates have the broad support of the membership while maintaining a safeguard for the membership to use in case of an error or oversight of the Nominating Committee. 6% is an achievable number that allows for an underdog candidate to collect signatures while ensuring that the candidate truly represents a significant portion of the membership.

C. Bylaw Amendment Adoption - Omnibus

Motion: To approve the proposed bylaw amendments not already approved or rejected by the Board of Directors as part of motions considered.

Proposed changes include:

- Replacing references to the International Wheelchair and Amputee Sports Federation ("IWAS") with Wordability Sport ("WAS")
- Changing the window for eligibility of voters in elections from February 1st to sixty (60) days prior to when voting opens. This allows for flexibility in election dates and aligns with the most common window of eligibility across NGBs that hold direct elections.
- Replacement of references to the USOPC SafeSport Code to just the Safe Sport Code as the Center for SafeSport is no longer a part of the USOPC
- Re-organized officers and non-voting members of the board under one section (Section 6) for simpler and clearer understanding
- Explicitly designated the Chair of the Board as the equivalent of President in the eyes of the FIE and WAS per preferred international terminology.
- Added references to the USFF by-laws that declare the Chair, Treasurer, and CEO of USFA as non-voting members of the Board of Trustees
- Clarified that Treasurer, Parliamentarian, Secretary, and CEO are all advisory/ex officio members of the Board which guarantees access to meetings, in line with long-standing practice
- Mandated Background Check and Conflict of Interest form for all candidates for voting and non-voting positions of the Board per standard practice of other NGBs and to mitigate risk
- Amended Special Board Members' duties to include addressing strategic needs of the Board and remove a reference (from when it was called "Vice-Chair") to assisting the Chair in their role
- Set two (2) as the maximum number of Special Board Members to align Board size to industry best practices
- Clarified that there is no term limit for Secretary or Parliamentarian and that filling the role of Parliamentarian upon its vacancy is optional
- Added references to Resource Groups and Councils where appropriate, as many places just listed Committees and Task Forces.
- Added mandate that no voting Director may be an employee of the organization or have a contractual relationship with USFA unless reviewed and approved by the Ethics Committee with an exception for tournament staff. This is a codification of existing practice and precedence by the Ethics Committee.
- Cleaned up list of requirements for independence, including condensation and simplification. Per the suggestion of the USOPC, "fencing entity affiliated with USFA" was changed to be more broadly written as "sport family entity of fencing" and added a clause to allow the Nominating Committee wiggle room as there is a difference between being functionally and definitionally independent.
- Removed the mandate that any Amateur Fencing Organization give USFA a reciprocal seat as it is not compliant with legal and USOPC requirements
- Added a clause about the timeline for appointing Directors in case of vacancy as this was previously not explained
- Removed Transition section from last major by-law change now that this transition has already happened
- Removed outdated references to officers directly elected by the membership

- Updated removal clause to be compliant with Colorado state law, mandating that directors may only be removed by the group that elected or appointed them. Also noted that how a Director votes is not cause for removal or not being re-nominated unless it violates USA Fencing policy - this clause is common in many by-laws.
- Eliminated requirement for meetings of the membership as it has not been used in recent memory and no longer is functional in a modern organization of over 40,000 members
- Codified existence and role of Board and Staff Liaisons to committees
- Removed outdated clause that all Election Committee meetings being public.
- Explicitly noted the existing optionality of Chairs for Resource Groups
- Explicitly noted the existing optionality of athletes on Councils
- Removed unnecessary secondary reference to the date of effect of the bylaws (it's already at the top of the bylaws)
- Clause allowing for a shorter membership review period for bylaw changes in case of an emergency need especially for legal compliance. This change was made per the advice of legal counsel. A need for a two-thirds (2/3) majority vote of the Board is included to ensure that this shorter window is only used in rare emergency cases
- Removal of outdated allowance for amendments by the membership petition. This aligns USA Fencing with 81% of NGBs that only allow amendments by the Board of Directors or an equivalent body
- Assorted typos and grammar changes, renumbering sections, etc.

- To remove redundant the annual membership meeting mention (Section 6.1)
- Add notice to membership to the bylaws, written or verbal (Section 7.10)
- Annual Membership Meeting - remove mention of it in 6.1c
- Keep Election committee meetings public (section 9.7)
- Added operational and financial updates to membership meetings in section 7.10(11):

"Regular Meeting Agendas. Not less than five days prior to any Regular Meeting of the Board of Directors, there shall be delivered to each Director, officer, and the Parliamentarian an agenda of matters proposed to be considered at such meeting. A Director may propose motions not on the agenda at the Annual Meeting, but business not mentioned in the agenda may not be acted on at a Scheduled Meeting unless a majority of the members of the Board of Directors then in office vote to consider the matter. There shall be updates presented at each Regular Meeting regarding operations and finances (either written or verbal), and the Chair may also provide an update."

Rationale: The Governance Task Force reviewed the entirety of the bylaws for updates, alignment with NGB best practice, and opportunities for added flexibility, modernization, clarification, and simplification. All proposed bylaw changes have been reviewed by the USOPC and our legal team.

VIII. Good and Welfare

A. Next Meeting: October 24, 2025 - New York City NY

IX. Recess to Executive Session (If Required)

USA Fencing – Parent Council

May 28, 2025

Attendees

- Greg Husisian
 - Maria Panyi
 - Phil Andrews
 - Allison Wade
- Heather Shankwiler

Discussion focus: Summer Nationals 2025

How to connect with parents and kids, understand about recruitment, different venues and ways to participate in fencing before, during and after primary and secondary schooling.

Summer Session: Parent Townhall - What every fencing parent wants to know but afraid to ask?

July 1 – CDT/JNR session? 6pm CT

Parent Council – who we are

What I've learned (aka why we're still here)

About rankings.

What are rankings and do they matter?

Why do I care (or not care)?

What should I be concerned about?

What are the opportunities for kids at higher levels?

Yes, academics matter.

Yes, character is important (recruit for the people FIRST, talent second)

No, the ref did not stop your kid from succeeding.

Open forum: Ask!

July 5 – younger session, 6pm CT

Parent Council – who we are

Setting expectations

What I wish I had known

At Y10

Y12 stage

Y14 stage

Strong foundations, love of the sport

How to prepare – learning resilience

Hadley – 2014 Nationals results – then and now

What NACs look like

Productive training

International options – if an option? Camps, competitions?

Close to home – what options?

Open forum: Ask questions

Other topics

New points systems: Will push out another season – no major changes for 2025-2026. Looking at capping events at Nationals (315 max cap). How can this affect teams? Late registrations?

Roster limits: roster limits are part of the house settlement. Roster limit for fencing is fairly reasonable. Ivy League – roster limits don't affect; opt out. Most affected team: D1 NCAA/ACC: Notre Dame hardest hit. Northwestern. Ohio State (men's are over). Seeing a pickup in interest: Wake Forest, North Carolina A&T, Arcadia, Wilkes, NY Tech; Dartmouth, Russell? Many athletic departments are figuring out how this works/what it looks like for their student body.

Swim/dive programs are having to fight – ALL teams are having to fight in the course.

Tactics for those affected by roster limits: Later start to school? Deferred options? Gap year?

Most schools see talent shared across sports (and enrollment fencing). Keep kids interested with upcoming enrollment cliff; recruiting tool.

Roster limit = scholarship limit.

Seeing hope for more collegiate teams/spots over time.

National points, international points & tournament seeding

Seeding points vs. international points: how are kids being prioritized for opportunities for scholarships and roster opportunities. What tactics:

- Those that are truly abroad
- Those that take opportunities abroad, but cannot make Team USA
- Those that make Team USA
- Q: How do we properly seed fencers? Tournament committee grappling

Goal should be keeping people in the sport – but not trying to keep kids out of recruitment or opportunities? Working to try and automated for Team USA to filter out only USA kids.

Survey results? Need to dive in and take a look. Key themes, summarize next steps or talking points.

USA Fencing – Parents’ Council

1/22/2025

Attendees: *Present

Allison Wade*

Heather Shankwiler*

Phil Andrews (Staff)*

[REDACTED]

[REDACTED]

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Zhimin zhang

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Jennifer Vernon

Christina Pachuta

Ben Bratton (Board)

ERIC KAPLAN

Gregory Husisian

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Mark E Hanssen

[REDACTED]

Topics for discussion

- **Survey** to USA Fencing parents
- **Tournament concerns**
 - New tournament qualification process (ladder from regional to NAC, etc.)
 - Tournament availability (by region, single weapon/multiple weapons, flexible levels)
 - Increased costs
 - Lack of tournament exposure/practice
 - Limited resources and opportunities
 - Shortage in accessible areas per region per weapon
 - Blocked out dates within the tournament application packet
 - Transparency
 - Timing: avoiding AP and other critical school activities
 - January NAC feedback (KS City)
- **Support** for non-elite/recreational tracks: HS, local, etc.

Notes

- **Survey** to USA Fencing members

- We can piggyback the survey to members – but most parents are NOT not members
- Can we add a few questions?
- How can we invite parents to ask additional questions?
- Similar challenge with coaches' content
- Survey out Feb 2025, again Jan/February/March 2027
- “Dry spell” in tournaments
 - Issue: Need maximize opportunities to fence
 - NACs: are huge, need to reduce to 65 strip area
 - Saber referees are a limiting factor
 - Epee numbers are insane – 500+
 - Looking at staircase structure
 - Simplify the system for new parents
 - Coaches: how do you explain it to new parents?
 - All but killed local events – not good and need to re-address
 - Also need to reinvigorate letter rating opportunities – sanctioning when smaller tournaments happen to keep the pipeline of fencers open for NCAA, college clubs and beyond
 - Need to update tournament selection process
 - Maximize size of opportunities – prioritized 3 weapons. Has hurt Region 6 for saber/epee/foil; hurt foil in CA
 - Make it a fixed regional calendar – enable calendars to not compete with local and regional
 - Qualifications
 - Fill up points bucket to local to encourage competition in a geographic location
 - To address availability
 - Our regions are good, and too large
 - Need to address regional availability and accessibility
 - Challenges with how they are too large
 - New bid process being restructured
 - Biggest limitation on referees
 - Region 3 (Allison) – need flexibility for college fencers to be able to compete, yet still be involved
 - How do we include college fencers with challenges of NAC, regionals, FIE, college matches, etc.
 - NCAA project – women's championship underway. Passed sport oversight committee. Potential 2026? Divisions to vote. D1 will carry the vote (Grace Calhoun, AD, Brown University). Including clubs – how do we better align FIE, NCAA and USA Fencing to allow fencers to remain.
 - Will March NAC move to May?
 - Work with collegiate system. FIE has “committed” to senior schedule for the next 4 years. Helps with NCAA and NAC scheduling.

- Colleges are very important – want them in NACs.
- Tournament committee – will revisit this concern.
- USCFA: Not going to inhibit NCAA fencing. Largest goal: growing saber (women in particular).
- How do we keep fencers from giving up entirely if NCAA is not within reach?
 - How do we get clubs to share the opportunities? USCFC – joined with USA Fencing. Need to see how to best highlight and promote options?
 - Bring people into the sport? (Ex. Denizen – people are new, people recruited)
 - Refresh the love of support, or introduce
- **KS City** - will be there next year (2-year deal)
 - Refund policy was relaxed; waivers
 - Announcing NACs earlier, will announce next time soon (Jan NAC 2026)
 - **Atlantic City** – Finally in Region 3; or too difficult to get to (very polarizing)
 - Secondary locations/markets are hard to get to; hard to serve larger regions
- Potential express lanes for armory check – for those that have 8am events, or purchase express tickets, or other scenarios?

Next steps

- **Survey data:** Determine survey options – what questions to potentially add or invite members to speak up on a separate survey (as most parents are not members)
- **Input**
 - **Tournament qualification:** Continue to share concerns and weigh in on NAC qualifications, NCAA paths and USCFC choices for older fencers
 - **Regions are good – but too big data point:**
 - During tournament scheduling time, potentially allow multiple regionals – splitting regions into north/south options?
- **Communication**
 - The benefit of the parents' council is to share feedback – need to keep the lines of communication open, brainstorming and utilize many of us on the council to share ideas and challenges with the rest of the fencing community, supporting a positive culture long-term.

Next meeting

(post JOs) Wednesday, February 19, 2025, 3pm ET

Heather Shankwiler is inviting you to a scheduled Zoom meeting.

Topic: USA Fencing: Parents' Council

Time: Feb 19, 2025 03:00 PM Eastern Time (US and Canada)

Every month on the Third Wed, until Nov 18, 2026, 22 occurrence(s)

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

Monthly:

https://us06web.zoom.us/meeting/tZllceGhrjwqH9bYbcDtdBlrgh4Yxr1epqrM/ics?icsToken=DN1ugzSO9Xrwi7l2ewAALAAAlYd8ByiV0Yr96uELp8LmYF6HaWZdus2oi3qZe8QkK64md2D-GhuuYzz6As_fa_h0mE2rFRHVvVhqlcTvzAwMDAwMQ&meetingMasterEventId=1wOMV6LrQ9OaQd0THe8tBA

Join Zoom Meeting

<https://us06web.zoom.us/j/86868907052?pwd=Oh0yMxE3b536idWm46bCq69aTh70d.1>

Meeting ID: 868 6890 7052

Passcode: 112302

One tap mobile

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+16469313860,,86868907052#,,,,*112302# US

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- +1 689 278 1000 US
- +1 719 359 4580 US
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- +1 507 473 4847 US

- +1 564 217 2000 US

Meeting ID: 868 6890 7052

Passcode: 112302

Find your local number: <https://us06web.zoom.us/j/kSRvhAeqk>

USA Fencing – Parents’ Council

2/19/2025

Attendees: *Present

Heather Shankwiler

Greg Husisian

Heather Shankwiler*	[REDACTED]
Phil Andrews (Staff)*	p.andrews@usafencing.org
Allison Wade*	[REDACTED]
“mikehjoo@gmail.com”	[REDACTED]
Jennifer Vernon	j.vernon@usafencing.org
Christina Pachuta	[REDACTED]
Ben Bratton (Board)	[REDACTED]
ERIC KAPLAN	[REDACTED]
Gregory Husisian	[REDACTED]
Mark E Hanssen	[REDACTED]

Topics for discussion

- **Tournament concerns**
 - New tournament qualification process (ladder from regional to NAC, etc.)
 - Feedback from JOs
 - Place DV1 last, not first?
- **Addressing the spring “dry spell”** – allow more tournaments, open submissions for start of 25-26 CDT/JNR season
- **Support** for non-elite/recreational tracks: HS, local, etc.
 - **Not all are NCAA**
- **Need to move March 19 meeting**

Notes

- **Survey.** Still need to formulate survey questions
- **JO scheduling**

- Cadet & Junior Worlds – JOs and team placement. Need to make Junior and Cadet teams.
- Junior & Cadet are very competitive. Need to provide priority to those fencers.
 - Points and close thresholds
- High injury rate of Cadets on last day of JOs (saber)
- **Blog topics.** Thank you, Greg!!
 - Now: Finish NACs
 - Next up: College recruiting
- **Increase council member engagement** – Need to connect personally with all members of the council to get them involved
 - Heather will ask USA Fencing for phone numbers to reach out and connect
- **Next meeting.** Moving next meeting to March 26. (updated meeting invite below)

Next steps

- **Full contact list** – phone, email of parent council members
- **Communication**
 - The benefit of the parents' council is to share feedback – need to keep the lines of communication open, brainstorming and utilize many of us on the council to share ideas and challenges with the rest of the fencing community, supporting a positive culture long-term.

Next meeting

- Currently scheduled for March 19, 2025 – need to move.
- Rescheduled date: March 26

Heather Shankwiler is inviting you to a scheduled Zoom meeting.

Topic: USA Fencing: Parent Council

Time: Feb 19, 2025 03:00 PM Eastern Time (US and Canada)

Every month on the Third Wed, until Nov 18, 2026, 22 occurrence(s)

Changed occurrence(s):

Mar 26, 2025 03:00 PM (updated)

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

Monthly:

https://us06web.zoom.us/join/tZlIcGhrjwqH9bYbcDtdBlrgh4Yxr1epqrM/ics?icsToken=DL9Isl oSYmU1Mk5HwAALAAAH0cTon2RXd_fVzOXnGkH7aXgRlTf0TlPPxcgKJ1H4mNEgfj9eGccw8jysHFbi WbEiDel1VNc7ZuQkz1BjAwMDAwMQ&meetingMasterEventId=1wOMV6LrQ9OaQd0THe8tBA

Join Zoom Meeting

<https://us06web.zoom.us/j/86868907052?pwd=Oh0yMxE3b536idWm46bCq69aTh70d.1>

Meeting ID: 868 6890 7052

Passcode: 112302

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Meeting ID: 868 6890 7052

Passcode: 112302

Find your local number: <https://us06web.zoom.us/j/kSRvhAeqk>

USA Fencing – Parents’ Council

03/26/2025

Attendees: *Present

Heather Shankwiler

Greg Husisian

Allison Wade

Phil Andrews

Heather Shankwiler*	[REDACTED]
Phil Andrews (Staff)*	p.andrews@usafencing.org
Allison Wade*	[REDACTED]
Mike Joo	[REDACTED]
Maria Panyi (Board)	[REDACTED]
Jennifer Vernon	[REDACTED]
Christina Pachuta	[REDACTED]
Tibbie Smith	[REDACTED]
ERIC KAPLAN	[REDACTED]
Gregory Husisian	[REDACTED]
Mark E Hanssen	[REDACTED]

Topics for discussion

- **Introduction to membership of the Parents’ Council – “best kept secret”?**
- **Tournament concerns**
 - New tournament qualification process (ladder from regional to NAC, etc.) – delaying this process 1 year.
 - Not ready to roll it out; continue current system with new parameters
- **Addressing the spring “dry spell”** – allow more tournaments, open submissions for start of 25-26 CDT/JNR season
- **Support** for non-elite/recreational tracks: HS, local, etc.
 - **Not all are NCAA**

Notes

- **Parent council awareness**
 - Promote: Parent Council exists – promote through USA Fencing
 - Member survey first- and add methods to open parent-based survey follow up

- Email blast
- Coaches' committee – open
- Potential table to work to provide visibility- LA or Milwaukee
 - Target Summer Nationals, session to raise concerns, awareness
 - 2 town halls: Parent council for older fencers, parent council for youth fencers
 - Email suggestion box
 - Survey to parents
- **Increase council member engagement** – Need to connect personally with all members of the council to get them involved
 - Heather will ask USA Fencing for phone numbers to reach out and connect
- **Tournament concerns – overhaul qualifications?**
 - New tournament qualification process (ladder from regional to NAC, etc.) – *delaying this process 1 year.*
 - Not ready to roll it out; continue current system with new parameters
 - Specific for Nationals and JOs
 - By summer – will publish final rules to provide feedback, poke holes
 - Parent townhall – at Summer Nationals; older fencers & youth fencers
 - Greg could stay over (that might work!)
 - Keep culture of a NAC – need to have BIG tournament experiences
 - Reduce size of NAC – trying to reduce to 65 strips (March NAC was 77/78)
 - Problem to solve: saber refs are hard to staff (HARDEST to ref); staffed in epee, foil
 - MARCH NAC is hardest to staff (fighting DV1, World Cup/Grand Prix, NCAA)
 - Swap March NAC and May SJCC (youth to May NAC; SJCC into March)?
 - NCAA 2026: finals in Notre Dame
 - NCAA Regionals: Boston, NY, NJ, Midwest, Stanford/San Diego
 - Sanctioned locals? In each region – a weekend reserved for local competitions?
 - How to best spread out
 - First competition should not be driving 5-6 hours
 - Keep Dec SJCC (TN/FL); May/June SJCC (Vegas? West gate of Vegas Convention Center)
 - Allison: runs an onboarding program for parents when they start competing
 - Share a copy? A way turn into a nationally-based series (webinar)
 - NCSA – launching a fencing program (kids & parents) – fencing resumes collated
 - Heather: now that you are a high school student & fencer... What you need to keep in mind.
 - NCAA is one goal; but the rest of the group – what options remain?

Next steps

- **Communication**
 - The benefit of the parents' council is to share feedback – need to keep the lines of communication open, brainstorming and utilize many of us on the council to share

- Promote Parent Council via email & survey link (after general membership survey closes)
 - Townhalls at Nationals
- Heather & Alison to share materials underway
 - Allison: onboarding parents into the competitive world of fencing
 - Heather: You are a high school fencer...now what? How to think about college, fencing and beyond.

- April 16, 3pm EST

Topic: USA Fencing: Parent Council

Every month on the Third Wed, until Nov 18, 2026, 21 occurrence(s)

Mar 26, 2025 03:00 PM (updated)

Monthly:

Join Zoom Meeting

Meeting ID: 868 6890 7052

— — —

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Meeting ID: 868 6890 7052

Passcode: 112302

Find your local number: <https://us06web.zoom.us/j/86868907052>

USA Fencing – Parent Council

April 25, 2025

Attendees

- Heather Shankwiler
- Greg Husisian

Notes/Topics

- **Survey update:** what questions were included? Results? Analysis? Planned use of the data? (Who should share results, interpretation?)
- **Summer Nationals**
 - Seminar from 2024 Olympians – Team USA event, July 2.
 - Seminar re: college recruiting – *July 3?*
 - Preparing your student/fencer for college recruiting
 - What other sessions are planned?
 - Can we record the session for future reference?
- **USA Fencing content curation:** Can we move to a parents-specific location?
- **Wish list from Board:** What do they want to know from parents?

Next Steps

- **Survey:** When are results being collected/analyzed? What are our next steps and can the parent council see the results before announcing widely to the USA Fencing population?
- **2025 Summer Nationals**
 - What sessions are currently planned?
 - Do we have a schedule?
 - Should we (parents) coordinate a college fencing/recruiting session?
- **USA Fencing content curation:**
 - **Format: Email v. Social** – Why we need to support both? Parents are tied to email; Kids are on Instagram/social media

- Can we provide a parent-relevant information capsule/email/newsletter to remind parents (and
 - Blog links
 - Events
 - Other important parent information
 - Social is fleeting – emails that can be story and tagged can be used as reference later
- Blog content library: Can we move to a parents-specific location?
 - Why ? For parents to find easily later, at their own pace and as they join the sport
 - USA Fencing marketing impact: If you keep items online and easily referenceable, GenAI web results will pull blogs, etc., as the default authority

Next meeting: Wednesday, May 28, 2025 @ 3:00 pm ET

Topic: USA Fencing: Parent Council

Time: May 28, 2025 03:00 PM (updated)Eastern Time (US and Canada)

Changed occurrence(s):

Apr 25, 2025 10:00 AM (updated)

May 28, 2025 03:00 PM (updated)

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

Monthly:

[https://us06web.zoom.us/meeting/tZIlceGhrjwqH9bYbcDtdBlrgh4Yxr1epqrM/ics?icsToken=DE7D4_I02S6aXhjA9QAALAAAAMlxsmsN3C55gajMgByrQcEk3wD-pDSPsYFFkgYtZx3iRg8P9l1woDrkZeUNHs-MknwQfjO0obDlXR2eVzAwMDAwMQ&meetingMasterEventId=1wOMV6LrQ9OaQd0The8tBA](https://us06web.zoom.us/join/86868907052?pwd=Oh0yMxE3b536idWm46bCq69aTh70d.1)

Join Zoom Meeting

<https://us06web.zoom.us/j/86868907052?pwd=Oh0yMxE3b536idWm46bCq69aTh70d.1>

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Passcode: 112302

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Meeting ID: 868 6890 7052

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Find your local number: <https://us06web.zoom.us/j/kSRvhAeqk>

USA Fencing – Parent Council

July 16, 2025

Attendees

- Greg Husisian
- Phil Andrews
- Allison Wade
- Heather Shankwiler

Topics:

- Recap Summer Nationals
 - **Panels** (Thank you, Greg, Hadley and Phil!) - First of all, a HUGE thank you for providing two great panels at Summer Nationals. I've heard from other parents that they want more - more insights, more connections and more communications, so we're starting to see the fruits of our labor!
 - **Brad** – potential shift to a webinar to record. Fencers want to hear from Hadley
 - **Q&A format with Hadley** (from bottom to the top)
 - Additional webinar topics
 - Different paths for fencing
 - **College paths** – what's the right path for *your* fencer
- **Parent interactions**
 - Monthly emails to recap
 - Categories?
 - Information about next NAC
 - USA Fencing Board
 - Announcements
 - Blog articles
 - Alison has a newsletter for Olympia – use as example and method
 - Online interactions (ex: FB: Fencing Parents input)
 - Parent survey data

- **Realization:** Most parents' knowledge about how things work, what's next, etc., is LOW.
 - *Newsletter*
 - *Webinar*
 - *What we should be thinking about at different levels...*
 - *Fencing basics – and what it means and what you can become*
 - *Youth sessions – must be LATER timing in SN (with Y10, Y12, Y8...)*
 - *College fencing – help? College Connect, fair, etc.*
 - *College conversations at JO*
 - *Parent panel*
 - *College club discussion*
 - *Parent speaker series*
 - *Monthly topics*
 - *Non-DV1 college recruitment (Ian, Richard potential speakers)*
- **Topics raised through Summer Nationals**
 - Providing more **parent-only** events/gatherings
 - "USA Fencing Gala" in the South
 - Parent Zumba
 - Happy hour?
 - Coffee?
 - **Continuing our wonderful stories** (thank you, Greg), parent insights and experiences
 - **Providing plain-english, clear translations to policy changes** (what do they really mean for our kids - and our wallets)
 - Ex. **new qualifications** path to JOs, Summer Nationals
 - **MORE tournaments** that are sponsored by USA Fencing as the pathways for qualifications (and tournaments signed off on as RYC/ROC/RJCC) have narrowed for specific regions (again!) and specific weapons (AGAIN!).
 - Also looking at how to sanction more local tournaments and events so that ratings can become another goal for fencers at different levels
 - Need to encourage divisions to support more local events (all, some or one weapon)
 - **Membership levels** – creating one free parent membership along with a child competitor? Pros: track fencer versus parent separately, grow clear path of communication and contact
 - How can we make this an opportunity?
 - How can we encourage parents to participate in more roles?

- Armorer
 - Refs
 - Officials
 - Volunteers, etc., skill sets...
 - Pull from emergency contacts? Reformat parent membership?
 - Target: 25% of parents to become members
 - Need to look at data modeling – how many are parent members? Affiliate members?
- How can we track the use and development of fencers with the new national event caps?
 - **Higher cuts?** – need a stronger regional system in the future but National tournaments should remain open
 - Many fencers are “fencing up” for growth, experience and exposure. This is a critical development point. Must allow the ability to experience and coaching strategies.
 - Competition strategies: winning vs. learning opportunities
 - Higher cuts are best option as this stage of our sport
 - Qualifications?
 - Charging more for premium events?
- Future options for qualifications
 - AI refs... But saber?
 - Free up local competitions?
 - Assisted replay into pools?
 - Summer Nationals is at capacity
 - Just not a lot of spaces available
 - Referee limitations
 - Summer Nationals – 10 qualification points
 - Model projects same size as 2025 SN
 - Divisional qualifiers
 - Season openers?
 - SJCC+?
 - Y8 and Y10 have a longer break
- **Want to see more local competitions** – more fencing, in driving distances
 - Need to adjust sizes
 - Regional patches – expand by grading?
 - Single weapon regionals – bringing them back? (Hopefully!)

Other brainstorming:

Additional parent events for Portland?

- Parent outings
- Parent happy/cocktail hours/reception
- Parent work out
- For parent/sibling opportunities – mirror fencing opportunities
 - “fencing camp” for younger/non-fencing siblings
- City explorations
 - Museum discounts
 - Pro sporting event tickets
 - Gather & go – tours?
- Parent/tournament resources:
 - Coffee bar. (Needs to open earlier than the event start time; open 1 hour prior just like our fencers arrive)
 - Fresh fruit vendor. Acai bowls are great, but what about proper fueling for athletics?: bananas, applesauce, granola bars, protein (lean chicken - NOT fries & chicken tenders) – maybe include a sports nutritionist as part of food/convention review?

Housekeeping: Council meetings for the new season: 2025-2026

-Move from Wednesday to every third **Tuesday afternoon 3-4 pm ET**

Meeting schedule for 2025-2026:

- August 19, 2025
- September 16, 2025
- October 21, 2025
- November 18, 2025
- December 16, 2025
- January 20, 2026
- February 17, 2026
- March 17, 2026
- April 21, 2026
- May 19, 2026
- June 16, 2026
- July 21, 2026

- August 18, 2026
- September 15, 2026

USA Fencing Parent Council is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

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

Meeting ID: 833 4064 5106

Passcode: 031614

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Meeting ID: 833 4064 5106

Passcode: 031614

Find your local number: <https://us06web.zoom.us/j/kcM3Td0wde>

KEY
Athlete Rep
Athlete Rep and Full Member
Needs Review
No report yet

Committee	Members	Attendance	Term Over?
Audit	Lauryn DeLuca	Good	Yes
	Jackie Dubrovich	Good	
	Tetyana Klepko	Good	Yes
	Charles (Chuck) Wemple	Good	
	Adam Watson	Good	
Budget	Emily Bian	Good	
	Selina Kaing	Good	
	Maria Panyi	Good	
	Andrea Pangnanelli	Mixed	
	Marie Donoghue	Excused	
	Jake Hoyle	Good	
Coaches	Greg Tyler	Good	
	Allen Evans	Good	
	Andrey Geva	Good	
	Jen Oldham	Good	
	Tsvetelina Hristov	Good	
	Greg Domashovetz	Good	
	Victoria Isaacson	Good	
	Dwight Smith	Good	
	Lewis Weiss	Low or no engagement	
DEIB	Morgan Partridge	Low or no engagement	
	Lauryn DeLuca		
	Christopher Collado		
	Dawn Wilson		
	Andrea Munoz		
	Nicholas Harvey		
Election	Jataya Taylor		
	Iman Blow		
	Oppong Hemeng	Good	Yes
	David Hitchcock	Good	
	Mark Segal	Good	Yes
	April Alford	Emails, no meetings	
	Marie Donoghue	Good	
Ethics	Elizabeth Tartakovsky	No engagement	
	Gerek Meinhardt	No engagement	
	Molly Hill	Good	
	Gregory Husisian	Good	
	Kathy Vail	Good	
	Kelvin Mai	Good	
	Jade Burroughs	No engagement	
G&D	Ben Bratton	No engagement	
	Isis Washington	No engagement	
	Mark House	Good	
	Michael Chapman	Good	
	David Eldridge	Good	
	Sarah Hall Kaufman	Good	

	Peter Barton	Good	
	Iman Blow	Good	
	Ellen Geddes	Good	
HoF	Simon Pitfield	Good	
	Abdel Salem	No attendance	
	Nikki Franke	Good	
	Victoria Kuznetsov	Good	
	Valerie Asher	Good	
	Kamilla Gafurzianova	Good	
	Justin Tausig	Good	
	Jade Burroughs	N/A	
	Cassandra Bates	Good	
	Iris Zimmerman	Good	
IRC Main	Kelly Koehler		
	Jennifer Yamin		
	(John) Scott Rodgers		
	Sean Shumate		
	Felicia Zimmermann		
	Gabi Sabharwal???		
	Alex Massialas		
FIE	Kelly Koehler	Good	
	Jennifer Yamin	Good	
	Iana Dakova	Missed 1/6	
	Don Anthony	Good	
	Saul Mendoza	Missed 2/6	
	Felicia Zimmermann	Good	
	Alex Massialas	Missed 5/6	
	Jeremy Summers (non-voting ex-officio)	Good	
	Carl Borack (non-voting ex-officio)	Missed 1/6	
	Lori Marcil-Holmes (non-voting ex-officio)	Good	
	Greg Massialas (non-voting ex-officio)	Good	
	Rita Comes (non-voting ex-officio)	Good	
	Donald Alperstein (non-voting ex-officio)	Good	
	Phil Andrews (non-voting staff)	Good	
	Damien (non-voting ex-officio)	Missed 3/6	
WAS	Donald Alperstein	Good	
	Theodore Li	Good	
	Sean Shumate	Good	
	Kathy Walters	Good	
	(John) Scott Rodgers	Good	
	Gil Pezza (non-voting ex-officio)	Good	
	Jon Moss (non-voting ex-officio)	Good	
	Damien (non-voting ex-officio)	Good	
	Phil Andrews (non-voting staff)	Good	
NomCom	Harrison Hue		Yes
	Andrea Pangnanelli		
	Iana Dakova		Yes
	Cody Mattern		
	Jackie Dubrovich		
	Kat Holmes		
	David Blake	Good	
	Ted Li	Good	
	Joseph Moore	Good	
	Alice Kee	Good	

SEMI	Irene Edgerton	Good
	Al Merritt	Good
	Liz Morey	Good
	Brian Rosen	Good
	Kathy Walters	Good
	Ron Herman	Good
	Jacob Golson	Good
	Zemi Lawrence (IT liaison)	Good
	Felicia Zimmermann (ex-officio)	Good
	Scott Rodgers	Good
	Abdel Salem	Good
TC	Brandon Rochelle	Good
	Damien Lehfeldt	Good
	Sean Shumate (RC liaison)	Good
	Maggie Dull	Good
	Nathan Anderson	Good
	Alan Geller	Good
	Jen Salmon	Good
	Laura Johnson	Good
	Rich Weiss	Good
	David Blake	Good
	Dan Berke	Good
	Adam Rodney	Good
	David Willette	Good
	Pete Souders	Good
Vet	Val Asher	Good
	Maria Panyi	Good
	Jane Carter	Good
	Kate Sierra	Good
	Will Chang	Good
	Jonathan Bartlett	Good
	Thomas Mahnken	Good
	Ken Gauvey	Good
	Marsha Reichman	Good
	Jude Offerle	Good
	Rita Comes (ex-officio)	Good
Data	Marc Shull	Good
	Kat Holmes	Mixed
	Justin Smith	Good
	Nick Ferrara	Mixed
	Helen Hu	Mixed
	Fuchang Yin	Mixed
	Kat Trzopek	Mixed
	Jonathan Bartlett	Good
	Don Tam	Mixed
	Zachary Hoffer	Mixed
	Charles Alexander	Mixed
	Ari Simmons	Mixed
	Pete Souders	Mixed
	Donald Alperstein	Good
	Dan Berke	Good
	Shanna Davis	Good
	Dennis Kolakowski	Good
	Jennifer Nollner	Good

Divisions	Brenda Waddoups	Good
	Rich Weiss	Good
	Dominique Hance	Good
	David Galler	Good
	Stephen Janoski	Good
	Grant Williams	Good
Para	Lauryn DeLuca	Good
	Stacey Breidenstein	Good
	Sean Shumate	Good
	Nova Gregory	Good
	David Arias	Good
	Jill Feldman	Good
	Kamilla Gafurzianova	Good
	Ellen Geddes	Good
	Byron Branch	Good
Sports Med	T Dykes	Good
	Adam Thompson	
	Kelcie Wittman	
	Jasmine Piper	
	Mariam Zakhary	
	Mia Chao	
	Laura Johnson	
	Kat Holmes	
	Axel Kiefer	
Parents Council	Heather Shankwiler	Good
	Eric Kaplan	No engagement
	Gregory Husisian	Good
	Zhimin Zhang	No engagement
	Mark Hanssen	Good
	Allison Wade	Good
RC	Maria Panyi	Good
	Tasha Martin	
	Donald Alperstein	
	Kelly Koehler	
	Jelena Zeijkovic	
	Charles Astudillo	
	Bradley Baker	
	Sean Schumate	Good
	Bobby Gibbs	
	Jason Chang	
	CJ Fleck	
	Leanne Singleton-Comfort	

Notes

"Only met twice this year. All committee members worked on various budget related issues, except one member who had some excusable health issues. " Andrea - did not interact or show up to budget meetings, spoke with committee about CEO coaching proposal before budgeting process, attended said meeting

"No report but Staff Liaison reports good engagement from all members excluding athlete reps."

No report.

No formal attendance was taken, lack of athlete rep engagement.

Ben and Isis joined in December, Jade joined in January. There have been three meetings since then and none of the three have attended or been engaged via email (with the exception of Isis on the lawsuit Col report)

No concerns from Chair

Jade took over for Abdel as liaison in January but was letting Abdel finish out the HoF project for the year since it was almost over. However he attended no meetings anyways.
Three meetings, every member attended at least two.

100% attendance to date

No major concerns from Chair though no formal report

No report but good engagement from everyone.
Notably great athlete engagement from Pete and David

100% attendance to date

Chair says it might make sense to evolve into **Data Oversight group with project teams per project**. Most engaged members Marc Shull and Justin Smith with some from Jonathan Bartlett

Staff liaison says no major concerns

"Formal attendance not taken, not major concerns
but some members have missed more than others."

Zhang and Kaplan did not attend. Recieved
proactive interest from one parent for this group.

No report but can report good engagement in terms
of meeting attendance for elected members, not so
much for athlete reps

Committee	Member	Role
Audit	Lauryn DeLuca	Athlete and Full Member
	Tetyana Klepko	
	TBD	Board liaison
Budget	Andrea Panganell	Member (must be Director)
Election	April Alford	Member
Ethics	Jade Burroughs	Member (must be Independent Director)
NomCom	Harrison Hue	Member (coach)
	Iana Dakova	Member (tournament official)
Parents Council	Eric Kaplan	Member
	Zhimin Zhang	Member

Additional review:

Sports Med will likely be sunset, need to thank committee members for th

Reason/notes

Term over

Term over

Mike Joo resigned

Missed most meetings, partially engaged depending on topic

Missed no meetings but was engaged via email, Chair asks that the committee stays the same

Only on committee for 6 months. No engagement and missed 3 meetings.

Term over

Term over

No engagement

No engagement

their service and potentially find new homes for them

Committees		Selection Notes	2024-25 Committee Members	2024-25 Chair	2024-25 Athletes	2024-25 Board Liaisons	2024-25 RC Liaisons	2024-25 Ex Officio / Advisors
1	Audit Committee	4 total Min 2 BOD (not officers) Min 1 ID No treasurer staggered terms	Laurn Deluca (2025) Jackie Dubrovich (2026) Tetyana Klepko (2025) Charles (Chuck) Wemple (2026)	Charles (Chuck) Wemple		None		Voting ex-officio: Emily Bian Non-voting advisors: Maureen Suzanne Downey Solomon Hill
2	Budget Committee	Treasurer (ex-officio) 3 BOD One year term!	Emily Bian Maria Panyi Andrea Pagnanelli Marie Donoghue	Emily Bian		Selina Kaing		
3	Coaches' Committee	6 Members - at least one approved by Para RG - at least one of lesser represented gender All must have Coach membership	Jennifer Kay Oldham Allen Evans Tsvetelina Hristov Greg Donashovetz Victoria Isaacson, OTD, OTFL Dwight Smith	Allen Evans		Andrey Geva		
4	Diversity, Equity, Inclusion & Belonging Committee	We select 3 DEI-B selects 1	Christopher Collado Dawn Wilson Andrea Munoz Nicholas Harvey (chosen by DEI-B Committee)	None		Laurn Deluca	Tasha Martin	
5	Election Committee	4 members staggered terms	Oppong Heneng (2025) David Hitchcock (2026) Mark Segal (2025) April Alford (2026)	David Hitchcock		Marie Donoghue		
6	Ethics Committee	4 members min one ID (or someone who meets the criteria) min one licensed attorney who is actively practicing law	Gregory Husisian Kevin Mai Kathy Vail Jade Burroughs	Gregory Husisian		Molly Hill		
7	Grievance & Discipline Committee	4 members no one from BOD at least two are licensed or retired attorneys	Mark House Kenneth Gauvey David Eldridge Sarah Hall Kaufman	Mark House		Peter Barton		

8	Hall of Fame Committee		Simon Pitfield Nikki Franke Victoria Kuznetsov Valerie Asher Kamilla Gatuzianova Justin Tausig	Kamilla Gatuzianova		Jade Burroughs	Non-voting ex-officio: Phil Andrews or designee Chair of BOD
		Overall	Kelly Koehler Jennifer Yamin (John) Scott Rodgers Sean Shumate Felicia Zimmermann	Kelly Koehler		Scott Rodgers	
		FIE Sub-Committee	Kelly Koehler Jennifer Yamin Iana Dakova Don Anthony Saul Mendoza Felicia Zimmermann	Jennifer Yamin		N/A	
9	International Relations Committee		extensive ex-officio list already				Non-voting ex-officio: Jeremy Summers Carl Borack Lori Marci-Holmes Greg Massialas Rita Comes Donald Alperstein Phil Andrews or designee Chair of BOD
		WAS Sub-Committee	Donald Alperstein Theodore Li Sean Shumate Kathy Walters (John) Scott Rodgers	(John) Scott Rodgers		N/A	
10	Nominating Committee		1 current/past ID 1 active official (2 years nationally) 1 Coach (high level fencers or from established club) 1 current/former A1-Large or former officer with 4 years experience All staggered terms , no one who would be running for office	Harrison Hue (2025) Andrea Paganelli (2026) Iana Dakova (2025) Cody Mattern (2026)	Committee selects Chair	Andrea Paganelli	Non-voting resource: Phil Andrews or designee
11	U.S. SEMI Committee		David Blake Theodore Li Joseph Moore Alice M.Kee Irene Edgerton Albert Merritt Liz Morey Brian Rosen Kathy Walters Ron Herman Jacob Golson	Kathy Walters		Abdel Salem	Bradley Baker

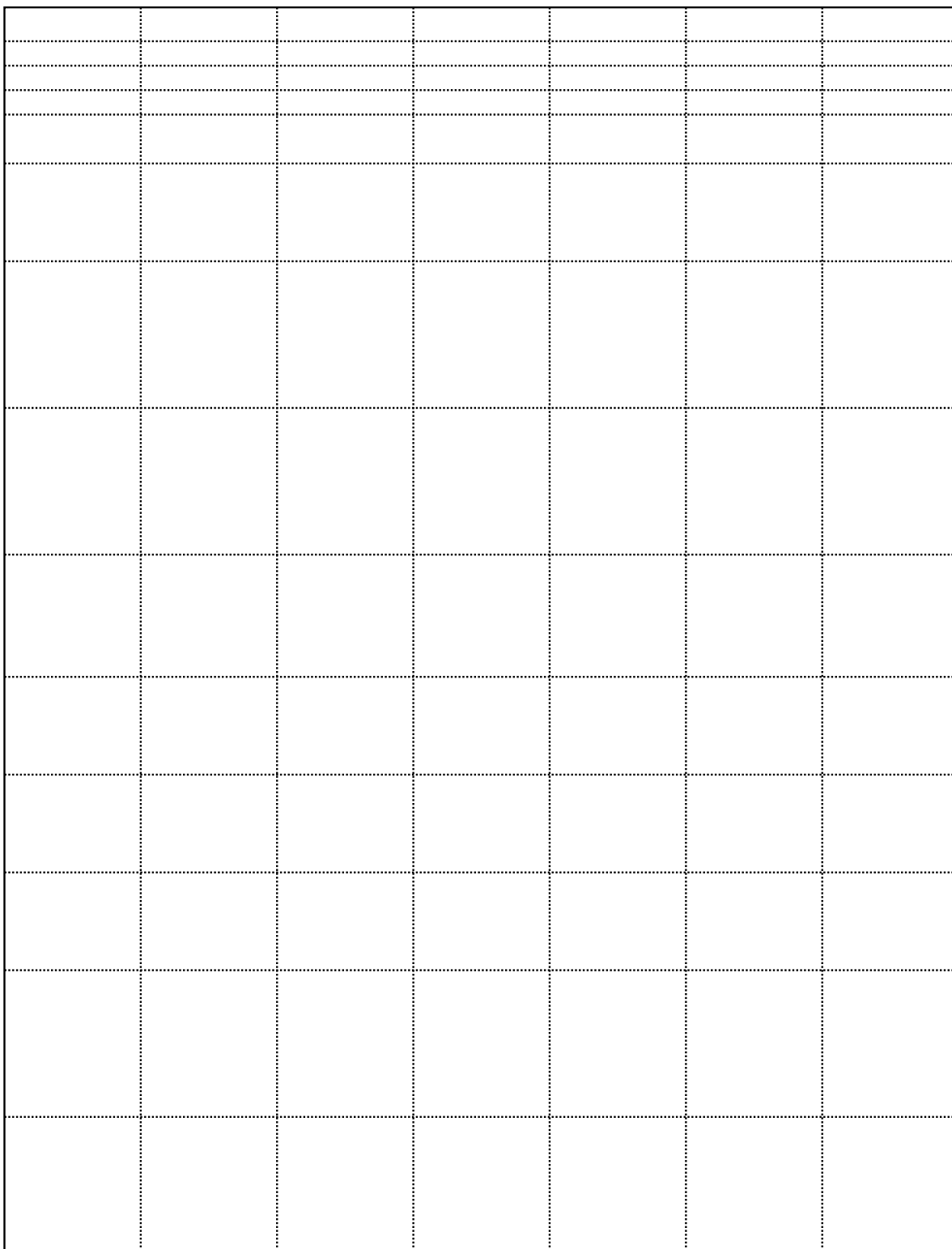
12	Tournament Committee		Maggie Dull Nathan Anderson Brandon Rochelle Alan Geller Jennifer Salmon Laura Johnson Richard Weiss David Blake Dan Berke	Brandon Rochelle		Damien Lehtfeldt	Sean Shumate	
13	Veterans Committee		Valerie Asher Jane Carter Kate Sierra Will Chang Jonathan Bartlett Thomas G. Mahnken Ken Gauvey Marsha Ellen Reichman	Valerie Asher		Maria Panyi		Voting ex-officio: Rita Comes
Resource Groups								
14	Data Resource Group		Justin Smith Nick Ferrara Helen Hu Fuchang Yin Katarzyna Tzopek Jonathan Bartlett Don Tam Zachary Hoffer Charles Alexander Marc Shull	Marc Shull		Kat Holmes		
15	Divisions Resource Group	ideally at least one person from each division	Dan Berke Shanna Davis Dennis Kolakowski Jennifer Nollner Brenda Waddoups Richard Weiss Dominique Hance David Gailer Stephen Janoski			Donald Alperstein		
16	Paralympic Development Resource Group		Stacey Breidenstein Sean Shumate Nova Gregory David Arias Jill Feldman Kamilla Gafuzianova			Lauryn DeLuca		Voting ex-officio: head coach TBD
17	Sports Medicine Resource Group		Adam J. Thompson Kelcie Withnan Jasmine Brewster Piper Marham Zakhary Mia Chao Laura Johnson			Jackie Dubrovich		

18	Sports Performance Resource Group		(John) Scott Rodgers Harrison Hue Holy Buechel Ipek Irem Ulku Kelly Koehler Natalie Dostert Dagnara Wozniak			Nzingha Prescod	
Other							
19	Parents' Council	6 parents/guardians, ideally from different backgrounds	Gregory HusisianZhimin Zhan	Heather Shankwiler		Maria Panyl	
20	Referees' Commission					Donald Alperstein	

NOT EDITED YET				
Committees			2024-25 Committee Members	Jan 2025 Committee Members
1	Audit Committee		Ben Bratton (2025) Darryl Jacobs (2026) Tetyana Klepko (2025) Charles (Chuck) Wemple (2026)	Laurn DeLuca (2025) Jackie Dubrovich (2026) Tetyana Klepko (2025) Charles (Chuck) Wemple (2026)
2	Budget Committee		Emily Bian Maria Panyi Andrea Pagnanelli Nzingha Prescod	Emily Bian Maria Panyi Andrea Pagnanelli Marie Donoghue
3	Coaches' Committee		Jennifer Kay Oldham Allen Evans Tsvetelina Hristov Greg Domashovetz Victoria Isaacson, OTD, OTR/L Dwight Smith	Jennifer Kay Oldham Allen Evans Tsvetelina Hristov Greg Domashovetz Victoria Isaacson, OTD, OTR/L Dwight Smith
4	Diversity, Equity, Inclusion & Belonging Committee		Christopher Collado Dawn Wilson Andrea Munoz Nicholas Harvey (chosen by DEIB Committee)	Christopher Collado Dawn Wilson Andrea Munoz Nicholas Harvey (chosen by DEIB Committee)
5	Election Committee		Oppong Hemeng (2025) David Hitchcock (2026) Mark Segal (2025) April Alford (2026)	Oppong Hemeng (2025) David Hitchcock (2026) Mark Segal (2025) April Alford (2026)
6	Ethics Committee		Gregory Husisian Kelvin Mai Kathy Vail Amanda Nguyen	Gregory Husisian Kelvin Mai Kathy Vail Jade Burroughs
7	Grievance & Discipline Committee		Mark House Kenneth Gauvey David Eldridge Sarah Hall Kaufman	Mark House Kenneth Gauvey David Eldridge Sarah Hall Kaufman
8	Hall of Fame Committee		Simon Pitfield Nikki Franke Victoria Kuznetsov Valerie Asher Kamilla Gafurzianova Justin Tausig	Simon Pitfield Nikki Franke Victoria Kuznetsov Valerie Asher Kamilla Gafurzianova Justin Tausig
		Overall	Kelly Koehler Jennifer Yamin (John) Scott Rodgers Sean Shumate Felicia Zimmermann	Kelly Koehler Jennifer Yamin (John) Scott Rodgers Sean Shumate Felicia Zimmermann

2024-25 Chair	2024-25 Board Liaisons	Jan 2025 Board Liaisons	NOTES	2024-25 Ex Officio / Advisors	2024-25 Staff Liaisons
Charles (Chuck) Wemple	Mike Joo	Mike Joo			Tabitha Chamberlin
Emily Bian	Selina Kaing	Selina Kaing		Voting ex-officio: Emily Bian Non-voting advisors: Maureen Suzanne Downey Solomon Liou	Tabitha Chamberlin
Allen Evans	Andrey Geva	Andrey Geva			Brad Suchorski
None	Lauryn DeLuca	Lauryn DeLuca			Shannon Jolly
David Hitchcock	Damien Lehfeldt	Marie Donoghue			Bryan Wendell
Gregory Husisian	Molly Hill	Molly Hill			Christina Pachuta
Mark House	Peter Barton	Peter Barton			Christina Pachuta
Kamilla Gafurzianova	Abdel Salem	Jade Burroughs			Phil Andrews
Kelly Koehler	Andrea Pagnanelli	Scott Rodgers		Non-voting ex-officio: Phil Andrews or designee Chair of BoD	Phil Andrews

2024-25 RC Liaisons
Tasha Martin



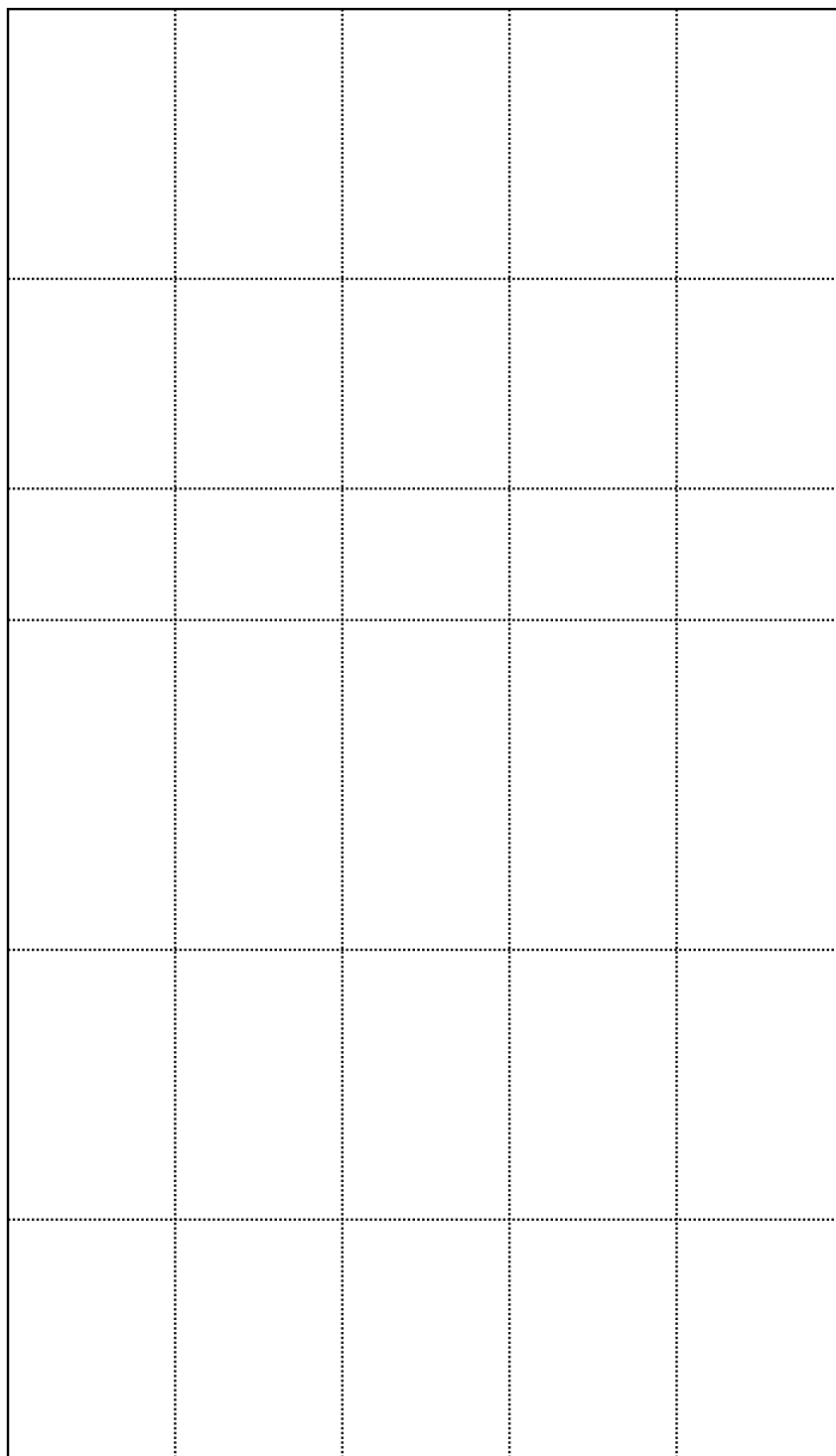
Workload and additions				
Jade	Hall of Fame (Liaison) Ethics			
Marie	Budget Election (Liaison)			
Scott	IRC (Liaison) Sports Performance SEMI			
Jackie	Audit NomCom Sports Performance (Liaison)			
Andrea	NomCom (Liaison) Budget Committee			
Maria	Parents (Liaison) Budget Vets			

9	International Relations Committee	FIE Sub-Committee	Kelly Koehler Jennifer Yamin Iana Dakova Don Anthony Saul Mendoza Felicia Zimmermann	Kelly Koehler Jennifer Yamin Iana Dakova Don Anthony Saul Mendoza Felicia Zimmermann
		WAS Sub-Committee	Donald Alperstein Theodore Li Sean Shumate Kathy Walters (John) Scott Rodgers	Donald Alperstein Theodore Li Sean Shumate Kathy Walters (John) Scott Rodgers
10	Nominating Committee		Harrison Hue (2025) Andrea Pagnanelli (2026) Iana Dakova (2025) Cody Mattern (2026)	Harrison Hue (2025) Andrea Pagnanelli (2026) Iana Dakova (2025) Cody Mattern (2026)
11	U.S. SEMI Committee		David Blake Theodore Li Joseph Moore Alice M Kee Irene Edgerton Albert Merritt Liz Morey Brian Rosen Kathy Walters Ron Herman Jacob Golson	David Blake Theodore Li Joseph Moore Alice M Kee Irene Edgerton Albert Merritt Liz Morey Brian Rosen Kathy Walters Ron Herman Jacob Golson
12	Tournament Committee		Maggie Dull Nathan Anderson Brandon Rochelle Alan Geller Jennifer Salmon Laura Johnson Richard Weiss David Blake Dan Berke	Maggie Dull Nathan Anderson Brandon Rochelle Alan Geller Jennifer Salmon Laura Johnson Richard Weiss David Blake Dan Berke
13	Veterans Committee		Valerie Asher Jane Carter Kate Sierra Will Chang Jonathan Bartlett Thomas G. Mahnken Ken Gauvey Marsha Ellen Reichman	Valerie Asher Jane Carter Kate Sierra Will Chang Jonathan Bartlett Thomas G. Mahnken Ken Gauvey Marsha Ellen Reichman

Jennifer Yamin	N/A	N/A		Non-voting ex-officio: Jeremy Summers Carl Borack Lori Marcil-Holmes Greg Massialas Rita Comes Donald Alperstein Phil Andrews or designee Chair of BoD	N/A
(John) Scott Rodgers	N/A	N/A		Non-voting ex-officio: Cat (Bouwkamp) Howard Gil Pezza Gary Van der Wege Jon Moss Phil Andrews or designee Chair of BoD	N/A
Committee selects Chair	Molly Hill	Andrea Pagnanelli		Non-voting resource: Phil Andrews or designee	Christina Pachuta
Kathy Walters	Abdel Salem	Abdel Salem			Shannon Daugherty
Brandon Rochelle	Damien Lehfeltdt	Damien Lehfeltdt			Glen Hollingsworth
Valerie Asher	Maria Panyi	Maria Panyi		Voting ex-officio: Rita Comes	Phil Andrews

Bradley Baker
Sean Shumate





Resource Groups		2024-25 Committee Members	2024-25 Committee Members
14	Data Resource Group	Justin Smith Nick Ferrara Helen Hu Fuchang Yin Katarzyna Trzopek Jonathan Bartlett Don Tam Zachary Hoffer Charles Alexander Marc Shull	Justin Smith Nick Ferrara Helen Hu Fuchang Yin Katarzyna Trzopek Jonathan Bartlett Don Tam Zachary Hoffer Charles Alexander Marc Shull
15	Divisions Resource Group	Dan Berke Shanna Davis Dennis Kolakowski Jennifer Nollner Brenda Waddoups Richard Weiss Dominique Hance David Galler Stephen Janoski	Dan Berke Shanna Davis Dennis Kolakowski Jennifer Nollner Brenda Waddoups Richard Weiss Dominique Hance David Galler Stephen Janoski
16	Paralympic Development Resource Group	Stacey Breidenstein Sean Shumate Nova Gregory David Arias Jill Feldman Kamilla Gafurzianova	Stacey Breidenstein Sean Shumate Nova Gregory David Arias Jill Feldman Kamilla Gafurzianova
17	Sports Medicine Resource Group	Adam J. Thompson Kelcie Wittman Jasmine Brewster Piper Mariam Zakhary Mia Chao Laura Johnson	Adam J. Thompson Kelcie Wittman Jasmine Brewster Piper Mariam Zakhary Mia Chao Laura Johnson
18	Sports Performance Resource Group	(John) Scott Rodgers Harrison Hue Holly Buechel Ipek Irem Ulku Kelly Koehler Natalie Dostert Dagmara Wozniak	(John) Scott Rodgers Harrison Hue Holly Buechel Ipek Irem Ulku Kelly Koehler Natalie Dostert Dagmara Wozniak
Other		2024-25 Committee Members	2024-25 Committee Members
19	Parents' Council	Heather Shankwiler Eric Kaplan Gregory Husisian Zhimin Zhang Mark E Hanssen Allison Wade	Heather Shankwiler Eric Kaplan Gregory Husisian Zhimin Zhang Mark E Hanssen Allison Wade
20	Referees' Commission		

2024-25 Chair	2024-25 Board Liaisons	2024-25 Board Liaisons		2024-25 Ex Officio / Advisors	2024-25 Staff Liaisons
Marc Shull	Kat Holmes	Kat Holmes			Brad Suchorski
	Donald Alperstein	Donald Alperstein			Brad Suchorski
	Lauryn DeLuca	Lauryn DeLuca		Voting ex-officio: head coach TBD	Beth Mahr
	Kat Holmes	Kat Holmes			Peggy Chin
	Nzingha Prescod	Jackie Dubrovich			Kate Reisinger
2024-25 Chair	2024-25 Board Liaisons	2024-25 Board Liaisons		2024-25 Ex Officio / Advisors	2024-25 Staff Liaisons
Heather Shankwiler	Ben Bratton	Maria Panyi			Phil Andrews
	Donald Alperstein	Donald Alperstein			Glen Hollingsworth

2024-25 RC
Liaisons

2024-25 RC
Liaisons

NOT EDITED YET

Committee	First pref	Second pref	Third pref	Do Not Select
Audit Committee				Maria, Molly, At
Budget Committee	Maria	Lauryn	Andrea	Molly, Damien
Coaches' Committee	Damien, Ben		Abdel, Andrey	
DEIB Committee			Lauryn, Damier Andrey	
Election Committee				Lauryn
Ethics Committee		Molly, Andrea		Lauryn
Grievance & Discipline Committee		Damien		Lauryn, Abdel, /
Hall of Fame Committee				Abdel
International Relations Committee		Maria, Abdel	Donald, Ben	Molly
Nominating Committee	Molly, Andrea	Andrey		Lauryn
SEMI Committee				Molly, Lauryn, A
Tournament Committee	Andrey		Molly	Lauryn
Veterans Committee				Lauryn, Andrey
Parents Council				Molly, Andrey
Data Resource Group				Lauryn, Abdel, I
Division Resource Group		Donald		Lauryn, Abdel, I
Paralympic Development Resource Group	Lauryn			Andrey
Sport Performance Resource Group	Abdel	Ben	Maria	Damien
Sports Medicine Resource Group				Damien, Andrey
Referees' Commission	Donald			Lauryn

Board Members	First pref	Second pref	Third pref	Comments
Andrey	TC	Nominating	Coaching	
Maria	Budget	IR		I served on Aud
Molly	Nominating	Ethics	TC	
Damien	Coaching	G&D	DEIB	Wouldn't mind h
Abdel	Sports Perf	IR	Coaching	
Kat	No response			
Lauryn	Para	Budget	DEIB	Little to no know
Ben	Coaches	Sports Per	IR	
Nzingha	No response			
Amanda	No response			
Andrea	Nominating	Ethics	Budget	happy to serve ;
Donald	RC	Division	IR	
Mike	Parents	Budget	Nominating	
Selina	No response			

ASSIGNMENT: On Committee (not liaison)			
Abdel, Damien	Mike	Darryl	Ben
	Selina	Maria	Andrea
	Andrey		
	Lauryn		
	Damien		
Andrey	Molly	Amanda	
	Peter		
	Abdel		
	Andrea	Donald	
	Molly	Andrea	Kat
Abdel, Damien	Abdel		
	Damien		
	Maria		
	Ben		
Damien, Andrey	Kat		
Damien, Andrey	Donald		
y	Lauryn		
	Nzingha		
	Kat		
	Donald		

lit for years and would like to get more involved in Budget, IR, and Sport Perf.

-Hall of Fame. I have all the context and knowledge there having served three years on that commi

vledge on referee, divisions, semi, ect. While also not knowing a whole lot of AB figures. Expertise

anywhere

Nzingha

Emily

ittee. I think I can help turn it around, but I would want that as a secondary committee not a primary

is para, community work, deib, ect

	Andrey	1	1
	Maria	1	2
since Maria is on comm	Molly	2	2
	Damien	2	2
	Abdel	2	2
or another independent	Kat	2	3
	Lauryn	2	2
	Ben	1	2
or Molly	Nzingha	1	2
	Amanda	0	1
swap off after a year	Andrea	1	3
	Donald	2	3
	Mike	1	1
	Selina	1	1
	Peter	1	1
	Darryl	0	1
	Emily	0	1
or new para athlete			

y

Timeline for the next month:

Pre-August 7: I'll be working on further developing the spreadsheet and collating the feedback from the Board Liai.

August 7: applications close and I will be delegating two to three different committees and resource groups to each

Range of August 7-18: working on your lists and be sure to check in with each other or with me if you need assistance

Range of August 18-25: we will meet as a group to review drafts and provide feedback to each other. This is also when

August 25-30: I'll put together a summary report for the national office, this also gives us time to work out final issues

son Preference Form and the Committee Feedback Form.

*task force member for you to sort through applications and come up with a draft list of committee members
ice, want to solicit extra applications, etc.*

*hen we will be discussing board liaisons. I can make an initial pass at suggestions based on their feedback but shuffling fol
ues.*

ks around should be a group discussion.

<u>Total applicants</u>		Para extension to Sunday
Audit Committee	-1	
Budget Committee	-1	
Coaches' Committee	-1	
DEIB Committee	-1	
Election Committee	-1	
Ethics Committee	-1	2
Grievance & Discipline Committee	-1	
Hall of Fame Committee	-1	
International Relations Committee	-1	1
Nominating Committee	-1	
SEMI Committee	-1	
Tournament Committee	-1	1
Veterans Committee	-1	
Parents Council	-1	
Data Resource Group	-1	
Division Resource Group	-1	
Paralympic Development Resource Group	-1	
Sports Medicine Resource Group	-1	
Sport Performance Resource Group	-1	
Willing to serve anywhere	-1	
 TOTAL	 233	
 Unique applicants selected to be on a commit	 101	

Olympic and Paralympic folks extension to August 16th

Name

Abbas Fadel
Adam Skarbonkiewicz
Adam Thompson
Aki Spencer-El
Aleks Ochocki
Amgad Khazbak
Bill Engel
Brian Kaneshige
Cedric Loiseau
Dagmara Wozniak
Daria Schneider
Don Anthony
Dwight Smith
Eric Soyka
Greg Massialas
Guillermo Madrigal
Jason Pryor
Jeff Weber
Jennifer Yamin
Joe Inzerillo
Laura Decker
Laura Johnson
Liz Morey
Mark Masters
Misha Itkin
Natalie Dostert
Nathan Anderson
Nicole Ross
Oleg Stetsiv
Peggy Chin
Ralf Bissdorf
Robin McGraw
Sean mcCLain
Sergey Danilov
Valerie Asher
Vitali Nazlymov
Yury Gelman
Zoltan Dudas
Mariam Zakhary
Kelcie Whitmann
Jasmine Brewster Piper

August 16th

Late, rejected

Brandon Cominsky
Charles Simon
Farrah zaidi
Grace Walsh
Kevin Yuan
Paul Geraci
Pierre Burnier
Rebecca Wylie, PhD
Xiaodong Wang

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Audit

Liaison	None	Chair	None	Staff	Tabitha
Chair feedback:	Chair did not show up. Who was it supposed to be??				
Liaison feedback:					
Other feedback:	Need more financial experts, wants to meet more				

Budget

Liaison	David	Chair	Emily	Staff	Tabitha
Chair feedback:					
Liaison feedback:					
Other feedback:					

Coaches

Liaison	Ben	Chair	Michael Marx	Staff	
Chair feedback:	started strong, disengaged when he didn't agree with the direction of the group				
Liaison feedback:	also disengaged over time				
Other feedback:	coaching grant.				

DEIB

Liaison	Darryl	Chair	Nzingha	Staff	Shannon
Chair feedback:	great				
Liaison feedback:	engaged and supportive				
Other feedback:					

Election

Liaison	Darryl	Chair	Susan Belanich	Staff	Phil
Chair feedback:	Wonderful. Susan recommends David Hitchcock to be successor				
Liaison feedback:	Darryl never attended, never responded. Donald and Damien both helpful. Staff was exc				
Other feedback:	decent job engaging when they could. Sometimes hard to reach quorum. Try and keep				

Ethics

Liaison	Darryl	Chair	None	Staff	Christina
Chair feedback:					
Liaison feedback:					
Other feedback:	Christina was a great staff liaison.				

G&D

Liaison	Amanda	Chair	Mark House	Staff	Christina
Chair feedback:					
Liaison feedback:	Excellent				
Other feedback:	Meet more				

HoF

Liaison	Peter	Chair	Steve Mormando	Staff	Phil
Chair feedback:	Ran the whole thing, didn't delegate, didn't arrange meetings. "Steve handled most deci				
Liaison feedback:	not much interaction				
Other feedback:	group to get opinions but that's it. Miscalculated totals for coach				

IR

Liaison

None

Chair

Don Anthony/Rita Com  Staff

Phil

Chair feedback: Co-Chair means that no one is really taking full Chair. Stronger leadership could be help

Liaison feedback: Not very engaged, need someone strong

Other feedback: No succession planning, doesn't do a lot. Should meet more.

Nominating

Liaison	Kat	Chair
Chair feedback:	Ineffective in this role. Kat and	
Liaison feedback:		
Other feedback:		

SEMI

Liaison	Damien	Chair
Chair feedback:	Chair rating average 3.3. Involvement	
Liaison feedback:	Damien was very engaged	
Other feedback:		

TC

Liaison	Peter	Chair
Chair feedback:	Chair rating average 3.4. Broad	
Liaison feedback:	Shows up but doesn't comment	
Other feedback:	experience, maybe Jennie Salr	

Veterans

Liaison	Abdel	Chair
Chair feedback:	Excellent leadership made the c	
Liaison feedback:	Board and staff provided lots of	
Other feedback:	Functions well, likes newer men	

Data Resource

Liaison	Kat	Chair
Chair feedback:	very disengaged over the last 6	
Liaison feedback:	Kat was busy training, totally un	
Other feedback:		

cellent.

Division Resource

Liaison	David	Chair
Liaison feedback:	was actually liaison and he was	
Other feedback:	monthly meeting pace. Well-bal	

Para

Liaison	Lauryn	Chair
Liaison feedback:		
Other feedback:	Maybe meet more often, divide	

Sports Performance

Liaison	Kat	Chair
Liaison feedback:		
Other feedback:		

sion-making"

	Sports Medicine		
	Liaison	Kat	Chair
pful. Rita manages meetings and agendas well	Liaison feedback:		
	Other feedback:		
	RC		
	Liaison	Donald	Chair
	Liaison feedback:	The RC would like Donald as lia	
	Other feedback:		

Amanda **Staff** Christina
Jackie have been acting as she should as Chair

Kathy Walters **Staff** Michael
ed and engaged, not always organized or following up on items between meetings

Brandon Rochell **Staff** Glen
I agree that chair needs to delegate more though Brandon said he tried and folks didn't step up. But again ev
much. Wants active member who will provide support
non or Nikki Franke. Meetings need more

Valerie Asher **Staff** Phil
committee very productive. "organized, does not waste our time, and made our Committee visible for good reason
support, but Abdel isn't consistent in attendance, and isn't well prepared for issues
nbers with diverse viewpoints from different weapons, and younger non-vet athletes. Could use more structure to

Joe Inzerillo **Staff** Brad
months, no responses to staff reaching out
nderstandable

None **Staff** Phil/Brad?
fantastic! Really helpful, great experience
lanced group, no fiefdoms, everyone cares about

None **Staff** Beth

up some work

None **Staff** Kate

None

Staff

Peggy

N/A
aison again

Staff

Glen

everyone else mentioned a need for more delegation.

is to the National Office"

help less engaged members

Name	Preferred Phone Number	Email	Address
(John) Scott Rodgers	(619) 549-9396	scott.rodgers@ieee.org	Colorado
Adam J. Thompson	(765) 677-3282	adam.thompson@indwes.edu	Indiana
Adeline Chung-Feder	(917) 602-9879	chungfeder@gmail.com	New York
Alan D Freedman	(804) 519-2527	adfatc@gmail.com	Illinois
Alan Geller	(425) 443-2532	alan_geller@hotmail.com	Washington
Albert Merritt	(978) 930-3917	al.bfcarm@gmail.com	Massachusetts
Aldrin Elpurnomo	(703) 863-6012	aldrinelpurnomo@yahoo.com	Virginia
Alex Gioiella	(856) 651-8132	alexgioiella@gmail.com	Michigan
Alexandra Dickinson	(330) 416-1449	alex.dickinson816@gmail.com	Indiana
Alice Dungey	(817) 301-2614	adunge01@gmail.com	Texas
Alice M Kee	(908) 304-4523	alicekee37@comcast.net	New Jersey
Allen L Evans	(202) 487-3861	Allen.L.Evans@gmail.com	Virginia
Allison Wade	(617) 935-5101	natalison@gmail.com	Massachusetts
Amy Wilson	(513) 205-2715	wilsonae16@gmail.com	Ohio
Andrea Munoz	(562) 665-8068	gandrea10@ymail.com	California
Anna Jeanne Schliep	(207) 949-3869	schl0506@gmail.com	Minnesota
April Alford	(469) 563-8658	April.C.Alford@gmail.com	Texas
April Gonzalez	(916) 413-6432	aprilagonzalez@yahoo.com	Texas
Asmi Sawant	(669) 291-4703	asmi.sawant1@gmail.com	California
Aydin Lucero-Olson	(415) 656-6816	bruinboo2020@gmail.com	California
Barnabas Csanyi	(508) 561-0135	csanyi.barnabas@gmail.com	Massachusetts
Blace Barker Houle	(508) 717-7864	blacehoule@gmail.com	Massachusetts
Brandon Rochelle	(865) 384-2738	phpguy@gmail.com	Tennessee
Brenda Waddoups	(817) 368-0064	waddoups@att.net	Texas
Brennan Wayne Louie	(213) 500-0585	bwlouie@upenn.edu	Pennsylvania
Brian Rosen	(724) 612-2359	brian.rosen@gmail.com	Pennsylvania
Burak Yilmaz	(832) 259-5627	yilmazburak@gmail.com	Texas
Carl Borack	213 400=8324	carl.borack@olympian.org	California
Charles (Chuck) Wemple	(713) 876-4447	chuckwemple@icloud.com	Texas
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Age	Ethnicity	Gender Identity
51-60	White	Male
Prefer not to answer	Prefer Not to Answer	Prefer not to Answer
51-60	Asian/Asian American	Female
51-60	White	Male
60 or older	White	Male
60 or older	White	Male
21-30	Asian/Asian American	Male
31-40	Black/African American	Female
31-40	White	Female
41-50	Black/African American	Female
60 or older	Asian/Asian American	Female
60 or older	White	Male
41-50	Black/African American	Female
31-40	White	Female
31-40	Asian/Asian American, Middle Eastern or North African	Female
31-40	Prefer Not to Answer	Female
41-50	Black/African American	Female
41-50	White	Female
Prefer not to answer	Asian/Asian American	Female
18-20	Hispanic/Latino(a)/Chicano(a)	Male
31-40	White	Male
31-40	Prefer Not to Answer	Prefer not to Answer
41-50	White	Male
60 or older	Two or more	Female
31-40	Asian/Asian American, Native Hawaiian or other Pacific Islander	Male
60 or older	White	Male
41-50	White	Male
60 or older	White	Male
60 or older	White	Male
60 or older	Prefer Not to Answer	Male
60 or older	White	Male
51-60	Two or more	Female
Prefer not to answer	Prefer Not to Answer	Female
41-50	White	Female
21-30	Hispanic/Latino(a)/Chicano(a)	Male
60 or older	White	Male
41-50	White	Male
18-20	White	Female
51-60	White	Male
51-60	Black/African American	Male
60 or older	Hispanic/Latino(a)/Chicano(a), White	Male
51-60	White	Male
60 or older	Native Hawaiian or other Pacific Islander	Male

31-40	White	Male
51-60	White	Male
51-60	White	Male
51-60	Black/African American	Female
60 or older	White	Female
21-30	Black/African American, White	Female
31-40	White	Male
60 or older	White	Female
51-60	White	Male
21-30	Asian/Asian American	Female
51-60	White	Male
51-60	Asian/Asian American	Male
60 or older	White	Male
60 or older	White	Male
60 or older	Prefer Not to Answer	Male
60 or older	Black/African American	Male
51-60	Asian/Asian American	Female
31-40	Black/African American	Male
41-50	Two or more	Female
31-40	White	Female
41-50	Two or more	Female
41-50	White	Male
41-50	Two or more	Male
41-50	Asian/Asian American, White, Two or more	Female
31-40	Hispanic/Latino(a)/Chicano(a), White	Male
41-50	Asian/Asian American	Male
41-50	Asian/Asian American	Male
31-40	White	Male
60 or older	Prefer Not to Answer	Male
31-40	White	Male
51-60	White	Male
41-50	Hispanic/Latino(a)/Chicano(a), White	Female
31-40	Asian/Asian American, Black/African American	Male
41-50	Asian/Asian American	Male
Prefer not to answer	White	Female
Prefer not to answer	Prefer Not to Answer	Female
31-40	White	Female
51-60	White	Female
21-30	Black/African American	Female
51-60	White	Female
31-40	Not Listed	Female
31-40	Not Listed	Female
31-40	White	Female
21-30	Prefer Not to Answer	Female

21-30	White	Male
60 or older	White	Male
51-60	Black/African American	Male
31-40	Not Listed	Non-Binary/Non-Co
21-30	White	Male
51-60	White	Female
31-40	Black/African American, Hispanic/Latino(a)/Chi	Female
31-40	Black/African American, Hispanic/Latino(a)/Chi	Female
31-40	Prefer Not to Answer	Female
60 or older	White	Male
41-50	White	Female
51-60	White	Female
51-60	White	Female
41-50	White	Female
51-60	Asian/Asian American	Female
41-50	White	Male
51-60	White	Female
51-60	White	Male
60 or older	White	Male
41-50	White	Male
60 or older	Prefer Not to Answer	Prefer not to Answe
41-50	White	Male
51-60	White	Male
41-50	White	Male
31-40	White	Male
41-50	Prefer Not to Answer	Male
60 or older	Hispanic/Latino(a)/Chicano(a)	Male
60 or older	Asian/Asian American	Male
60 or older	White	Female
60 or older	White	Female
41-50	White	Male
51-60	White	Male
31-40	White	Male
51-60	White	Male
31-40	Two or more, White	Female
Prefer not to answer	White	Female
41-50	White	Female
60 or older	White	Female
51-60	White	Female
21-30	Two or more	Male
41-50	White	Male
31-40	White	Female
Prefer not to answer	Prefer Not to Answer	Prefer not to Answe
21-30	Asian/Asian American	Male

51-60	White	Male
41-50	White	Male
41-50	Asian/Asian American	Male
41-50	White	Female
41-50	Asian/Asian American	Male
51-60	American Indian or Alaskan Native	Male
51-60	Hispanic/Latino(a)/Chicano(a)	Male
60 or older	Asian/Asian American	Female
51-60	White	Female
60 or older	Prefer Not to Answer	Prefer not to Answer
51-60	White, American Indian or Alaskan Native	Female
51-60	Hispanic/Latino(a)/Chicano(a)	Female
41-50	White	Female
41-50	Prefer Not to Answer	Prefer not to Answer
60 or older	Prefer Not to Answer	Prefer not to Answer
41-50	Hispanic/Latino(a)/Chicano(a)	Female
31-40	Middle Eastern or North African	Female
51-60	Two or more	Male
51-60	White	Male
60 or older	White	Male
60 or older	Two or more	Male
51-60	Prefer Not to Answer	Prefer not to Answer
51-60	White	Male
60 or older	White	Female
21-30	White	Male
51-60	White	Male
51-60	White	Male
51-60	White	Female
60 or older	Hispanic/Latino(a)/Chicano(a)	Male
60 or older	White	Female
21-30	Two or more	Female
60 or older	Prefer Not to Answer	Male
51-60	White	Male
Prefer not to answer	Prefer Not to Answer	Prefer not to Answer
21-30	Asian/Asian American, White	Female
41-50	Native Hawaiian or other Pacific Islander	Male
60 or older	Asian/Asian American	Male
41-50	White	Male
21-30	White	Male
60 or older	Prefer Not to Answer	Male
60 or older	Black/African American	Male
31-40	White	Male
60 or older	Black/African American	Female
21-30	White	Non-Binary/Non-Co

31-40	Asian/Asian American	Male
Prefer not to answer	Prefer Not to Answer	Male
31-40	Prefer Not to Answer	Male
51-60	White	Male
60 or older	White, Two or more	Female
60 or older	White, Not Listed	Female
41-50	White	Male
60 or older	White	Male
51-60	Black/African American	Male
31-40	White	Male
60 or older	White	Male
41-50	White	Male
31-40	White	Female
41-50	White	Female
21-30	White, Not Listed	Male, Non-Binary/N
51-60	White	Male
31-40	Asian/Asian American	Male
60 or older	Prefer Not to Answer	Male
51-60	White	Male
51-60	Asian/Asian American	Female
60 or older	Black/African American	Female
41-50	White	Male
60 or older	Prefer Not to Answer	Prefer not to Answe
41-50	White	Male
60 or older	White	Male
60 or older	White	Female
51-60	Hispanic/Latino(a)/Chicano(a), White	Male
18-20	White	Female
51-60	White	Male
41-50	White	Female
41-50	Hispanic/Latino(a)/Chicano(a)	Female
41-50	White	Male
41-50	Asian/Asian American	Male
51-60	White	Female
60 or older	White	Male
41-50	Prefer Not to Answer	Prefer not to Answe
60 or older	White	Male
60 or older	White	Male
51-60	White	Female
60 or older	Asian/Asian American	Male
60 or older	Asian/Asian American	Male
60 or older	White	Male
51-60	Prefer Not to Answer	Male
60 or older	White	Female

Do you identify as a person with a disability?	Committee Selection
Yes	Sports Performance Resource Group, U.S. SEMI Committee
Prefer not to answer	Sports Medicine Resource Group
No	Veterans Committee, Coaches Committee, "Diversity, Equity, Inclusion and Belonging Resource Group"
No	Ethics Committee, Grievance and Discipline Committee
No	Tournament Committee
No	U.S. SEMI Committee
No	Audit Committee, Tournament Committee, Budget Committee
Yes	Tournament Committee, Ethics Committee, Grievance and Discipline Committee
No	Division Resource Group, Tournament Committee
No	Nominating Committee, Election Committee, Grievance and Discipline Committee
No	U.S. SEMI Committee, Tournament Committee
No	Coaches Committee
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Sports Medicine Resource Group, "Diversity, Equity, Inclusion and Belonging Resource Group"
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Tournament Committee, Veterans Committee, Grievance and Discipline Committee
Yes	Tournament Committee, Election Committee, Grievance and Discipline Committee
No	Audit Committee, Budget Committee, Ethics Committee
No	Data Science Resource Group, Sports Performance Resource Group
Yes	Diversity, Equity, Inclusion and Belonging Resource Group
No	Coaches Committee, International Relations Committee
Prefer not to answer	Data Science Resource Group, "Diversity, Equity, Inclusion and Belonging Resource Group"
No	Tournament Committee
Yes	Tournament Committee, Division Resource Group
No	Coaches Committee, International Relations Committee
No	U.S. SEMI Committee
No	Parents Council (subject to Board approval), Grievance and Discipline Committee
Prefer not to answer	International Relations Committee, Sports Performance Resource Group
No	Budget Committee, Veterans Committee, Audit Committee
Yes	Willing to Serve on any Committee/Resource Group
No	Grievance and Discipline Committee, Veterans Committee
No	Tournament Committee, U.S. SEMI Committee
No	Paralympic Development Resource Group
No	Grievance and Discipline Committee, Ethics Committee
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Tournament Committee
No	Nominating Committee
Prefer not to answer	Tournament Committee, Budget Committee, Grievance and Discipline Committee
No	Tournament Committee, Division Resource Group
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Paralympic Development Resource Group
No	Tournament Committee, U.S. SEMI Committee
No	Coaches Committee

No	Division Resource Group
No	Veterans Committee, Election Committee, Ethics Committee
No	Grievance and Discipline Committee, Ethics Committee
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Tournament Committee, "Diversity, Equity, Inclusion and Belonging Resource Group"
No	Tournament Committee, Coaches Committee, Grievance and Discipline Committee
No	Audit Committee
No	Ethics Committee, Grievance and Discipline Committee
Prefer not to answer	Division Resource Group
No	Parents Council (subject to Board approval)
No	Data Science Resource Group
No	Division Resource Group
No	Nominating Committee, Veterans Committee, International Relations Committee
No	U.S. SEMI Committee
No	International Relations Committee
No	Willing to Serve on any Committee/Resource Group
No	Coaches Committee
No	Parents Council (subject to Board approval), Willing to Serve on any Committee/Resource Group
Yes	Paralympic Development Resource Group
No	Tournament Committee
No	Parents Council (subject to Board approval)
No	Data Science Resource Group
No	Parents Council (subject to Board approval), Inclusion and Belonging Resource Group
No	Data Science Resource Group, Paralympic Development Resource Group
No	Willing to Serve on any Committee/Resource Group
No	Tournament Committee, Ethics Committee, Coaches Committee
No	Coaches Committee, Grievance and Discipline Committee
No	International Relations Committee, Coaches Committee
Yes	Data Science Resource Group
No	Parents Council (subject to Board approval), Election Committee
No	Budget Committee, Veterans Committee, Ethics Committee
No	Ethics Committee, Election Committee, Grievance and Discipline Committee
No	Audit Committee, Budget Committee, Parents Council (subject to Board approval)
Yes	Parents Council (subject to Board approval), Willing to Serve on any Committee/Resource Group
No	Data Science Resource Group
Prefer not to answer	Sports Performance Resource Group
No	Tournament Committee, Nominating Committee
No	Diversity, Equity, Inclusion and Belonging Resource Group
No	Tournament Committee
No	Tournament Committee, Veterans Committee, Grievance and Discipline Committee
No	Tournament Committee, Veterans Committee, Grievance and Discipline Committee
No	U.S. SEMI Committee
No	Tournament Committee, Division Resource Group

No	U.S. SEMI Committee
No	International Relations Committee, Parents Co
No	Diversity, Equity, Inclusion and Belonging Resc
Yes	Diversity, Equity, Inclusion and Belonging Resc
No	Data Science Resource Group
No	Veterans Committee
No	Sports Medicine Resource Group
No	Sports Medicine Resource Group
Yes	Diversity, Equity, Inclusion and Belonging Resc
No	Coaches Committee, Tournament Committee
No	Coaches Committee
No	Division Resource Group
No	Tournament Committee
No	Division Resource Group, "Diversity, Equity, In
No	International Relations Committee, Willing to S
No	International Relations Committee
No	Coaches Committee, Paralympic Development
Yes	Ethics Committee, Grievance and Discipline Co
No	Sports Medicine Resource Group
No	Veterans Committee, Budget Committee, Coac
Prefer not to answer	Veterans Committee
No	Veterans Committee, Data Science Resource (
No	Grievance and Discipline Committee
No	Ethics Committee, Veterans Committee, Tourn
No	U.S. SEMI Committee, Data Science Resource
No	International Relations Committee, Grievance &
No	Veterans Committee
No	U.S. SEMI Committee
No	Veterans Committee, Budget Committee
Yes	Ethics Committee, Coaches Committee, "Diver
No	Parents Council (subject to Board approval), "E
No	Tournament Committee, Hall of Fame Committ
No	Data Science Resource Group
No	Hall of Fame Committee, Parents Council (subj
Yes	U.S. SEMI Committee, Ethics Committee, Coac
Prefer not to answer	Diversity, Equity, Inclusion and Belonging Resc
No	Veterans Committee, International Relations C
No	Tournament Committee, Ethics Committee, Div
Yes	U.S. SEMI Committee, Paralympic Developme
No	Tournament Committee, Division Resource Gr
No	Veterans Committee, U.S. SEMI Committee, E
No	Sports Medicine Resource Group
Prefer not to answer	International Relations Committee, Sports Perf
No	Budget Committee, Data Science Resource Gr

No	Veterans Committee, Grievance and Discipline
No	Nominating Committee, Ethics Committee, Gri
No	International Relations Committee, Data Scienc
No	Tournament Committee, Sports Medicine Resc
No	Veterans Committee, Hall of Fame Committee,
Yes	Tournament Committee, Nominating Committe
No	Sports Medicine Resource Group
No	Audit Committee, Budget Committee
No	Parents Council (subject to Board approval), El
Prefer not to answer	U.S. SEMI Committee
No	Willing to Serve on any Committee/Resource G
No	Sports Performance Resource Group
No	Tournament Committee, Willing to Serve on an
No	Data Science Resource Group
Prefer not to answer	Sports Performance Resource Group, Internati
No	Parents Council (subject to Board approval)
No	Sports Performance Resource Group, Sports M
No	Parents Council (subject to Board approval), W
No	Grievance and Discipline Committee
No	Coaches Committee, Sports Performance Res
Yes	Tournament Committee, Ethics Committee, Gri
No	Willing to Serve on any Committee/Resource G
No	Veterans Committee, International Relations C
No	Veterans Committee, Tournament Committee
No	Data Science Resource Group
No	Coaches Committee, Data Science Resource (
No	Diversity, Equity, Inclusion and Belonging Resc
No	International Relations Committee, Data Scienc
No	Budget Committee
No	Tournament Committee
No	Sports Medicine Resource Group, Willing to Se
No	Coaches Committee
No	U.S. SEMI Committee
Prefer not to answer	Sports Medicine Resource Group, Willing to Se
No	International Relations Committee
No	International Relations Committee
No	International Relations Committee
No	Tournament Committee
No	Ethics Committee
No	Sports Medicine Resource Group, Sports Perf
No	Diversity, Equity, Inclusion and Belonging Resc
No	Data Science Resource Group
No	Hall of Fame Committee
No	Coaches Committee, "Diversity, Equity, Inclusi

No	Election Committee, International Relations Co
No	Ethics Committee, International Relations Com
No	Ethics Committee, Grievance and Discipline Co
No	Parents Council (subject to Board approval), W
Yes	Diversity, Equity, Inclusion and Belonging Resc
No	Diversity, Equity, Inclusion and Belonging Resc
No	Coaches Committee
No	Coaches Committee
Yes	Tournament Committee, Veterans Committee,
No	Tournament Committee
No	U.S. SEMI Committee, International Relations (
Yes	Parents Council (subject to Board approval)
Yes	Paralympic Development Resource Group
No	Division Resource Group
Yes	Diversity, Equity, Inclusion and Belonging Resc
No	Parents Council (subject to Board approval), W
No	Sports Medicine Resource Group, Paralympic I
No	Tournament Committee
No	Division Resource Group, Tournament Commit
No	Diversity, Equity, Inclusion and Belonging Resc
No	Veterans Committee, International Relations C
No	Sports Medicine Resource Group, Sports Perf
Prefer not to answer	Paralympic Development Resource Group
Yes	Tournament Committee, Division Resource Gr
No	Ethics Committee, Election Committee, Divisi
No	Grievance and Discipline Committee
No	International Relations Committee
No	Ethics Committee
Yes	Paralympic Development Resource Group
No	Division Resource Group
No	Coaches Committee
No	Budget Committee, Sports Performance Resol
No	Budget Committee, Data Science Resource Gr
Yes	Diversity, Equity, Inclusion and Belonging Resc
No	Parents Council (subject to Board approval), W
No	Tournament Committee, Hall of Fame Committ
No	Hall of Fame Committee
No	Veterans Committee, Ethics Committee, Coach
No	Audit Committee, Budget Committee
No	U.S. SEMI Committee
No	U.S. SEMI Committee, International Relations (
No	Veterans Committee
No	Veterans Committee, International Relations C
No	Ethics Committee, Veterans Committee, Willing

Yes	Hall of Fame Committee, Veterans Committee,
Yes	Coaches Committee
No	Ethics Committee, Willing to Serve on any Con
No	Audit Committee
No	Budget Committee, Ethics Committee, Sports F
Yes	Tournament Committee, Sports Performance F
No	Veterans Committee, Election Committee, Ethic
No	Tournament Committee, International Relations
Prefer not to answer	Data Science Resource Group
No	Tournament Committee, Budget Committee, N
No	Tournament Committee, Ethics Committee, "Di
No	U.S. SEMI Committee, Data Science Resource

If you have previously served, please let us know	Why are you interested in serving on a USA Fencing Board?
I was an Athlete Rep to Board of Directors 2001-2002	I am interested in serving to represent and advocate for athletes
Sports Medicine Resource Group - Paris Olympics	I have served on this committee prior to this appointment
N/A	As a female coach, I believe we need better representation
I served on the sports medicine in 2018 and 2019	I have been a member of the sports medicine team
Tournament Committee, I think 6 or 7 seasons	I'm an active local, regional, and national referee
US Semi, unsure	national/international armorer, also armor at local level
N/A	I started this lifelong sport my sophomore year of college
I honestly can't remember them all. High School and College	My experience in investigation and arbitration, and as a coach
N/A	I would love to be a representative for my division
DEI Committee, Nominating Committee, Elections Committee	I have a passion to serve. I bring with me the experience of being a coach
US SEMI. I have been a member for 4 years.	I would like to continue as a member of the SEMI
I have previously served on the Division Resources Committee	I think my history of coaching, both "grass roots" and "elite"
N/A	As a parent with a young adult who has been fencing since age 10
N/A	I am a nurse, university staff member and fencer
Women's Committee	Having previously served on the Women's resource committee
Division Resources(1 year), Youth Development Committee	I am a competitive fencer, local tournament organizer
Elections Committee 2 years	Worked in United States Congressional office
I have not previously served USFA	I am a corporate Controller with experience in risk management
I have not served on any committee, however, I have been a coach	Why I Am Interested in Serving on a USA Fencing Board
I have not served on a committee before	I have been Fencing since I was six years old.
no	I have a coaching background of 16 years, I'm currently coaching at the club level
NA	I started fencing when I was about 9 years old, and I have been a member of the USA Fencing Board since 2018
Tournament Committee. I'm actually unsure on whether I have served or not	Even though I have been on the Tournament Committee for 3 years, I believe it's important for those of us who have not served to have a voice
N/a	As a current NCAA coach, I'd like to affect change in the fencing community
US SEMI. Actually don't remember how long I've been on	I've been a tournament armorer for decades. I feel there is so much to improve in the fencing community
n/a	I am a "member of honor" in the FIE, as well as a member of the USA Fencing Board
International relations committee, I don't remember	I came to fencing in my 50s and it has been a life-changing experience
Have not served previously	Fencing for me is an avocation, not a vocation.
US SEMI/1 YR, Veterans Comm. 2 YR, Leader of the Fencing Community	I received both my Bachelor's and Law degrees from the University of Michigan
Elections Committee	I feel that it is in the fencing communities' best interest to have a diverse board
N/A	I would like to continue to help guide the USA Fencing Board
Paralympic DRG--- '23-'24	I am an attorney, former educator and fencing coach
Not applicable	I am deeply interested in serving on a USA Fencing Board
Hispanic/Latino Heritage Community Council	I was an assistant coach for the national epee team
None	I have 12+ years of governance experience with the USA Fencing Board
US Fencing Board member, 8 Years, 4 years as a member of the Board	I am a very big people person. I love helping with the development of the sport
I was on the EmpowerHER group for the first year	Would like to continue on the TC and DRG, as well as the DEI committee
Currently on the Tournament Committee and Division Resources Committee	I am interested in serving on a USA Fencing Board
Board	There is an opportunity to develop a para-fencing program
Tournament Committee and US SEMI Committee	I have implemented and managed our video review system
No	Small clubs are not represented

N/A	Currently I am the Chair of the Metro Division a
Veterans, since 2016 and the Election Committe	I wish to provide continuity and leadership on th
Grievance and Discipline Committee--2 years;	I am interested in serving because I love and b
Diversity, Equity, Inclusion and Belonging Resc	I have worked on issues relevant to the LGBTO
N/A	I began with the fencing community as a paren
RC NomCom from March-April	I am interested in the decision-making process
Division Resource Group	I have been a member of the DRT for almost 5
Board member, Capitol Division	I am a retired Navy Commander. I have an ME
No	I am a practicing attorney qualified in NY and a
DEIB (RC)	I want to join the Division Resource Group to g
N/a	I am interested in serving on a USA Fencing Co
NONE	I am a highly motivated and progress-focused c
Several over time; most recently the Division R	Thorough knowledge of USA Fencing and the c
N/A	Currently IRC since 2016 (I think); DRT ~4 yea
International Relations 12 years, USA Fencing;	I have been deeply involved with USA Fencing
I have not	I would like to continue to provide my input and
Tournament committee 1 year	I am very passionate about to serve on any cor
N/A	I have experience in coaching on the collegiate
PDRG - one year Grievance - 2 years	I would like to offer support in something that r
I have not previously served on a committee.	I do well expressing my opinions in group settir
I have not served previously.	As a life long fencer, club owner, parent of fenc
N/A	As a father of a young parafencer I would like t
Vice President, Board of Directors Oct 2013 –	I am passionate about the sport, and my son is
None	My diverse professional background and exten
N/A	I started fencing about 18 months ago (adult ep
N/A	As a parent of a young fencer with over four ye
Coaches Resource Group, 2023-24	My two children Troy Chan/Clara Chan started
International Relations 4+ years	I am the head coach and owner of my club, Ro
None	My international, coaching, and sports perform
Ethics Committee (1 year)	I have a masters degree in data science and ha
No	As a parent of an Olympian and eight-time worl
Paralympic Development Resource Group 1 se	I am very proactive, energetic and motivational
No.	As a member of the community for over 20 yea
Leadership Academy (2024 cohort), Marketing	My daughters are active fencers. One has won
None	As a fencing parent for over 10 years and an ac
Tournament Committee (3 years?), Referee De	My son started fencing when he was 7. I have l
international relations, sports performance	As a former internationally competitive athlete,
DEIB Committee, 2 years	As a long term club owner, coach, referee, mer
Youth Committee/ Youth Development Resour	I have enjoy my time these past few years as a
Turkey Fencing Federation - Coaching Commit	As the Tournament Committee (TC) took over l
Turkey Fencing Federation Coaches Committe	I would like to express my interest in becoming
US SEMI for more than 10 years	I would like to express my interest in becoming
Have not served	I have been an active member of the US SEMI
	I am relatively new to the sport (been fencing f

Have not previously served!	I think I would be a beneficial asset to U.S. SEMI
N/A	I am a West Point graduate with a MBA from
Have never served	I have not been fencing very long (about three
Not applicu	I am writing to express my strong interest in sei
N/A	I am interested to learn what data USA Fencing
most recent - Veterans committee 2023-2024.	43 years fencing. Former Executive Committe
Sports medicine resource group, 1 year	Working with USA FENCING parafencers as oi
Sports medicine- 1 year	Career in sports medicine, 2+ years working al
N/A	I am a member of the LGBTQ+ community, but
Not at US Fencing but a chair or member of m	As someone who has experienced the changes
Hall of Fame Committee (1 year)	Broadly disciplined fencing coach with leaderst
Division Resource Task Force- 8 years, Regior	Care about the sport, Fencer, Coach, mother o
YDC member (1 year), YDC Chair (4 years), All	have served USA Fencing in various voluntee
I have, I simply don't remember what group it w	I have been involved with fencing for close to 4
International Relations Committee/5 years	Fencing is my passion, and I have been involve
International Relations Committee 8 years	My interest in continuing to serve on the FIE M
Parafencing committee 23-24 season	I like to feel connected to what our organizati
Grievance and Discipline Committee - about 3	I have experience as a coach (13 years), colleg
Sports Medicine and Science - 15 years	Dr. Heil served as Chair of USA Fencing Sport
No	Would like to serve to help improve fencing . V
N/A	Extensive National and International experienc
I've been on the Data Resource Committee for	I'm a fencer entering my 35th season of training
Legal Resource Group approximately 2 1/2 year	As a fencing Dad and litigation attorney I am at
N/a	I have been involved with fencing for the past 2
SEMI as the athlete representative since 2020,	I've been a competitive men's epeeist since 20
n/a	My interest in serving on a USA Fencing Comm
Not Applicable	I started fencing when I was 10 years old. That
US SEMI for past two years	Being a USA Fencing Armorer for over 13 year
Veteran Committee	Professional career as CFO and CEO
No, have not served on a committee or council	I first fenced in university. I have been fencing i
none	Serving on USA Fencing's committees would a
RC, RC DEIB on and off for years	42 years a competitor, 38 years a ref, 33 years
N/A	My interest in serving on a committee is due to
Hall of Fame Committee for the past 4 years	Fencing has given me everything that is good i
Coach Education Advisory Group - 1 year (led	My extensive experience in marketing and stak
no	I am interested in serving on a USA Fencing Co
Two years on the Veterans Committee	As a member of the Vet50 Sabre community, I
Scholastic/Collegiate Task Force 4 years; Merr	I am confident that my experience can help act
US SEMI, IWAS SEMI	I have experience and knowledge regarding m
N/A	...
N/A	Coming out of COVID, my spouse and I watche
Sports Medicine Committee	To advocate for the health and well being of Te
Current positions: International Relations - 3 ye	FIE Rules Commission member
N/a	Budget: I have an undergrad double major in fi

Grievance and Disciplinary	Fencer for two years, fencing parent for 11 years
When it was first created, I was on the SafeSport	I have been involved in the fencing community
N/A	I have played fencing in several countries. Also
Ethics / Veterans each for 1 year	As an active participant in USA Fencing for the
No	I am writing to apply to join the United States F
Election committee	To give back to the sport that saves my life
n/a	Practicing emergency medicine physician with
No	My interest in serving on a USA Fencing Comm
I have not served on any USA fencing committee	I am a parent of a saber fencer who has been f
SEMI 8+years	17 years as a fencing parent 15+ years as a lo
Na	Would like to join wherever needed to help US/
N/a	I completed the Fencing Leadership academy t
Member of the Tournament Committee since SA	strength of USA Fencing is how it engages w
Data Resource Team, 1 year.	Why: We have projects in progress that I'd like
N/A	As an Olympian from the 1992 Barcelona Gam
N/a	I own a consulting company that regularly work
Sports Medicine Resource Group	I am interested in continuing to collaborate with
N/A	The USA Parafencing community has been an
Grievance and Discipline Committee 2022-curr	I have been working on the GDC for the past c
none in USA fencing although I was previously	We need to promote the development of Ameri
none	I have been involved in USA Fencing since 199
No previous experience	I have a degree in Computer Engineering and I
NA	I have the time and motivation to share my life,
Have not previously served on committees	I began fencing at age 60 and have only fence
No	I have a master's in Analytics and I'd like to ap
I have not.	I have been fencing since 1985. I fenced High
None	I have gained much from fencing since I was in
Advisory Board roles for private equity funds ar	My 14-year-old son is passionate about fencing
Committee on committees	i want to serve in USA Fencing budget committ
Tournament Committee	I have served USA Fencing for almost 50 years
I have not served previously.	I am deeply interested in serving on the USA F
CART	In short my interest is to serve USA Fencing.B
NA	Over the last several seasons, I have had the c
n/a	I coach a college club team and am looking to
N/A	I'm interested in serving on a USA Fencing Cor
No	I have been working in the UN Headquarters in
N/A	Both I and my son have enjoyed the sport throu
Tournament Committee (2 years), Board of Dir	I run the most diverse fencing club in the count
I have not served on a USA Fencing committee	I have been a competitive fencer since 2009, c
NA	I started fencing at age 60, because I had beer
DEIB Resource Group 3 years	My life has been defined by service. As a forme
N/A	As a long time fencer and referee, I'd like to hel
Hall of Fame; Coaches Resource; Tournamen	Having been an Olympian and coach for 50 ye
Hall of Fame Committee 2023-2024	I'm a rare genderqueer coach in the fencing co

None	Unlike most fencers, I started fencing in my mid
N/A	I am interested in serving on a USA Fencing Co
None	As a licensed attorney, I believe my main stren
Have not served previously.	I am the parent of a collegiate fencer. She has
Paralympic Development Resource Group (Sin	Been a Fencer 46 years now, Parafencer since
N/A	We need help with Diversity.20 years USAFenc
na	I was encouraged to apply by Vinnie Bradford.
Executive, Coaches, Elections, International, HI	I have extensive experience as a coach, coach
I have never served before now	I love the sport and I want to give to the that ha
N/A	After being an athlete for two decades and wat
Veterans Committee; Legal	I have been a fencer for over 5 decades with st
Have not served	I am interested in serving on a USA Fencing Co
N/A	I love every aspect of fencing and want to take
Division Resource Group, 5 years	I have been a member of the Division Resourc
I have not yet served	I am interested in serving because I believe the
I have not previously served	I have worked with my daughter for 10 years ar
No prior committee served	I am interested in serving as a member of the S
This would be my first time	I have been a member for a long time [my num
Division Resource Group - 10+ years, SafeSpo	I have been a division chair for 11 years, divis
I have not served on USA Fencing	My son has been fencing for over seven years,
Veterans Committee and International Relation	I am on the FIE Veterans Council and have ma
Currently serve as an Orthopaedic Consulting t	As an Orthopaedic Consultant to USA Fencing
Never previously served at the national level, b	As a club owner who is desirous of including p
Club and Member Services Resource Group, 1	I'm a coach at a small club in a small division. I
N.A.	Fencing has been a cornerstone of my life for r
I served on the SafeSport/FenceSafe Resource	I would like to continue in service to USA Fenci
I am currently on the IR committee and have b	I have been serving as Chief of Mission at Seni
HER x1yr	I am a competitive fencer who is interested in e
Nominating (1 term) Para Resourse(multiple)	To contiunue working in the development and p
Division Resource Group the last 3 seasons	As a division officer, vet fencer, and fencing pa
Coaches Group	I would like to share experiences with other prc
Youth Development Resource Team 2 years	I have been involved in fencing for 30 years an
NA	I am interested in serving on the USA Fencing
I'm new to serving on a committee.	I now manage and coach at the fencing club wi
N/A	I love the sport and having been watching my c
n/a	My passion is "grass roots" fencing and providi
Hall of Fame 3 years	Same as before
None	Student of the Art of the Sword for 53 years I w
NO	I am enthusiastic about serving as a member
US SEMI since its inception	Knowledge, and history, of US SEMI, and the "
US SEMI since its inception; International Rela	Experience in the materials and armoring aspe
none	Having fenced competitively since over 30 years
Not applicable.	Veterans Committee: I am an active Vet Men's
Ethics and Veterans. Not sure how many year:	-Completion of Leadership Academy-Long-term

What additional experience or background do you have?	What is your primary club affiliation?	Selected - Audio
I have been on the advisory board for industry/	Denver fencing Center	No
My CV is available upon request.	N/A	No
I am an educator and I feel I can be that bridge	PISTE	No
I am in my 35th year as a certified athletic train	Renaissance	No
N/A	Rain City Fencing Center	No
	0 Boston Fencing Club	No
As that chapter of my life has come to an end, I	Tim Morehouse Fencing Club	No
I would say my experience in DV/SA, working in	N/A	No
I've volunteered at my fencing club as a coach,	Indianapolis Fencing Club	No
I am the Director Sponsor for Southwest Airline	Globus	No
I have been a manager of a community youth c	None	No
I have been responsible for documenting proced	DC Fencers Club	No
I am committed to community service and have	Olympia Fencing Center	No
All health care related volunteering. Volunteerin	Bluegrass Fencers Club	No
My current job is a clinical psychologist working	Fortune Fencing	No
I have been treasurer of MN AWWA and I work	Center for Blade Arts	No
I volunteer in my church to run physical educa	Fencing Institute of Texas	No
I currently volunteer for nonprofit organizations	Globus Fencing	No
My Experience with Fencing: Research on Hea	Bay Area Fencing Club	No
I have volunteered with pathway health prograr	LAIFC	No
I started fencing in Hungary when I was 8 year	Zeta Fencing	No
I have volunteered with New Bedford Research	NA	No
I am actively involved in a similar tournament s	Smoky Mountain Fencing	No
I'm a long time Toastmaster, an international n	Fencing Institute of Texas, Inc.	No
I've worked in the mental health field as an inte	University of Pennsylvania NCAA	No
I volunteer with the Internet Engineering Task F	Three Rivers Fencing Club	No
My skills and experiences include organizing in	Alliance Fencing Academy	No
Too long a history to list. Simply stated decade	No club affiliation	No
In addition to the information above, I lead a sn	Bayou City Fencing Academy	YES
I was looking at the different resource groups a	No Fear Fencing	No
I have twice received sponsorship money for pl	Ann Arbor/Plymouth Fencing Academy	No
I have been a manager of teams large and sm	None	No
Currently on the Executive Committee of the in nonr		No
My litigation experience includes prosecuting ci	Bluegrass Fencers' Club	No
I have had the privilege of working with Special	Mission Fencing Center	No
I was on the board of directors in the Detroit Le	Seacoast Fencing Club	No
I volunteer at adaptive sports festivals in Los A	The Lab	No
I have been involved with our local marching b	Ledyard Fencing Club	No
There's a world outside of USA Fencing?	New Rain City Fencing Center	No
I currently serve on the board of the DEI Comr	N/A	No
Local fencing club as a volunteer/founder	Local Birmingham Fencing Club	No
I have served in many capacities with USA Fer	None	No
I am a process project manager, so putting tog	Tulsa Fencing Club	No

All of my volunteering in recent years has been	Mission Fencing Center	No
None	Cardinal Fencing Academy	No
As an Independent Member of the USA Volleyball	Unattached	No
Currently, I still serve as a the Commission's E	Louisville Fencing center	No
I have a great deal of life experience and have	Salle New Bern	No
While most of my volunteering jobs have involv	East Coast Fencing Club	No
I've been a youth soccer referee, volunteered in	Northwestern Fencing NCAA	No
Please review previous paragraph. I have exte	Invictus Club, of Gainesville Florida	No
N/A	North Shore Fencers Club	No
Outside of USA Fencing, I frequently volunteer	Renard Fencing Academy	No
Grosse Pointe War Memorial- Board Member 2	Renaissance Fencing Club in Troy, Mic	No
Back in my high school years, I volunteered at	MOE FENCING	No
Trustee of two charitable foundations; knowled	Denver Fencing Center	No
I have served on foundation boards and curren	Denver Fencing Center	No
My work background is computers and becaus	Unattached	No
Vice President and Member of FIE Executive C	Columbus International Fencing Acade	No
I do not have volunteering experiences prior thi	Not affiliated	No
I've volunteered to teach in the Peter Westbroc	Peter Westbrook Foundation	No
MBAPTA President, head of Booster for orches	Olympic Fencers Club	No
I worked with United States Pony Club for 15 y	Shepherd Swords	No
Throughout my life I have voluteered for variou	Stoccata Fencing Club	No
Through my work as a mental health and subst	GREENSBORO FENCING ACADEMY	No
I have serbved in non-paid advisory roles to da	Windy City Fencing	No
I believe the above response about just a quick	Rochester Fencing Club	No
Previously volunteered in undergraduate and g	NW Fencing Center	No
I served as the head coach for a youth soccer t	Star Fencing Academy	No
Volunteer at our home club, as well as have so	Socalfa	No
During my undergrad at the University of Illinois	Roaring Fork Fencers Club	No
Previous President of Northern California llymp	Massialas Foundation (MTEAM)	No
I have volunteered for many years in diverse ro	Laguna saber	No
Former president of my HOA; pro bono activitie	I do not fence. My daughter's primary cl	No
• United Way- Member• His House Children's F	Masters Fencing	No
I also work with the Referee Commission's DEI	Dynamo Fencing Center	No
two bronze medals for USA Cadet Travel team in 2023. I'm also an active Epee fencer		No
I am a marketing professional that deals in corr	Nellya Fencers	No
Strong technical skills with SQL Server, databa	Sigma Fencing ACademy	No
I'm an active member the Crohn's and Colitis F	Tim Morehouse Fencing Club (CT)	No
Outside of USA Fencing, I have served and stil	Pittsburgh Fencers' Club	No
I volunteered with the Peter Westbrook founda	Peter Westbrook Foundation	No
Serving on the USFCA Professional Developm	IFA	No
Since 2007, when I started my coaching career	Tim Morehouse Fencing Club	No
Since 2007, when I started my coaching career	Tim Morehouse Fencing Club	No
Not at this time.	High Desert Fencing Alliance	No
I have volunteered for a variety of non profits -	Hudson Center for Martial Arts	No

In college I ran frequent introductory training cc	N/A (although I fence at Salle De Long	No
I have been the sole bread winner for the family	Alliance Fencing Academy	No
I serve on three Boards of Directors, and am a	Riverside Fencing Club	No
recently graduated from UC Berkeley with a de	Teamk	No
I also am the tournament coordinator for the GI	Dunwoody Fencing Club	No
Currently pursuing MBA. Certified Project Man	Marx Fencing Academy / Tanner City F	No
Sports medicine chiropractor with knowledge a	Sports medicine	No
Sports medicine support with different disciplin	Sports medicine	No
I serve on the Board of Directors of nonprofit C	Northern Colorado Fencers / Sebastian	No
Served on the Board of the NYS Society of Cer	Long Island Fencers Club	No
Transformational leader able to engage, inspire	Forge Fencing Teams, Inc. & Cleveland	No
Leadership positions and management through	Wasatch Fencing	No
Time is always too short. Most of my volunteer	Mission Fencing Center	No
I am pretty sure that my volunteering isn't relev	Winter Garden Fencing Academy	No
I'm an expert on current FIE rules & I'm on the	Gutkovskiy Fencing Academy	No
In addition to my extensive experience within th	N/A	No
Volunteer at the Animal Shelter in Atlanta, GA.	Nazlymov Fencing Foundation	No
I serve on several committees at the local colle	Louisville Fencing Center	No
Dr. Heil is a licensed clinical psychologist, a Ce	No club	No
Leadership , Life member of USA Fencing , USSA	SARASOTA FENCING ACADEMY	No
None.	Masters Fencing Academy	No
I previously volunteered for nearly 20 years as	New York Athletic Club	No
I have 32 years of both civil and criminal litigati	Renaissance Fencing	No
I am an active referee (USFA and IWAS), a cor	Manchen FA	No
I am the VP of Analytics and Insights for a large	NYAC	No
nittee stems from my exposure to the world of fencing as both a fencer and a parent to f		No
Not Applicable	Cardinal Fencing Academy	No
Have been a volunteer at the Bristol Museum c	Non affiliated	No
I have been a board member and treasurer for	RedStar FC	No
As a parent and a coach, I have attended fenci	Front Range Fencing Club	No
I have volunteered on the board of my children'	rain city fencing center	No
No other volunteering, but five years in correcti	Orion Fencing	No
I have experience working as a pro bono data	Los Angeles International Fencing Cent	No
If you have questions about me, please do not	None	No
My role as a volunteer mentor with Ready, Set,	unattached/United Fencing Academy	No
I am deeply interested in serving on a USA Fer	NYAC	No
I have had many roles in the fencing communit	Staten Island Fencing	No
Board member, WFencingMember, Review Bo	Dunwoody Fencing Club	No
I have been a member of both US SEMI and IV	Unaffiliated	No
...	Queens Fencing Club	No
I have been a museum volunteer within nearly	Unaffiliated	No
USOPC/USA fencing liaison for sports med	AA none	No
I think my newfound residence of Hawaii will ac	None	No
Master's degree in financial engineering, good	Denver Fencing Center	No

None	DC Fencers Club	No
In addition to volunteering in fencing about 30 h	Red Door Fencing	No
N/A	Illinois Fencing Academy	No
Medical - current surgeon (Burn and Trauma) v	Nellya	No
In applying to join the USA Fencing Committee Queens fencing club		No
24 years in the US military and a mba and sen	None	No
Board member at BFC.	BFC	No
Lin Chan's extensive volunteer experience, cor	Manhattan Fencing Club	No
I am a healthcare provider and have been invol	Oregon Fencing Alliance	No
27 years as the Board Chair of 2 nonprofit char	None	No
Understand 501(c) 3 compliance as I was the i	Alliance Fencing Academy	No
I have audit PTA governance activities of the V	Alliance Fencing Academy	No
I have almost two decades of experience volun	Rochester Fencing Club	No
I have volunteered for a variety of programs fro	Windy City	No
I hold an extensive educational background an	Advance Fencing	No
My perspective as a Latina mother raising a yo	Olympian Fencing Club	No
- Medical advisor to local, national, and interna	N/A	No
I am a teacher, coach and veteran. I was a he	Salle Palasz/TriWeapon Club	No
I have been involved in the governance of weig	None	No
can coaches but not just at the top level but the	I have also served in several committee	No
In addition to the information above, in my role	Fortune Fencing	No
N/A	Barrington Fencing Club	No
I am the past secretary of the Fechtgesellschaft	Apex Fencing Academy	No
Experienced with survey conduct and methodo	Capital Fencing Academy / Fencing Sp	No
No	Georgia Fencing Academy	No
I have helped with Va Foodbank and done corr	Richmond Fencing Club	No
I am the state co-Chair for the Maryland Junior	Chevy Chase Fencing Club	No
1) Have served on non-profit school boards an	SF Fencing Academy	No
I have over 30 years of financial management	Candlewood Fencing	No
Cub and Boy Scout Leader	None	No
In addition to the experiences listed above, I h	Wellesley College NCAA	No
My family has and always will support USA Fer	Marx Fencing Academy	No
I have over 15 years of technical theater experi	Louisville Fencing Center	No
I used to work in sports neurology, including on	University of Michigan	No
- I have worked with the Colorado Fencing Divi	CU Boulder Fencing Club	No
I have good relation with current FIE committe	Gutkovsky	No
Chairman of the Colorado Commission for blin	Denver Fencing Center	No
I am the Board Chair of a major fencing non-pr	Denver Fencing Center/Denver Fencing	No
I have served on the Referee Commission's DE	Fencing Academy of Philadelphia	No
As part of my professional career I have serv	NY Fencer's Club	No
I have worked with nonprofit organizations con	Nellya	No
In prior positions, I have also been responsible	Capital Fencing Academy	No
Co-founder of the Black Women in Sport Foun	Temple University	No
I have a strong background in reading and writi	Five Points Fencing Academy	No

Nothing additional that I feel is relevant.	Fencing Academy of Philadelphia	No
I am a certified referee for high school and college	Fencing Institute of Texas	No
See above. More details are happily provided	Tidewater Fencing Club	No
I have facilitated numerous community service	Moe Fencing Club	No
Launched My Organization, AmericanAdaptive	Orion Vancouver Washington	No
I most recently taught Intro To Fencing at UNIV	lowcountry fencers	No
I attended many sessions of the USFA's Coach	Pioneer Valley Fencing Academy	No
I have run several fencing clubs and other success	Center for Blade Arts	No
Business knowledge	Nyfc	No
I work as a project engineer working on solving	Miracle Fencing Club	No
Chairperson of the Board of Directors of NY Fencing	Fencers Club	No
In addition to my interest in USA Fencing, I bring	N/a	No
I am the operations manager for a community-based	San Francisco Fencing Academy	No
N/A	DC Fencers Club	No
Outside of USA Fencing I was on one of my highest	Birmingham Fencers Club	No
I am on the Executive Board of the Northern National	Fencing Alliance	No
Besides the aforementioned leadership, sports	None applicable/Sports and Spine Rehab	No
I've done some volunteer work with other non-profit	Northwest Fencing Center	No
I have volunteered for many non profit organizations	Penta Olympic Fencing Club	No
Board of Director for " Fencing for a Purpose" , Alliance	(For my son)	No
Successful business owner. Very active in my community	Cardinal Fencing	No
Please see above as I attempted to address with	N/A	No
I have technical and organizational skills and work	Orlando Fencing Sports Center	No
14 years serving on nonprofit boards19 years volunteer	York Fencing Club	No
I am chair of our township Environmental Commission	Westfield Fencing Club	No
I have been a paralegal for 39 years in private practice	Research Triangle Fencing	No
I additionally volunteer in the community to support	San Diego Fencing Center	No
Most of my experience is minimally related to the	LAIFC	No
N/A	Louisville Fencing Center	No
I have volunteered with our local Maker Faire organization	Resolute Sport Fencing	No
I've been serving for the USFCA for about two years	Dragon Heart Fencing Academy	No
I am currently completing the environmental impact	Davis Fencing Academy	No
I volunteered as the president of the regional association	Medeo Fencing	No
Most relevant would be my work both in Utah and	SF Fencing Academy	No
This would be my first involvement as a volunteer	East Coast Fencing	No
In my day job, I am the IT Director / GIS Coordinator	Twin Tiers Fencing Club	No
Same	Fencers Club	No
I have had the privilege of serving the disabled	Royal Fencing Academy	No
St.Luke hospital finance department , I'm working	Space ACAFEMY	YES
Work extensively with the New Jersey State International	None	No
Have worked extensively with the New Jersey State	None	No
Be a business executives and owner since 1980	DCFC	No
My career has focused on international relations	Fencing Sports Academy	No
Nothing to add at this time.	DC Fencers Club	No

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	Yes	No
1. I have a good understanding of the company's financial performance.	4.2	3.8
2. I am confident in the company's leadership team.	4.5	4.1
3. The company's financial statements are transparent and accurate.	4.3	3.9
4. I believe the company is a good investment opportunity.	4.6	4.2
5. The company's financial performance is consistent with its industry peers.	4.4	4.0
6. I am satisfied with the company's financial reporting process.	4.7	4.3
7. The company's financial performance is a reflection of its overall health.	4.5	4.1
8. I am confident in the company's ability to meet its financial obligations.	4.8	4.4
9. The company's financial performance is a good indicator of its future success.	4.6	4.2
10. I am satisfied with the company's financial performance overall.	4.9	4.5

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	Yes	No
1. I have a good understanding of the company's financial statements.	1.00	0.00
2. I have a good understanding of the company's business strategy.	1.00	0.00
3. I have a good understanding of the company's competitive advantage.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial performance.	1.00	0.00
6. I have a good understanding of the company's financial position.	1.00	0.00
7. I have a good understanding of the company's financial health.	1.00	0.00
8. I have a good understanding of the company's financial strength.	1.00	0.00
9. I have a good understanding of the company's financial stability.	1.00	0.00
10. I have a good understanding of the company's financial risk.	1.00	0.00
11. I have a good understanding of the company's financial management.	1.00	0.00
12. I have a good understanding of the company's financial planning.	1.00	0.00
13. I have a good understanding of the company's financial reporting.	1.00	0.00
14. I have a good understanding of the company's financial analysis.	1.00	0.00
15. I have a good understanding of the company's financial forecasting.	1.00	0.00
16. I have a good understanding of the company's financial control.	1.00	0.00
17. I have a good understanding of the company's financial monitoring.	1.00	0.00
18. I have a good understanding of the company's financial evaluation.	1.00	0.00
19. I have a good understanding of the company's financial improvement.	1.00	0.00
20. I have a good understanding of the company's financial innovation.	1.00	0.00
21. I have a good understanding of the company's financial growth.	1.00	0.00
22. I have a good understanding of the company's financial expansion.	1.00	0.00
23. I have a good understanding of the company's financial development.	1.00	0.00
24. I have a good understanding of the company's financial progress.	1.00	0.00
25. I have a good understanding of the company's financial success.	1.00	0.00
26. I have a good understanding of the company's financial achievement.	1.00	0.00
27. I have a good understanding of the company's financial accomplishment.	1.00	0.00
28. I have a good understanding of the company's financial performance.	1.00	0.00
29. I have a good understanding of the company's financial position.	1.00	0.00
30. I have a good understanding of the company's financial health.	1.00	0.00
31. I have a good understanding of the company's financial strength.	1.00	0.00
32. I have a good understanding of the company's financial stability.	1.00	0.00
33. I have a good understanding of the company's financial risk.	1.00	0.00
34. I have a good understanding of the company's financial management.	1.00	0.00
35. I have a good understanding of the company's financial planning.	1.00	0.00
36. I have a good understanding of the company's financial reporting.	1.00	0.00
37. I have a good understanding of the company's financial analysis.	1.00	0.00
38. I have a good understanding of the company's financial forecasting.	1.00	0.00
39. I have a good understanding of the company's financial control.	1.00	0.00
40. I have a good understanding of the company's financial monitoring.	1.00	0.00
41. I have a good understanding of the company's financial evaluation.	1.00	0.00
42. I have a good understanding of the company's financial improvement.	1.00	0.00
43. I have a good understanding of the company's financial innovation.	1.00	0.00
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No	No	No	No	No	YES	No
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Yes	No
<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data security.</p> <p>3. The company has a formal policy on data retention.</p> <p>4. The company has a formal policy on data disposal.</p> <p>5. The company has a formal policy on data access.</p> <p>6. The company has a formal policy on data sharing.</p> <p>7. The company has a formal policy on data transfer.</p> <p>8. The company has a formal policy on data storage.</p> <p>9. The company has a formal policy on data backup.</p> <p>10. The company has a formal policy on data recovery.</p>	<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data security.</p> <p>3. The company has a formal policy on data retention.</p> <p>4. The company has a formal policy on data disposal.</p> <p>5. The company has a formal policy on data access.</p> <p>6. The company has a formal policy on data sharing.</p> <p>7. The company has a formal policy on data transfer.</p> <p>8. The company has a formal policy on data storage.</p> <p>9. The company has a formal policy on data backup.</p> <p>10. The company has a formal policy on data recovery.</p>

	No
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Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

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Response	Percentage
Yes	70.0
No	30.0

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Yes	No
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Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

	No
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Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

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Response	Percentage
Yes	75.00%
No	25.00%

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Yes	No
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Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

	No
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	No
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	Yes	No
1. I have a good understanding of the company's financial statements.	1.00	0.00
2. I have a good understanding of the company's business strategy.	1.00	0.00
3. I have a good understanding of the company's competitive position.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial position.	1.00	0.00
6. I have a good understanding of the company's operational position.	1.00	0.00
7. I have a good understanding of the company's legal position.	1.00	0.00
8. I have a good understanding of the company's environmental position.	1.00	0.00
9. I have a good understanding of the company's social position.	1.00	0.00
10. I have a good understanding of the company's overall position.	1.00	0.00

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No

Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

	No
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Yes	No
<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data security.</p> <p>3. The company has a formal policy on data retention.</p> <p>4. The company has a formal policy on data disposal.</p> <p>5. The company has a formal policy on data access.</p> <p>6. The company has a formal policy on data sharing.</p> <p>7. The company has a formal policy on data transfer.</p> <p>8. The company has a formal policy on data storage.</p> <p>9. The company has a formal policy on data backup.</p> <p>10. The company has a formal policy on data recovery.</p>	<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data security.</p> <p>3. The company has a formal policy on data retention.</p> <p>4. The company has a formal policy on data disposal.</p> <p>5. The company has a formal policy on data access.</p> <p>6. The company has a formal policy on data sharing.</p> <p>7. The company has a formal policy on data transfer.</p> <p>8. The company has a formal policy on data storage.</p> <p>9. The company has a formal policy on data backup.</p> <p>10. The company has a formal policy on data recovery.</p>

	No
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	No
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Response	Percentage
Yes	70.0
No	30.0

	No
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	No
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	No
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Yes	No
1	2

	No
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	No
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	No

	Yes	No
1. I have a good understanding of the company's financial performance.	1.00	0.00
2. I have a good understanding of the company's strategic direction.	1.00	0.00
3. I have a good understanding of the company's competitive position.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial position.	1.00	0.00
6. I have a good understanding of the company's operational position.	1.00	0.00
7. I have a good understanding of the company's legal position.	1.00	0.00
8. I have a good understanding of the company's environmental position.	1.00	0.00
9. I have a good understanding of the company's social position.	1.00	0.00
10. I have a good understanding of the company's overall position.	1.00	0.00

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97	97
98	98
99	99
100	100

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1	1
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89	1
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91	1
92	1
93	1
94	1
95	1
96	1
97	1
98	1
99	1
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No

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No

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Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

	No
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	No
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	No
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	No
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	Yes	No
1. I have a good understanding of the company's financial performance.	1.00	0.00
2. I have a good understanding of the company's strategic direction.	1.00	0.00
3. I have a good understanding of the company's competitive position.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial position.	1.00	0.00
6. I have a good understanding of the company's operational position.	1.00	0.00
7. I have a good understanding of the company's legal position.	1.00	0.00
8. I have a good understanding of the company's environmental position.	1.00	0.00
9. I have a good understanding of the company's social position.	1.00	0.00
10. I have a good understanding of the company's overall position.	1.00	0.00

	Yes	No
1. I have a good understanding of the company's financial statements.	1.00	0.00
2. I have a good understanding of the company's business strategy.	1.00	0.00
3. I have a good understanding of the company's competitive position.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial position.	1.00	0.00
6. I have a good understanding of the company's operational position.	1.00	0.00
7. I have a good understanding of the company's legal position.	1.00	0.00
8. I have a good understanding of the company's environmental position.	1.00	0.00
9. I have a good understanding of the company's social position.	1.00	0.00
10. I have a good understanding of the company's overall position.	1.00	0.00

	No
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No

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No

No

No

Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's product line.</p> <p>7. I have a good understanding of the company's sales and marketing strategy.</p> <p>8. I have a good understanding of the company's operational strategy.</p> <p>9. I have a good understanding of the company's human resources strategy.</p> <p>10. I have a good understanding of the company's legal and regulatory environment.</p>	<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's product line.</p> <p>7. I have a good understanding of the company's sales and marketing strategy.</p> <p>8. I have a good understanding of the company's operational strategy.</p> <p>9. I have a good understanding of the company's human resources strategy.</p> <p>10. I have a good understanding of the company's legal and regulatory environment.</p>

	No
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Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

	No
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Response	Percentage
Yes	75.00%
No	25.00%

	No
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	No
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Yes	No
1	2

	No
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	No
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1	1
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100	100

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No

No

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Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

Yes	No

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	No
1	0
2	0
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5	0
6	0
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	No
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No

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No

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No

No

No

Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

	No
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Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

	No
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	No
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	No
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Response	Percentage
Yes	70.0
No	30.0

	No
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	No
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	No
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Yes	No
1	2

	No
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	No
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	No

	No
	Yes

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No

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No

Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

	No
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Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's product line.</p> <p>7. I have a good understanding of the company's sales and marketing strategy.</p> <p>8. I have a good understanding of the company's financial strategy.</p> <p>9. I have a good understanding of the company's human resources strategy.</p> <p>10. I have a good understanding of the company's overall business strategy.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's product line.</p> <p>7. I do not have a good understanding of the company's sales and marketing strategy.</p> <p>8. I do not have a good understanding of the company's financial strategy.</p> <p>9. I do not have a good understanding of the company's human resources strategy.</p> <p>10. I do not have a good understanding of the company's overall business strategy.</p>

	No
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Response	Percentage
Yes	75.00%
No	25.00%

	No
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Yes	No
1	2

	No
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	No
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Yes	No
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Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

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Yes	No

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Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

	No
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Yes	No
<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data retention and disposal.</p> <p>3. The company has a formal policy on data security.</p> <p>4. The company has a formal policy on data access and control.</p> <p>5. The company has a formal policy on data breach response.</p> <p>6. The company has a formal policy on data governance.</p> <p>7. The company has a formal policy on data quality.</p> <p>8. The company has a formal policy on data integrity.</p> <p>9. The company has a formal policy on data confidentiality.</p> <p>10. The company has a formal policy on data availability.</p>	<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data retention and disposal.</p> <p>3. The company has a formal policy on data security.</p> <p>4. The company has a formal policy on data access and control.</p> <p>5. The company has a formal policy on data breach response.</p> <p>6. The company has a formal policy on data governance.</p> <p>7. The company has a formal policy on data quality.</p> <p>8. The company has a formal policy on data integrity.</p> <p>9. The company has a formal policy on data confidentiality.</p> <p>10. The company has a formal policy on data availability.</p>

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93	1
94	1
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97	1
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Yes	No
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Yes	No
<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data retention and deletion.</p> <p>3. The company has a formal policy on data security.</p> <p>4. The company has a formal policy on data access and control.</p> <p>5. The company has a formal policy on data breach response.</p> <p>6. The company has a formal policy on data governance.</p> <p>7. The company has a formal policy on data quality.</p> <p>8. The company has a formal policy on data integrity.</p> <p>9. The company has a formal policy on data confidentiality.</p> <p>10. The company has a formal policy on data availability.</p>	<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data retention and deletion.</p> <p>3. The company has a formal policy on data security.</p> <p>4. The company has a formal policy on data access and control.</p> <p>5. The company has a formal policy on data breach response.</p> <p>6. The company has a formal policy on data governance.</p> <p>7. The company has a formal policy on data quality.</p> <p>8. The company has a formal policy on data integrity.</p> <p>9. The company has a formal policy on data confidentiality.</p> <p>10. The company has a formal policy on data availability.</p>

	No
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	No
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	No
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Response	Percentage
Yes	75.00%
No	25.00%

	No
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	No
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	No
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Yes	No
1	2

	No
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	No
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	No

	Yes	No
1. I have a good understanding of the company's financial performance.	1.00	0.00
2. I have a good understanding of the company's strategic direction.	1.00	0.00
3. I have a good understanding of the company's competitive position.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial position.	1.00	0.00
6. I have a good understanding of the company's operational position.	1.00	0.00
7. I have a good understanding of the company's legal position.	1.00	0.00
8. I have a good understanding of the company's environmental position.	1.00	0.00
9. I have a good understanding of the company's social position.	1.00	0.00
10. I have a good understanding of the company's overall position.	1.00	0.00

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Yes	No
<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data security.</p> <p>3. The company has a formal policy on data retention.</p> <p>4. The company has a formal policy on data disposal.</p> <p>5. The company has a formal policy on data access.</p> <p>6. The company has a formal policy on data sharing.</p> <p>7. The company has a formal policy on data transfer.</p> <p>8. The company has a formal policy on data storage.</p> <p>9. The company has a formal policy on data backup.</p> <p>10. The company has a formal policy on data recovery.</p>	<p>1. The company has a formal policy on data protection and privacy.</p> <p>2. The company has a formal policy on data security.</p> <p>3. The company has a formal policy on data retention.</p> <p>4. The company has a formal policy on data disposal.</p> <p>5. The company has a formal policy on data access.</p> <p>6. The company has a formal policy on data sharing.</p> <p>7. The company has a formal policy on data transfer.</p> <p>8. The company has a formal policy on data storage.</p> <p>9. The company has a formal policy on data backup.</p> <p>10. The company has a formal policy on data recovery.</p>

Yes	No

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No

Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

No

Yes	No
<p>1. I have a good understanding of the company's financial performance.</p> <p>2. I have a good understanding of the company's strategic direction.</p> <p>3. I have a good understanding of the company's competitive position.</p> <p>4. I have a good understanding of the company's market position.</p> <p>5. I have a good understanding of the company's customer base.</p> <p>6. I have a good understanding of the company's employee base.</p> <p>7. I have a good understanding of the company's technology base.</p> <p>8. I have a good understanding of the company's legal and regulatory environment.</p> <p>9. I have a good understanding of the company's risk management practices.</p> <p>10. I have a good understanding of the company's overall business model.</p>	<p>1. I do not have a good understanding of the company's financial performance.</p> <p>2. I do not have a good understanding of the company's strategic direction.</p> <p>3. I do not have a good understanding of the company's competitive position.</p> <p>4. I do not have a good understanding of the company's market position.</p> <p>5. I do not have a good understanding of the company's customer base.</p> <p>6. I do not have a good understanding of the company's employee base.</p> <p>7. I do not have a good understanding of the company's technology base.</p> <p>8. I do not have a good understanding of the company's legal and regulatory environment.</p> <p>9. I do not have a good understanding of the company's risk management practices.</p> <p>10. I do not have a good understanding of the company's overall business model.</p>

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Yes	No
<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>	<p>1. The company has a policy on the use of social media.</p> <p>2. The company has a policy on the use of mobile devices.</p> <p>3. The company has a policy on the use of company equipment.</p> <p>4. The company has a policy on the use of company data.</p> <p>5. The company has a policy on the use of company resources.</p> <p>6. The company has a policy on the use of company facilities.</p> <p>7. The company has a policy on the use of company vehicles.</p> <p>8. The company has a policy on the use of company services.</p> <p>9. The company has a policy on the use of company products.</p> <p>10. The company has a policy on the use of company information.</p>

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Response	Count	Percentage
Yes	1	100%
No	0	0%

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Yes	No
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	Yes	No
1. I have a good understanding of the company's financial performance.	1.00	0.00
2. I have a good understanding of the company's strategic direction.	1.00	0.00
3. I have a good understanding of the company's competitive position.	1.00	0.00
4. I have a good understanding of the company's market position.	1.00	0.00
5. I have a good understanding of the company's financial position.	1.00	0.00
6. I have a good understanding of the company's operational position.	1.00	0.00
7. I have a good understanding of the company's legal position.	1.00	0.00
8. I have a good understanding of the company's environmental position.	1.00	0.00
9. I have a good understanding of the company's social position.	1.00	0.00
10. I have a good understanding of the company's overall position.	1.00	0.00

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Selected - IR	Selected - Nom	Selected - SEMI	Selected - TC	Selected - Vets	Selected - Parer	Selected - Data
YES	No	No	No	No	No	No
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No	No	No	No	No	No	No
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YES	No	No	No	No	No	No
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YES	No	YES	No	No	No	No
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YES	No	No	No	No	No	No
No	No	No	No	No	No	No

No	No	No	No	YES	No	No
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No	No	No	No	No	No	No
No	No	No	YES	No	No	No
No	No	No	No	No	No	No
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No	No	No	No	No	No	No
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No	No	No	No	No	No	YES
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No	YES	No	No	2
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No	YES	No	No	1
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No	No	No	No	1
No	No	No	No	2
No	No	No	No	2
No	No	No	No	0
No	No	No	No	1
No	No	No	No	2

NOTES

NOTES

Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

Min 2 BOD (not officers)

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Aldrin Elpurnomo	(703) 863-6012	aldrinelpurnomo@gmail.com	Virginia	21-30	Asian/Asian Am
April Gonzalez	(916) 413-6432	aprilagonzalez@gmail.com	Texas	41-50	White
Blace Barker Houle	(508) 717-7864	blacehoule@gmail.com	Massachusetts	31-40	Prefer Not to Answer
Charles (Chuck) Wemple	(713) 876-4447	chuckwemple@gmail.com	Texas	60 or older	White
Diane Trice	(240) 481-6070	dianet@hotmail.com	Florida	60 or older	White
HE Zhang	(832) 359-7988	hezhang1980@gmail.com	Texas	41-50	Asian/Asian Am
Katarzyna Trzopek	(919) 926-0440	katarzyna.trzopek@gmail.com	North Carolina	Prefer not to answer	White
Lin Chan	-9748	linchan.cca@gmail.com	California	60 or older	Asian/Asian Am
Maureen Suzanne I	(415) 359-4178	maureensuzanne@gmail.com	California	51-60	White
Simon Pitfield	(530) 220-5144	davispentathlons@gmail.com	California	41-50	White
Tetyana Klepko	(281) 250-5295	tanyaklepko@gmail.com	Texas	51-60	White
Vincent J McGovern	(609) 234-0369	vmcgoverncca@gmail.com	New Jersey	60 or older	White

Male	41.67%	White	66.67%	Able-bodied	100.00%
Female	58.33%	PoC	33.33%	Disabled	0.00%

Gender	Disabled?	Club		
Male	No	Tim Morehouse coach member	MBA student,	maybe
Female	No	Globus Fencing member,	corporate	maybe
Prefer not to An	Prefer not to an	NA	Not a member	with some non- maybe
Male	No	Bayou City Fen Coach member	audit, budget	Yes
Female	No	Invictus Club, c	Comp. member	substantial yes
Male	No		Not a member	recreational no
Female	Prefer not to an	NYAC	OLY life memb	some business yes (athlete?)
Female	No	Manhattan Fen	Access membe	share yes
Female	No	SF Fencing Ac	Not a member	international maybe
Male	No	Davis Fencing / Life/Coach men	Academy	no
Female	No	Space ACAFE	Access membe	choice. yes
Male	No	Salle Otto	member	choice. no

NOTES

Been on committee for a long time:

David Arias (8)

Para knowledge is important!

Check committee feedback

Remember flexible applicants

Treasurer (ex-officio)3 BODOne

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
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NOT SELECTED ANYMORE

Maureen Suzar (415) 359-4178 maureensuzar California

Solomon Liou (917) 306-2423 solomonliou@g New Jersey

Athletes

Scott Rodgers

Male	0.00%	White	0.00%	Able-bodied	100.00%
Female	100.00%	PoC	100.00%	Disabled	0.00%

Gender	Disabled?	Club
51-60	White Female	No SF Fencing Academy
41-50	Asian/Asian Arr Male	No Medeo Fencing

NOTES

*Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

- at least one approved by Para

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Jennifer Kay Oldhan	(919) 308-0800	jenfencing@gm	North Carolina	41-50	White
Allen L Evans	(202) 487-3861	Allen.L.Evans@	Virginia	60 or older	White
Tsvetelina Hristov	9167506653	tsvetelinab@ya	California		
Greg Domashovetz	(970) 924-0459	greg@roaringfc	Colorado	31-40	White
Victoria Isaacson, OTC	(845) 337-8111	victoriaannisaac	New York	21-30	White
Dwight Smith	(516) 286-2886	dwightsmith7@	New York	31-40	Black/African Ameri

Athlete
 Patricia Dykes
 Iman Blow

Male	50.00%	White	80.00%	Able-bodied	83.33%
Female	50.00%	PoC	20.00%	Disabled	16.67%

Current resource group

Michael MarxGreg DomashovitzMatteo GalloHayley WardSílvia Brandt (USFCA

Gender	Disabled?	Club
Female	No	Forge Fencing Teams, Inc. & Cleveland State University (NCAA)
Male	No	DC Fencers Club
Female		
Male	No	Roaring Fork Fencers Club
Female, Non-Bi	Yes	The Phoenix Center
Male	No	Peter Westbrook Foundation

\ Representative)

Jess Saxon - 2025-07-31 19:07:11 UTC
USA Fencing (United States Fencing Association, Inc.)

*Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

We select 3 DEIB committee sel

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Christopher Collado	(631) 339-6528	chriscollado03@gmail.com	California	21-30	Hispanic/Latino
Dawn Wilson	(502) 475-4559	darksaber1012@gmail.com	Kentucky	51-60	Black/African A
Andrea Munoz	(562) 665-8068	gandrea10@yahoo.com	California	31-40	Asian/Asian Am
Nicholas Harvey	(678) 871-0642	nicholas.harvey@gmail.com	Georgia	60 or older	Black/African A

Maybe
 Adeline WFencing
 Allison Wade low income parent but also I put her on parents council
 Andrea Munoz psychologist, talks about supporting moms
Christopher C. Hispanic council, volunteer work with Special Olympics, childrer
 Darryl DEIB at RISE coaches but did he show up?
 Delphine DeVoi maybe as athlete since the committee is so popular
 Debi Miller refugee work
 Iman Blow superstar, active, brilliant. Maybe as athlete member
 James Koutsou narcolepsy, Fentanyl Anonymous volunteer
Jasmine McGil LGBTQ filmmaker, reach out about events witnessed at SN
Julien Beasley father of two HoH fencers
 Kamilla para input?
Nicholas Harvi parent, military, nonprofit experience
 Nova Gregory genderqueer, para experience?
 Reis Gordon mental health
 Zinnia Arce

PARA EXPERIENCE

Male	50.00%	White	0.00%	Able-bodied	100.00%
Female	50.00%	PoC	100.00%	Disabled	0.00%

Current committee
lects 1 (maybe the three would select their fourth Alice DungeyNi Iman as

Gender	Disabled?	Club
Male	No	Mission Fencing Center
Female	No	Louisville Fenci LGBTQ
Female	No	Fortune Fencing, psychologist, mother, trauma/military work, epee, NCAA
Male	No	Nellya

ns hospital, etc

NOTES

*Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

4 members with staggered term

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Oppong Hemeng	(817) 205-2515	opponghemeng	Texas	Prefer not to an	Prefer Not to Ar
David Hitchcock	(760) 315-3969	david.hitchcock	Virginia	51-60	White
April Alford	(469) 563-8658	April.C.Alford@	Texas	41-50	Black/African A
Mark Segal	(909) 827-0741	mnsegal1@gm	California	60 or older	Two or more

Male	75.00%	White	25.00%	Able-bodied	50.00%
Female	25.00%	PoC	75.00%	Disabled	50.00%

Current committee
 is Susan BelanichDavid HitchcockApril AlfordAlice Dungey

Gender	Disabled?	Club
Male	No	Fencing Insititute of Texas
Male	No	Cardinal Fencing Academy
Female	Yes	Fencing Institute of Texas
Male	Yes	Fortune Fencing

NOTES

*Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

min one ID (or someone who

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Kelvin Mai	(678) 412-5611	kelvinmaiohmai	Colorado	21-30	Asian/Asian Am
Gregory Husisian	(202) 413-6425	ghusisian@fole	Virginia	51-60	White
Kathy Vail	(404) 213-7517	bbhk@mindspring	Georgia	60 or older	White

NEED INDEPENDENT

Male	66.67%	White	66.67%	Able-bodied	100.00%
Female	33.33%	PoC	33.33%	Disabled	0.00%

Current committee

Valerie AsherGregory HusisianDavid EldridgeDarryl Jacobs (Independent)

Gender	Disabled?	Club
Male	No	Denver Fencing Center
Male	No	I do not fence. My daughter's primary club is Fencers Club (NYC).
Female	No	Dunwoody Fencing Club

Virgil Heathcock	greatviewfromhere@gmail.com	Male	51-60	NA	<p>I've been a Fencing parent for the last nine years, and I have performed a wide variety of volunteer and support work for the various clubs my two boys have fenced for since 2014.</p> <p>I was formally the vice president of a medium sized international consulting company, and I have performed graduate work in the field of statistics and analysis.</p>	<p>I've had a great deal of experience dealing with different international federations in support of my children who have fenced. That work has focused on organization, planning, ethics, and athlete training and well-being.</p>
					<p>My name is Wilfred Curioso, and it is an honor to be considered for a position on the USA Fencing Committee. With my extensive background as a referee, fencing coach and a 12 years senior, junior and cadet national athlete, I bring a wealth of experience, dedication, and a deep passion for the sport.</p> <p>I have had the privilege of coaching at some of the most prestigious institutions, including Avenues: The World School, where I currently serve as the Head Coach of Fencing. In this role, I have directed the program, implementing comprehensive training strategies that have significantly enhanced our student athletes' skills and performance in both national and international competitions.</p> <p>My journey in fencing has also seen me contribute to cathedral Catholic high school, Team Touche Fencing Club, NCAA brown university, NCAA Yeshiva University, where I developed and tailored training programs emphasizing discipline, technique, and mental agility. These experiences have honed my ability to adapt training techniques to cater to individual athletes' needs, focusing on injury recovery and prevention strategies. This adaptability is crucial for achieving excellence in our sport.</p> <p>Beyond my coaching roles, I have served as an ambulance EMT, behavioral specialist and Direct Support Professional at the James L. Maher Center, where I provided emergency care and daily management for individuals with special needs. This experience has equipped me with invaluable skills in patient care, emergency response, and rehabilitation practices—skills that are transferable to the holistic development of athletes.</p>	<p>Founded chapter and earned grants for global medical brigades that went to ekumfi stakwa and Accra Ghana</p> <p>Volunteered at veteran administration medical center Providence Rhode Island</p> <p>Volunteered at Bowers mission homeless shelter and food pantry in nyc</p> <p>Treasurer for public health initiative in ross medical school</p> <p>Gold presidential service award from Obama</p> <p>Bronze presidential service award from trump through New York cares</p> <p>Volunteered at Philippines church teaching English and fencing in Manila, Philippines</p> <p>Chair of Asian heritage council USA fencing</p>
Wilfred curioso	wilfredcurioso2@gmail.com	Male	31-40	Asian heritage council		
					<p>I want to give back to the sport that has given so much to my family and me. We are a fencing family, with a strong interest in the future of the sport and the fencing community.</p> <p>I fenced at Stanford. My four kids (14, 11, 8, and 6) fence saber and foil, and my godson (15) fences epee, with an A24 rating. With the three weapons, we fence at three terrific clubs across two divisions (Capitol and Virginia).</p> <p>I am a veteran competitive fencer (finished 3rd at 2024 Summer Nationals in V40MS). And I am the Vice Chair of the Capitol Division of the USAFA.</p> <p>I am currently the Chief Legal Officer and Corporate Secretary of a healthcare company, and I previously served as Chief Legal Counsel and VP at a Fortune 10 healthcare company. Among other things, I advise the Board as well the various Board Committees, including Audit, Compliance, Ethics, Capital, and Liquidity. I have previously served as a federal, white-collar prosecutor with Mann Justice. I also served as a senior official for the U.S. Department of Health and Human Services, advising CDC, National Institutes of Health, and other public-health agencies during the pandemic.</p>	<p>I have extensive experience (and enjoy) working on committees and finding practical solutions.</p> <p>During COVID, when I served as a senior government official, I participated and led several interagency, state-federal, and public-private committees, including those on the National Security Council and Domestic Policy Council.</p> <p>Among other things, we addressed, vaccine deployment and development, global travel restrictions, repatriation of US Citizens, and supply-chain weaknesses. As a federal prosecutor, I led several interagency and state-federal investigations and prosecutions, some involving multiple states and jurisdictions.</p>
Will Chang	willchang@gmail.com	Male	41-50	I have not		
Zhimin zhang	ericzhang418@yahoo.com	Male	41-50	None	<p>As a parent of three fencers, I understand that how a family dedicated to the sports and I know what they concerns. As an owner of a fencing club, I have work in many ways to help both parents and the coaches, as well as the club to develop. I am willing to work with the USA fencing, and trying to find solutions to build up the health fencing community.</p> <p>for 2023-2024, I'm a fencing mom to Andrew Arco, who represents Puerto Rico. My other titles are President of Lightwire Electric and I'm a board director with Fort Lee Chamber of Commerce. I've made connections with Mayor Mark J. Sokolich, Councilman Bryan Drumgoole and Councilman Paul K. Yoon. I also like to volunteer within my community.</p> <p>As a mother of a fencer who is Puerto Rican and Ecuadorian, businesswoman, and board director I know I can be a big asset to USA Fencing.</p> <p>First, I can bring diversity to the USA Fencing leadership team and I can assist in this aspect. I travel both nationally and internationally and meet a lot of different fencers and they're always so kind to my son. When I speak to some of them who are also Latino, they're always sharing with me the struggles of being the only ones and not being a part of a community. They should feel like they belong. As a mother of a Puerto Rican/Ecuadorian fencer I know the concerns that my son has along with other Latino fencers that we speak to. If I was to be chosen for the ethics or diversity committees, I would love to share what other fencers and my son have experienced and how they feel so we can help create safe spaces for them. We want everyone to feel included and like they belong. Second, I'm also a businesswoman. I attend a lot of networking events where I make great connections and I'm also good at marketing. As a businesswoman I also understand the importance of growing and the need for support. I understand how a business operates and the organization that is needed. If you need my assistance in a committee that may need my business expertise, I am available to assist with those needs as well. Lastly, I volunteer for The Fort Lee Chamber of Commerce in Fort Lee, NJ and serve on the board as a director. I know how to serve on a board and if there's need there as well, I am here to serve. Finally, I am a people person. Everywhere I go I</p>	<p>Good communication skills</p> <p>I volunteer for The Fort Lee Chamber of Commerce in Fort Lee, NJ and serve on the board as a director. I have volunteered at networking events where I help with set up. I networked with organizations/businesses to keep our business relationships strong. I've volunteered with the community helping with the yearly local basketball and softball events in Fort Lee, NJ. We helped the local high school raise funds. As a board director I have given ideas for events and ideas of how we can make the chamber strong by improving community relations, voting for board directors and members, discussing operating cost and budgets for the year, marketing and being a part of the young professionals committee. One of my successful events consisted of bringing your child to networking and it will now become a yearly event.</p>
Zinnia Arce	zinnia@lightwireelectric.com	Female	31-40	USA Fencing Leadership Academy Class of 2024.		

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*Para knowledg
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no one from Bol

Summary of Selection:

	Name (copy/paste)	Phone Number	Email	Location	Age
Mark E. House	Mark E. House	(480) 240-4020	mark@beckera	Arizona	51-60
Ken Gauvey	Ken Gauvey	(410) 493-4121	ken.gauvey@g	Maryland	51-60
David P. Eldridge	David P. Eldridge	(217) 553-1152	dpeldridge@co	Illinois	51-60
Sarah Hall Kaufman	Sarah Hall Kaufman	(919) 599-1478	sarah.kaufman	(North Carolina	60 or older

je is important!	Male	75.00%	White	100.00%	Able-bodied	100.00%
æ feedback	Female	25.00%	PoC	0.00%	Disabled	0.00%

ible applicants

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Current committee
Mark HouseCharles SimonKenneth GauveyDavid Eldridge

Ethnicity	Gender	Disabled?	Club
White	Male	No	None
White	Male	No	DC Fencers Club
White	Male	No	Unattached
White	Female	No	Research Triangle Fencing

Alan D Freedm	(804) 519-2527	adfadc@gmail.c	Illinois	51-60	White
Alex Gioiella	(856) 651-8132	alexgioiella@gr	Michigan	31-40	Black/African A
Alice Dungey	(817) 301-2614	adunge01@gm	Texas	41-50	Black/African A
Blace Barker H	(508) 717-7864	blacehoule@gn	Massachusetts	31-40	Prefer Not to Ar

Burak Yilmaz (832) 259-5627 yilmazburak@g Texas	41-50	White
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Charles J Schn (231) 248-4104 charlesschneid Michigan	60 or older	White
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Christina Mazal (202) 841-6846 Christina@The Kentucky	41-50	White
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Courtney Sizer (860) 367-4896 courtmsizer@g Connecticut	18-20	White
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Darryl Jacobs (302) 562-5127 dajacobs65@g Colorado	51-60	Black/African A
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David P. Eldridge (217) 553-1152 dpeldridge@co Illinois	51-60	White
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Dmitry Kunitsa (516) 423-3822 dkounitsa@yah New York	51-60	White
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Greg Domasho	(970) 924-0459 greg@roaringfo	Colorado	31-40	White
Harrison Hue	(786) 877-1522 harrisonhue@g	Massachusetts	31-40	Asian/Asian Arr
Iman Blow	(718) 755-0251 Imanblow@gm	New York	21-30	Black/African A
Jim Martin	(502) 432-5284 Kygator@live.c	Kentucky	51-60	White

Jonathan Hirsch (248) 320-1795 jonathanhirsch@Michigan 51-60 White

Jordan Brandt (847) 452-4460 jordan.brandt@Connecticut 41-50 Prefer Not to Ar

Katarzyna Trzo (919) 926-0440 katarzyna.trzo@North Carolina Prefer not to an White

Kathy Vail (404) 213-7517 bbhk@mindspring Georgia 60 or older White

Ken Gauvey (410) 493-4121 ken.gauvey@gmail Maryland 51-60 White

Kevin Powell	(515) 306-4159 cain42@gmail.c	Iowa	41-50	White
Leo D Curtis	(503) 396-1780 leowcfr@gmail.	Oregon	51-60	American Indian
Mark E. House	(480) 240-4020 mark@beckera	Arizona	51-60	White
Mark Segal	(909) 827-0741 mnsegal1@gm	California	60 or older	Two or more

Palmer Hurst (757) 945-1605 Hurst.palmer@ Virginia 31-40 Prefer Not to Ar

Sarah Hall Kauf (919) 599-1478 sarah.kaufman@ North Carolina 60 or older White

Virgil Heathcock (646) 684-6365 greatviewfromh Virginia 51-60 American Indian

Wilfred curioso (401) 616-9037 wilfredcurioso2@comcast.net California 31-40 Hispanic/Latino

Will Chang (617) 359-8802 wswchang@gmail.com Virginia 41-50 Asian/Asian Am

Male	No	Renaissance	member	Great guy	maybe
Female	Yes	N/A	member	attorney; Alex	no
Female	No	Globus	member	No specific	no
Prefer not to Answer	Prefer not to answer	NA	membership	Background is	no

Male	No	Alliance Fencin member		Background is no
				Attorney with experience in resolution of professional ethical matters both as an advocate and neutral.
Male	No	Competitive Ann Arbor/Plym member		yes
				Attorney with litigation experience. One of few qualified women to apply.
Female	No	Competitive Bluegrass Fenc member		maybe
				Layperson; more oriented to mediation and consensus than adjudication
Female	Prefer not to an	Coach Ledyard Fencin member		no +
				Layperson; outgoing Independent Director; orientation is business and sport development; no dispute resolution experience evident.
Male	No	N/A	Expired access member	no
				Incumbant G&D attorney member with good NGB experience.
Male	No	Unattached	Life installment member	yes
				Attorney; nature of practice and dispute resolution experience not disclosed.
Male	No	North Shore Fe member	Expired access	No?

Male	No	Coach Roaring Fork Fencing member	Layperson; high level referee (able to make difficult decisions) but no other process or dispute resolution experience.	maybe -
Male	No	Life installment Dynamo Fencing member	Layperson; referee with DEIB experience and interest; brings some diversity. No other demonstrated dispute resolution experience.	maybe
Female	No	Coach Peter Westbrook member	Layperson; DEIB oriented and would bring diversity; positional advocacy experience, but no dispute resolution credentials.	maybe (athlete?)
Male	Yes	life /coach Louisville Fencing member	Law background but unclear if attorney; background in judicial process and ethics. Claims 3 years on G&D Committee, but it hasn't been around that long, so unclear what he means.	yes -

Male	No	Renaissance Fencing Club	Coach member	attorney with litigation and panel experience.	yes -
Male	No		Coach member	Attorney but apparently transactional; international connections and experience; not dispute resolution experience noted; may be more suited to IRC than G&D; no+ layperson; qualifies as an athlete; no dispute resolution or other relevant experience noted.	no
Female	Prefer not to answer	NYAC	OLY life member	Layperson; Leadership Academy graduate; not dispute resolution experience noted.	no
Female	No	Dunwoody Fencing Club	Coach member	Incumbant G&D attorney member with good NGB experience.	yes

Male	No	Red Door Fenc	Life/coach member	Layperson; claims to have worked on ethics and discipline committees for several organizations but provides no details; more info needed but a possibility for G&D Comm.	maybe+
Male	Yes	None	access member	Layperson; no dispute resolution experience noted.	no
Male	No	None		Incumbant G&D attorney member with good non-fencing NGB experience.	yes
Male	Yes	Fortune Fencing	life installment member	Layperson, referee, workplace experience resolving conflicts (mediation?) but no specific dispute resolution experience noted.	maybe

Male	No	competitive Tidewater Fenc member	Attorney with court experience who says strength is to analyse and apply rules (but also looks to change them). Possibly a panelist, but probably committee level yet.	maybe+
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Female	No	Access Research Trian member	Paralegal and ethics instructor; prior experience on SafeSport/Fen ceSafe; has participate in and conducted investigations. Certainly a panelist candidate and maybe committee member.	yes-
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Male	No	Parent Manhattan Fenc member	Layperson; background is in statistics and analysis; no dispute resolution ecperience noted.	no
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Male	Yes	Coach Team Touche f member	Layperson; not a US National (PHI); background is in delivery of medical services domestically and abroad; no dispute resolution experience noted.	no
Male	No	competitive Capital Fencing member	Attorney with prosecution and organizational advising experience, including ethics; would bring some ethnic diversity to the G&D now lacking.	yes-

NOTES

*Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Simon Pitfield	(530) 220-5144	davispentathlor	California	41-50	White
Nikki Franke	(215) 432-5691	nfranke@templ	Pennsylvania	60 or older	Black/African A
Victoria Kuznetsov	(929) 286-3581	vicky.kuznetsov	New Jersey	18-20	White
Valerie Asher	(301) 538-6975	vaasher@aya.y	Maryland	60 or older	White
Kamilla Gafurzianov	(917) 732-3291	kamilla.gafurzia	California	31-40	Two or more, W
Justin Tausig	(917) 574-3666	justin@myinner	New York	51-60	White

Male	33.33%	White	66.67%	Able-bodied	83.33%
Female	66.67%	PoC	33.33%	Disabled	16.67%

Current committee

Steve MormandoJustin TausigNikki FrankeCarl BorackAbram Gregory

Gender	Disabled?	Club
Male	No	Davis Fencing Academy
Female	No	Temple University
Female	No	University of Pennsylvania NCAA
Female	No	DC Fencers Club
Female	Yes	unattached/United Fencing Academy
Male	No	None

NOTES

Been on committee for a long time:

Don Anthony (9)
 Carl Borack (9)
 Rita Comes (9)
 Iana Dakova (8)
 Greg Massialas (6)
 Jeremy Summers (6)
 Jennifer Yamin (6)

*Para knowledge is im
 Check committee feed
 Remember flexible apj

	FIE	V
Permanent	Ex-officio (non-voting)	Permanent
Felicia Zimmermann	Don Anthony	Donald Alperstein
Saul Mendoza	Jeremy Summers	Theodore Li
Don Anthony	Carl Borack	<i>Sean Shumate</i>
<i>Kelly Koehler</i>	Lori Marcil-Holmes	<i>Kathy Walters</i>
<i>Jennifer Yamin</i>	Greg Massialas	(John) Scott Rodgers
<i>Iana Dakova</i>	Rita Comes	
	Donald Alperstein	

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age
Felicia Zimmermann	(310) 658-4199	felicia@rocfencing.com	New York	41-50
Saul Mendoza	(760) 644-3596	saoul@thefencingpost.cc	California	51-60
Kelly Koehler	(818) 625-0945	kelkoehler@gmail.com	Hawaii	Prefer not to answer
Jennifer Yamin	(201) 264-9423	Jennifer.y.yamin@gmail.com	New Jersey	51-60
Iana Dakova	(412) 600-9410	dakova@hotmail.com	Pennsylvania	51-60
Donald K Anthony	917 861-6432	da@swordsport.com	Ohio	60 or older
Jeremy Summers	19492476626	summersjss@gmail.com	Colorado	41-50
Carl Borack	213 400-8324	carl.borack@olympian.c	California	60 or older
Lori Marcil-Holmes				
Greg Massialas	14155190224	gmassialas@yahoo.com	California	60 or older
Rita Comes	(415) 640-1757	ravrita@gmail.com	California	60 or older
Donald Alperstein	(303) 378-5797	dalp@aol.com	Colorado	60 or older
Theodore Li	(908) 337-1214	TedLi913@gmail.com	New Jersey	60 or older
Sean Shumate	(502) 939-8802	sean.shumate@gmail.c	Kentucky	51-60
Kathy Walters	(336) 455-3687	kathy.e.walters@gmail.c	North Carolina	51-60
(John) Scott Rodgers	(619) 549-9396	scott.rodgers@ieee.org	Colorado	51-60
Cat (Bouwkamp)	Howard			
Gil Pezza				
Gary Van Der Wege				
Jon Moss				

	FIE	V
Permanent	Ex-officio (non-voting)	Permanent

Felicia Zimmermann Don Anthony
Saul Mendoza Jeremy Summers
Maggie Dull Carl Borack
Kelly Koehler Lori Marcil-Holmes
Jennifer Yamin Greg Massialas
Iana Dakova Rita Comes
Donald Alperstein

Donald Alperstein
Theodore Li
Sean Shumate
Kathy Walters
(John) Scott Rodgers

Three athletes:
Alex Massialas
Kat Holmes
one more - Daga?

Two athletes (one mor

Chair

Overall committee:

Kelly Koehler
Athlete (FIE, Kat?)
Athlete (para)
Iana
Scott
Sean
Felicia

A chair (this role will be

important!
back
plicants

Male	60.00%	White	35.00%
Female	40.00%	PoC	65.00%

Current committee
Saul Mendoza

Current ex-officio
Don Anthony Je Lori Marcil-Holn

NAS

Ex-officio (non-voting)

Cat (Bouwkamp) Howard
Gil Pezza
Gary Van Der Wege
Jon Moss

Overall committee:

Kelly Koehler

Athlete (FIE, Kat?)
Lauryn DeLuca
Iana
Scott
Sean
Felicia

Ethnicity	Gender	Disabled?	Club
Asian/Asian American, W	Female	No	Rochester Fencing Club
Hispanic/Latino(a)/Chicar	Male	No	San Diego Fencing Center
Prefer Not to Answer	Prefer not to Answer	Prefer not to an	None
Asian/Asian American	Female	No	Gutkovskiy Fencing Academy
White	Female	No	Pittsburgh Fencers' Club
Black/African American	Male	No	Columbus International Fencing
White	Male	No	N/A
White	Male	Prefer not to an	No club affiliation
Prefer Not to Answer	Male	No	Massialas Foundation (MTEAM
Black/African American	Female	No	Cardinal Fencing
White	Male	No	Denver Fencing Center
Asian/Asian American	Male	No	None
White	Male	Yes	Louisville Fencing Center
White	Female	Yes	Unaffiliated
White	Male	Yes	Denver fencing Center

NAS

Ex-officio (non-voting)

Cat (Bouwkamp) Howard
Gil Pezza
Gary Van Der Wege
Jon Moss

S

re since Scott is athlete)

e highly administrative to support the subcommittees, track deadlines, etc)Athlete representatio

Able-bodied	80.00%
Disabled	20.00%

nesGreg MassialasDonald AlpersteinRita ComesJennifer Yamin

Backup if committee structure doesn't pass	
Permanent (voting)	Ex-officio (non-voting)
Felicia Zimmermann	Don Anthony
Kelly Koehler	Jeremy Summers
Saul Mendoza	Carl Borack
Don Anthony	Lori Marcil-Holmes
(John) Scott Rodgers	Greg Massialas
Sean Shumate	Rita Comes
	Donald Alperstein
	Iana Dakova
	Cat (Bouwkamp) Howard
	Gil Pezza
	Gary Van Der Wege
	Jon Moss
	Kathy Walters
	Jennifer Yamin

g Academy/Ohio State University

l)

in from each subcommitteeThe chair of each subcommitteeOne non-chair designate from each subcommitteeCEO (

of USA Fencing or their designeeChair of the Board of Directors of USA Fencing

NOTES

doesn't meet requirements

Coach

doesn't meet requirements

active official

doesn't meet requirements

doesn't meet requirements

looks great but doesn't meet requirements

doesn't meet requirements

Para knowledge is important!
Check committee feedback
Remember flexible applicants

1 active official (2 years national)

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Iana Dakova	(412) 600-9410	dakova@hotmail.com	Pennsylvania	51-60	White
Harrison Hue	(786) 877-1522	harrisonhue@gmail.com	Massachusetts	31-40	Asian/Asian American
Andrea Pagnanelli			New York		White
Cody Mattern	(503) 577-7084	codymattern@gmail.com	California	41-50	White

Maybe
bigger name in coaching?
Ask Iana if she wants to run for the board in 2025?
Dennis?
Brennan Louie??

Male	50.00%	White	75.00%	Able-bodied	100.00%
Female	50.00%	PoC	25.00%	Disabled	0.00%

ilily)

Current committee

Kat HolmesJackie DubrovichAmanda Nguyen (Independent)Mo

Gender	Disabled?	Club
Female	No	Pittsburgh Fenc Coach but is it an established enough club? Would prefer para c
Male	No	Dynamo Fencir active official
Female	No	current independent director
Male	No	The Lab experience with para, oly, USOPC, LA, coaching, etc

olly HillTerrence Lasker

club. Terrence didn't reapply

NOTES

Been on committee for a long time:

David Blake (8)
 Ron Herman (8)
 Brian Rosen (8)
 Kathy Walters (8)
 Liz Morey (6?)

Para knowledge is important!

Check committee feedback

Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
David Blake	(978) 857-0967	prisedefer@gmail.com	New York	51-60	White
Jacob Golson	(978) 831-7660	jacobgolson@tts.com	New Mexico	21-30	White
Theodore Li	(908) 337-1214	TedLi913@gmail.com	New Jersey	60 or older	Asian/Asian American
Joseph Moore	(717) 371-0672	jsmltcol61@yahoo.com	Tennessee	60 or older	Asian/Asian American
Alice M Kee	(908) 304-4523	alicekee37@comcast.net	New Jersey	60 or older	Asian/Asian American
Irene Edgerton	(775) 229-3703	renofencer@yahoo.com	Nevada	31-40	White
Albert Merritt	(978) 930-3917	al.bfcarm@gmail.com	Massachusetts	60 or older	White
Liz Morey	(919) 225-1200	liz@morey.com	North Carolina	60 or older	Prefer Not to Answer
Brian Rosen	(724) 612-2359	brian.rosen@gmail.com	Pennsylvania	60 or older	White
Ron Herman					
Kathy Walters	(336) 455-3687	kathy.e.walters@gmail.com	North Carolina	51-60	White

Male	60.00%	White	60.00%	Able-bodied	90.00%
Female	40.00%	PoC	40.00%	Disabled	10.00%

Current committee

Kathy WaltersR Alice Keelrene EdgertonAlbert O MerrittLiz MoreyBrian Rosen

Gender	Disabled?	Club
Male	No	None
Male	No	N/A (although I fence at Salle De Long in El Paso occasionally).
Male	No	None
Male	No	Non affiliated
Female	No	None
Female	No	High Desert Fencing Alliance
Male	No	Boston Fencing Club
Prefer not to An	Prefer not to an	None
Male	No	Three Rivers Fencing Club
Female	Yes	Unafiliated

NOTES

Been on committee for a long time:

David Blake (8)
 Meredith Delgado (8)
 Alan Geller (8)
 Brandon Rochelle (8)
 Maggie Dull (6)

Para knowledge is important!

Check committee feedback
 Remember flexible applicants

Summary of Selection:

	Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
1	Nathan Anderson	(720) 934-0265	nathan@denve	Colorado	41-50	White
2	Brandon Rochelle	(865) 384-2738	phpguy@gmail.	Tennessee	41-50	White
3	Maggie Dull	(702) 290-4554	madull@gmail.c	New York	41-50	White
4	Jennifer Salmon	(631) 512-9549	jennie.salmon@	New York	51-60	White
5	Dan Berke	(206) 719-5026	dberke711@gm	Washington	51-60	White
6	Laura S Johnson	(818) 730-5065	laurasjohnson@	Georgia	41-50	White
7	Richard Weiss	(571) 594-4964	hoyasaxa02@g	Virginia	51-60	White
8	David Blake	(978) 857-0967	prisedefer@gm	New York	51-60	White
9	Alan Geller	(425) 443-2532	alan_geller@hc	Washington	60 or older	White

Athlete

Delphine de Vore

SEMI

Alice Kee?

RC

Sean Shumate

Maybe

Laura Johnson for succession p

Iana Dakova for outside input

Pete Souders budget experier

Alice Kee armorer, region:

Dennis Kolako coach and ref p

David Blake

Harrison Hue Molly to talk to f

No and reasoning

Meredith 8 years, trying to

David

Male	60.00%	White	50.00%	Able-bodied	100.00%
Female	40.00%	PoC	50.00%	Disabled	0.00%

Current committee

Brandon Roche Dan Berke Alan Geller Nathan Anderson

Gender	Disabled?	Club
Male	No	Denver Fencing Center/Denver Fencing Foundation
Male	No	Smoky Mountain Fencing
Female	No	Rochester Fencing Club
Female	No	Mission Fencing Center
Male	No	Rain City Fencing Center
Female	No	Nellya
Male	No	Penta Olympic Fencing Club
Male	No	None
Male	No	Rain City Fencing Center

Brandon to talk to Kathy

Athletes never show up
Maybe Delphine?

planning, 3 committees is a lot but she'd be great in TC, vets, or sports med. See where she lands. My preference - intl experience and **assigner** HOWEVER RC will have a liaison though Sean didn't show up last year
nce
al TC
erspective

Harrison

o get new voices

he would be TC and sports med

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Been on committee for a long time:

Victor Bianchini (8)
 David Hitchcock (7)
 Jude Offerle (8)

Para knowledge is important!

Check committee feedback

Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Valerie Asher	(301) 538-6975	vaasher@aya.y	Maryland	60 or older	White
Jane Carter	(617) 513-9638	janecarter1997@	Massachusetts	51-60	White
Kate Sierra	(817) 475-1638	sabregrrrl@gm	New York	41-50	White
Will Chang	(617) 359-8802	wschwchang@gm	Virginia	41-50	Asian/Asian Am
Jonathan Bartlett	(646) 526-9691	bartlettjonathan	New Jersey	41-50	White
Thomas G. Mahnker	(703) 943-9880	tgmahnken@m	Virginia	51-60	Prefer Not to Ar
Ken Gauvey	(410) 493-4121	ken.gauvey@g	Maryland	51-60	White
Marsha Ellen Reichr	(240) 277-4919	mereichman@c	Maryland	60 or older	White

Consider adding:

Haivyl Lopez	(305) 725-8100	haivyllopez@y	Florida	41-50
Charles Alexan	(858) 354-4306	coach.nofearfer	California	60 or older
Charles (Chuck)	(713) 876-4447	chuckwemple@	Texas	60 or older
Judith Offerle	(847) 867-8719	jaofferle@aol.c	Illinois	60 or older
Julien Beasley	(206) 351-5812	jbeasley@gmai	Washington	41-50

Athlete:

Judith Offerle
 Bruno Goosens

Non-voting advisor:

Victor Bianchini	(619) 248-0001	judgebianchini@	California	60 or older
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Ex-officio:

Rita Comes	(415) 640-1757	ravrita@gmail.c	California	60 or older
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60 or older	2
51-60	3

41-50
31-40

3
0

Male	50.00%	White	75.00%	Able-bodied	100.00%
Female	50.00%	PoC	25.00%	Disabled	0.00%

Current committee

Valerie AsherDavid HitchcockCharles AlexanderCreston BaileyKate SierraJane CarterKeith BakerEdward Kaiha

Gender	Disabled?	Club	Weapon(s)	Age group	Notes
Female	No	DC Fencers Cl	epee	V60	
Female	No	Marx Fencing A	all three	V50	board and committee experienc
Female	No	Staten Island F	saber	V40	continuity and coaching experie
Male	No	Capital Fencing	saber	V40	newer fencer but big fencing far
Male	No	New York Athle	epee and saber	V50	
Male	No	Fencing Sports	foil and saber	V50	VA division involvement
Male	No	DC Fencers Cl	epee	V50 into 60	lawyer
Female	No	Capital Fencing	foil and saber	V70	

Hispanic/Latino Female	No	Masters Fencin	foil	V40	very new but en
Prefer Not to Ar Male	Yes	No Fear Fencin	epee	V70	was trying to sp
White Male	No	Bayou City Fencing Academy		V60	division officer
White Female	No	RedStar FC		V60	athlete rep
White Male	No	rain city fencing	foil	V40	no natl experie

Middle Eastern Male	Yes	Spartak (La Joll	saber	V80	8 years on comi
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Black/African A Female	No	Cardinal Fencing			
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atsu

Questions for Valerie:

Who's been very engaged and who hasn't?
succession planning for Victor and Jude

re

ince

mily, big vet club, diversity too

thusiastic and financial experience, diversity

read out committee involvement but good for V70 rep

multiple weapons

mittee

NOTES

***Para knowledge is important**

Check committee feedback

Remember flexible applicants

6 members, ideally from differer

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Heather Shankwiler	(404) 966-8245	heather.shankwiler@gmail.com	Georgia	Prefer not to answer	White
ERIC KAPLAN	(336) 988-8191	ESK6988@Gmail.com	North Carolina	41-50	White
Zhimin zhang	(626) 698-5386	ericzhang418@gmail.com	California	41-50	Prefer Not to Answer
Gregory Husisian	(202) 413-6425	ghusisian@foley.com	Virginia	51-60	White
Mark E Hanssen	(443) 889-0283	mrk.hanssen15@gmail.com	Maryland	51-60	Two or more
Allison Wade	(617) 935-5101	nataallison@gmail.com	Massachusetts	41-50	Black/African American

Maybe

ERIC KAPLAN more para

Mari Aguirre R (210) 606-4949 mari@optinexp.com Texas

Maureen Suzan (415) 359-4178 maureensuzan@gmail.com California

Zhimin zhang (626) 698-5386 ericzhang418@gmail.com California

Don DeSeranno (313) 300-1037 don@deserann.com Michigan

Lina Rossetti-G (619) 942-4525 lina.grulich@gmail.com Oregon

Christina Mazal (202) 841-6846 Christina@TheKentucky.com

Zinnia Arce (516) 309-0751 zinnia@lightwin.com New Jersey

Justin Tausig (917) 574-3666 justin@myinner.com New York

Julien Beasley (206) 351-5812 jbeasley@gmail.com Washington

Eddice Nguye (678) 458-5525 oldchefstable@gmail.com Georgia

Rina Khanna (302) 367-5936 khannarina@gmail.com Texas

Stephen DeVor (917) 915-0333 patpolyglot@gmail.com Connecticut

Will Chang (617) 359-8802 wswchang@gmail.com Virginia

Eddice Nguye (678) 458-5525 oldchefstable@gmail.com Georgia

Mari Aguirre R (210) 606-4949 mari@optinexp.com Texas

Rina Khanna (302) 367-5936 khannarina@gmail.com Texas

Virgil Heathcock (646) 684-6365 greatviewfromh.com Virginia

Will Chang (617) 359-8802 wswchang@gmail.com Virginia

Zhimin zhang (626) 698-5386 ericzhang418@California
Zinnia Arce (516) 309-0751 zinnia@lightwir New Jersey

Male	66.67%	White	50.00%	Able-bodied	83.33%
Female	33.33%	PoC	50.00%	Disabled	16.67%

nt backgrounds

Gender	Disabled?	Club
Female	Yes	Nellya Fencers saber, high school experience, marketing committee, Leadershi
Male	No	GREENSBORC parent of upcoming para fencer and a teacher and gym coach!
Male	No	Orange County fencing center owns OCFC
Male	No	I do not fence. I epee, Olympic tson founded FFP
Male	No	Salle Palasz/Tri para elite
Female	No	Olympia Fencin epee, Fencing The Gap

41-50	Hispanic/Latino Female	No	Olympian Fenci governance consultant for non-;
51-60	White Female	No	SF Fencing Ac not para but at para club. Great
41-50	Prefer Not to Ar Male	No	Orange County foil, club owner
51-60	White Male	No	Renaissance F six kids, full time fencing dad, te
51-60	White Female	No	Oregon Fencin saber, mid-tier
41-50	White Female	No	Bluegrass Fenc foil, lawyer, three sons
31-40	Hispanic/Latino Female	No	Gutkovskiy Fen foil, son fences for Puerto Rico
51-60	White Male	No	None
41-50	White Male	No	rain city fencing center
41-50	Two or more Female	No	Olympic Fencers Club
51-60	Asian/Asian Arr Female	No	Alliance (For my son)
60 or older	White Male	No	East Coast Fencing
41-50	Asian/Asian Arr Male	No	Capital Fencing Academy

41-50	Two or more Female	No	Olympic Fencer mom of epeeist, involvement in
41-50	Hispanic/Latino Female	No	Olympian Fenci works in governance consultatic
51-60	Asian/Asian Arr Female	No	Alliance (For m son founded FFP
51-60	American Indian Male	No	Manhattan Fen data analytics
41-50	Asian/Asian Arr Male	No	Capital Fencing Academy

41-50	Prefer Not to Ar Male	No	Orange County owns OCFC
31-40	Hispanic/Latino Female	No	Gutkovskiy Fencing Academy

ip Academy

profits
but maybe on Audit or Budget or Data?

enage elite

Looking for:
ethnic diversity
Para representation
weapon balance
geo balance too

Select a Chair - I think Gregory

PTA, booster club, etc
on

could be good since he's the only one with committee experience but he's already Ethics Chair

NOTES

Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Justin Smith	(707) 287-8293	justin.clifford.sn	California	31-40	White
Nick Ferrara	(330) 503-5672	nsferrara@gma	Virginia	31-40	White
Helen Hu	(678) 313-8642	huhao@yahoo.	Georgia	Prefer not to an	Prefer Not to Ar
Fuchang Yin	(404) 290-9419	yinfuchang@hc	Massachusetts	41-50	Asian/Asian Arr
Katarzyna Trzopek	(919) 926-0440	katarzyna.trzop	North Carolina	Prefer not to an	White
Jonathan Bartlett	(646) 526-9691	bartlettjonathan	New Jersey	41-50	White
Don Tam	(617) 658-3228	DON.TAM@BL	Massachusetts	51-60	Asian/Asian Arr
Zachary Hoffer	(917) 363-4186	zjhof11@gmail.	New Jersey	21-30	White
Charles Alexander	(858) 354-4306	coach.nofearfer	California	60 or older	Prefer Not to Ar
Marc Shull	(312) 286-9866	marcshull@hoti	Colorado	41-50	Prefer Not to Ar

athlete: Jonathan Yergler

MAYBE

Charles Alexan software engineer, statistics bac
 Don Tam AWS data engineer
 Mark Weindling large data sets, and fencer. Sm:
 Zachary Hoffer iffy application but ask Damien f

Vague applications
 Eugene Borisenko
 Greg Tyler

Zoran? tons of tech experience but alre

Male	70.00%	White	50.00%	Able-bodied	90.00%
Female	30.00%	PoC	50.00%	Disabled	10.00%

Current committee

Joe InzerilloMar Melvin RodriguezMatt TuckerHashi VaidJonathan BartlettJonathan Yergler

Gender	Disabled?	Club
Male	No	Los Angeles Int physics and data science, helped damien with his project
Male	No	Capital Fencing known as lawyer but also works with data and computer science
Female	No	Sigma Fencing databases
Male	No	Star Fencing Academy
Female	Prefer not to an	NYAC
Male	No	New York Athletic Club
Male	No	MOE FENCING AWS data engineer
Male	Prefer not to an	UNAT
Male	Yes	No Fear Fencing
Prefer not to An	No	Windy City

ckground

all application, no info on linkedin

for insight. Involved in KAGGLE - data analysis competition

ady selected for SEMI and that's probably where his skills are best put to use

0

NOTES

Been on committee for a long time:

Donald Alperstein (7)

Jennifer Nollner (7)

Rich Weiss (7)

Para knowledge is important!

Check committee feedback

Remember flexible applicants

ideally at least one person from each

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Alexandra Dickinson	(330) 416-1449	alex.dickinson8	Indiana	31-40	White
Blace Barker Houle	(508) 717-7864	blacehoule@gn	Massachusetts	31-40	Prefer Not to Ar
Brenda Waddoups	(817) 368-0064	waddoups@att.	Texas	60 or older	Two or more
Dan Berke	(206) 719-5026	dberke711@gn	Washington	51-60	White
David Galler	(516) 582-6415	desolationange	New York	31-40	White
Dennis Kolakowski	(631) 697-2714	DWKolakowski@	Illinois	31-40	White
Dominique Hance	(847) 257-3517	dominiquehanc	Indiana	21-30	Asian/Asian Arr
Donald Alperstein	(303) 378-5797	dalp@aol.com	Colorado	60 or older	White
Isabella Dell'Aira	(513) 846-2071	belladellaira@g	Ohio	21-30	Prefer Not to Ar
Jennifer Nollner	(801) 509-9923	jnollner@msn.c	Utah	51-60	White
Jennifer Seachrist	(407) 461-7107	jennys@wgfen	Florida	41-50	White
Katarzyna Trzopek	(919) 926-0440	katarzyna.trzop	North Carolina	Prefer not to an	White
Kathy Vail	(404) 213-7517	bbhk@mindspr	Georgia	60 or older	White
Keegan Rupp	(917) 201-8250	xakthul@gmail.	New York	21-30	Two or more
Oliver Truong	(717) 940-7254	mail.truong@gr	Pennsylvania	31-40	Asian/Asian Arr
Rebecca Chimahusk	(918) 914-0477	rchimahu@alur	Hawaii	41-50	White
Richard Weiss	(571) 594-4964	hoyasaxa02@g	Virginia	51-60	White
Ron Lease	(717) 318-0118	ronlease@gma	Pennsylvania	41-50	White
Ron Margulis	(908) 337-0020	ron@rampr.con	New Jersey	60 or older	White
Shanna Davis	(919) 454-7718	planetdavis@gr	Florida	41-50	White
Stephen Janoski	(607) 426-1469	sjanoski@gmai	Pennsylvania	41-50	Prefer Not to Ar

Male	42.86%	White	63.64%	Able-bodied		90.91%
Female	57.14%	PoC	36.36%	Disabled		9.09%

Current committee

Dan BerkeShar Jennifer NollnerBrenda WaddoupsRichard WeissDonald Alperstein

ch division

Gender	Disabled?	Club			
Female	No	Indianapolis Fencing Club	Installment/co	skills or	no
Prefer not to An	Prefer not to an	NA	Not a member	skills or	no
Female	Yes	Fencing Institute of Texas, Inc.	member	contributing	yes
Male	No	Rain City Fencing Center	member	contributing	yes
Male	No	Mission Fencing Center	member	Chair; Div. has	maybe -
Male	No	Northwestern Fencing NCAA	member	contributing	yes
Female	Prefer not to an	Renard Fencing Academy	member	would be a	and would
Male	No	Denver Fencing Center	life member	contributing	yes
Female	No	Hudson Center for Martial Arts	membership	knowledge	no
Female	No	Wasatch Fencing	member	contributing	yes
Female	No	Winter Garden Fencing Acaden	Life member	history but not	no
Female	Prefer not to an	NYAC	member	experience	no
Female	No	Dunwoody Fencing Club	member	Academy grad	maybe
Male	No	Queens Fencing Club	Installment/co	details or	no
Male	No	Fencing Academy of Philadelph	member	experience	bring ethnic
Female	No	DC Fencers Club	Life member	contributing	yes (athlete?)
Male	No	Penta Olympic Fencing Club	member	contributing	yes
Male	Yes	York Fencing Club	Installment/co	division	no
Male	No	Westfield Fencing Club	member	good people	no
Female	No	Resolute Sport Fencing	member	contributing	yes
Prefer not to An	No	Twin Tiers Fencing Club	member	amount of	maybe

NOTES

Been on committee for a long time:

Sean Shumate (9)

Para knowledge is important!

Check committee feedback

Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Stacey Breidenstein	(307) 690-5951	manager@sffer	California	51-60	White
Sean Shumate	(502) 939-8802	sean.shumate@	Kentucky	51-60	White
Nova Gregory	(401) 408-8696	Abetgregory@	Massachusetts	21-30	White
David Arias	(205) 515-3902	ariasvaluation@	Alabama	60 or older	Hispanic/Latino
Jill Feldman	(703) 408-4340	jill_feldman@h	Virginia	51-60	White
Kamilla Gafurzianov	(917) 732-3291	kamilla.gafurzia	California	31-40	Two or more, W

Athletes:

Ellen

Patricia

Ex -Officio / Coach

Male	33.33%	White	66.67%	Able-bodied	50.00%
Female	66.67%	PoC	33.33%	Disabled	50.00%

Current committee

Sean ShumateWilliam L Nikolai IIIJill FeldmanChristina Massiala-VakaPatricia A. Dykes

Gender	Disabled?	Club
Female	Yes	SF Fencing Academy
Male	Yes	Louisville Fencing Center
Non-Binary/Nor	No	Five Points Fencing Academy
Male	No	Birmingham Fencing Club
Female	No	Nazlymov Fencing Foundation
Female	Yes	unattached/United Fencing Academy

NOTES

Para knowledge is important!
 Check committee feedback
 Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
Adam J. Thompson	(765) 677-3282	adam.thompson@indiana.edu	Indiana	Prefer not to answer	Prefer Not to Answer
Kelcie Wittman	(719) 663-7381	kelcie.wittman@colorado.edu	Colorado	31-40	White
Jasmine Brewster	(210) 324-7445	JBPIPER.DC@northcarolina.edu	North Carolina	31-40	Black/African American
Mariam Zakhary	(201) 988-8553	mariam.zakhary@newjersey.edu	New Jersey	31-40	Middle Eastern
Mia Chao	(240) 805-0603	michao1220@umd.edu	Maryland	21-30	Two or more
Laura S Johnson	(818) 730-5065	laurasjohnson@georgia.edu	Georgia	41-50	White

Athlete
 kat Holmes

Male	0.00%	White	33.33%	Able-bodied	100.00%
Female	100.00%	PoC	66.67%	Disabled	0.00%

Current committee:
Adam ThompsonKelcie WhitmannJasmine Brewster PiperMariam Zakhary

Gender	Disabled?	Club
Prefer not to An	Prefer not to an	N/A
Female	No	none
Female	No	Sports medicine
Female	No	N/A
Female	No	Wellesley College NCAA
Female	No	Nellya

NOTES

Been on committee for a long time:

Maya Lawrence (9)

Keeth Smart (8)

Para knowledge is important!

Check committee feedback

Remember flexible applicants

Summary of Selection:

Name (copy/paste)	Phone Number	Email	Location	Age	Ethnicity
(John) Scott Rodger	(619) 549-9396	scott.rodgers@	Colorado	51-60	White
Harrison Hue	(786) 877-1522	harrisonhue@g	Massachusetts	31-40	American,
Holly Buechel	(973) 768-1483	hbuechel@gm	New Jersey	31-40	White
Ipek Irem Ulku	(347) 490-6338	ipekiremulku@	New York	31-40	Not Listed
Kelly Koehler	(818) 625-0945	kelkoehler@gm	Hawaii	Prefer not to an Answer	
Natalie Dostert					

Dagmara Wozinak**Isis Washington**

Male	#DIV/0!	White	#DIV/0!	Able-bodied	#DIV/0!
Female	#DIV/0!	PoC	#DIV/0!	Disabled	#DIV/0!

Current committee
 Kelly KoehlerTerrence LaskerNatalie Dostert Daria Schneider

Gender	Disabled?	Club
<i>Male</i>	<i>Yes</i>	<i>fencing Center</i>
<i>Male</i>	<i>No</i>	<i>Fencing</i>
<i>Female</i>	<i>answer</i>	<i>Morehouse</i>
<i>Female</i>	<i>No</i>	<i>Morehouse</i>
<i>Answer</i>	<i>answer</i>	<i>None</i>

Name	Email
Adeline Chung-Feder	chungfeder@gmail.com
Alan D Freedman	adfadc@gmail.com
Aldrin Elpurnomo	aldrinelpurnomo@yahoo.com
Alex Gioiella	alexgioiella@gmail.com
Alexandra Dickinson	alex.dickinson816@gmail.com
Alice Dungey	adunge01@gmail.com
Amy Wilson	wilsonae16@gmail.com
Anna Jeanne Schliep	schl0506@gmail.com
April Gonzalez	aprilagonzalez@yahoo.com
Asmi Sawant	asmi.sawant1@gmail.com
Aydin Lucero-Olson	bruinboo2020@gmail.com
Barnabas Csanyi	csanyi.barnabas@gmail.com
Blace Barker Houle	blacehoule@gmail.com
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Christina Massiala	camtouche@hotmail.com
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Courtney Sizer	courtmsizer@gmail.com
Darryl Jacobs	dajacobs65@gmail.com
David Dean	david@tulsafencing.com
Debi Miller	todaypeace@icloud.com
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Eddice Nguyen	oldchefstable@yahoo.com
Ellen Geddes	etgeddes@gmail.com
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Greg Tyler	gtyler0@gmail.com
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Ina Harizanova	ina2h@hotmail.com
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James Wallace	xseekatar@gmail.com

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Jason Palmer	jason@palmer.net
Jennifer Seachrist	jennys@wgfencingacademy.com
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JOHN J DAVIS	johnjda@icloud.com
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Jonathan Seidel	js.tubaz@gmail.com
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Keegan Rupp	xakthul@gmail.com
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Kevin Powell	cain42@gmail.com
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Mark Weindling	markw@anomalous.net
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Richard King	fencer@yahoo.com
Rina Khanna	khannarina@gmail.com
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Virgil Heathcock	greatviewfromhere@gmail.com
Wilfred curioso	wilfredcurioso2@gmail.com
Yuki Daly	yukidaly@gmail.com
Zinnia Arce	zinnia@lightwireelectric.com
Zoran Djurisc	zoran.djurisc@gmail.com
(blank)	

Ethnicity		
Asian/Asian American	Email list	G&D or Ethics
White	Amazing	Amazing
Asian/Asian American	Personal, G&D or Ethics	Athletes
Black/African American		Hispanic
White	G&D or Ethics	
Black/African American	Amazing	
White	G&D or Ethics	
Prefer Not to Answer		
White	G&D or Ethics, Amazing	
Asian/Asian American	G&D or Ethics	
Hispanic/Latino(a)/Chicano(a)		
White	Hispanic	
Prefer Not to Answer	Amazing	
Asian/Asian American, Native Hawaiian or other Pacific Islander	G&D or Ethics	
White		
White	G&D or Ethics	
Two or more	G&D or Ethics	
Prefer Not to Answer		
White		
White	G&D or Ethics, Amazing	
White		
Black/African American	G&D or Ethics	
Native Hawaiian or other Pacific Islander	Personal, G&D or Ethics	
White		
Black/African American, White		
White	Athletes, Amazing	
White		
White	G&D or Ethics	
Prefer Not to Answer		
Asian/Asian American		
Two or more		
White		
Two or more	Athletes	
Two or more	Amazing	
Hispanic/Latino(a)/Chicano(a), White		
Asian/Asian American	Hispanic	
White	G&D or Ethics	
Hispanic/Latino(a)/Chicano(a), White		
Asian/Asian American	Amazing, Hispanic, G&D or Ethics	
Black/African American		
White	Athletes, Amazing, G&D or Ethics	
Prefer Not to Answer		
White		
Black/African American		
Not Listed		
White	Amazing, G&D or Ethics	

Prefer Not to Answer	
White	Amazing
White	
White	
White	
White	G&D or Ethics
Prefer Not to Answer	
White	
White	G&D or Ethics
White	G&D or Ethics
Prefer Not to Answer	Personal
Hispanic/Latino(a)/Chicano(a)	G&D or Ethics
White	Hispanic
White	Personal
White	G&D or Ethics
White	Personal
Two or more	
White	
White	G&D or Ethics
Asian/Asian American	G&D or Ethics
Asian/Asian American	
American Indian or Alaskan Native	G&D or Ethics
Hispanic/Latino(a)/Chicano(a)	G&D or Ethics
Asian/Asian American	Hispanic
White	
White, American Indian or Alaskan Native	G&D or Ethics
Hispanic/Latino(a)/Chicano(a)	
Prefer Not to Answer	Hispanic
Hispanic/Latino(a)/Chicano(a)	
White	Hispanic
Prefer Not to Answer	
White	
White	Amazing
White	
White	
White	
Hispanic/Latino(a)/Chicano(a)	Personal
White	
Prefer Not to Answer	
White	
Prefer Not to Answer	
Asian/Asian American, White	
Native Hawaiian or other Pacific Islander	Amazing
Asian/Asian American	
White	
Prefer Not to Answer	Personal
Asian/Asian American	
Prefer Not to Answer	
White	G&D or Ethics
White, Two or more	
White, Not Listed	Athletes
White	
White	
Black/African American	

White	G&D or Ethics
White	Amazing
White	
White	
White	
White, Not Listed	
White	Amazing, G&D or Ethics
Asian/Asian American	
Prefer Not to Answer	
Asian/Asian American	
White	Amazing
Prefer Not to Answer	
White	
White	
White	G&D or Ethics
Hispanic/Latino(a)/Chicano(a)	G&D or Ethics
Asian/Asian American	
White	Personal
White	
White	
White	G&D or Ethics
Middle Eastern or North African, White, Two or more	
White	
American Indian or Alaskan Native, Black/African American, White	
Hispanic/Latino(a)/Chicano(a), Asian/Asian American, Nativ	G&D or Ethics
Two or more	
Hispanic/Latino(a)/Chicano(a)	
White	Hispanic, G&D or Ethics

Add a location option for those living abroad
 add pronouns option
 NomCom - background check for media disaster? Issue with USOPC athlete council
 Members need to know how important their work will be
 Ask for member number or "not a member but willing to become one"

Motions to discuss
 Budget committee inclusion of community members
 Nom and Election staggering
 Audit one year appointment
 Chair elected only in odd numbered years at annual meeting?? Should be even years.
 Section 6.6 mentions President and 9.9 and 12.8 mention officers elected by general membership

Processes to add
 Deadline for committee members to complete prerequisites
 Attendance requirements and check in point
 Add to commcomm form "what skill sets are you looking for" in committee

Hispanic resource group! Also use dropdown instead of manually forming lists
 Emails

NOTE: May rea

G&D and ethics rejects - list giv Amazing, encourage!

Athletes who were not selected - have them rea

mail.com	@yahoo.com	also ethics	mail.com	also ethics
mail.com	r@gmail.com	also ethics	.com	also ethics
er@cschneide	gmail.com	also G&D	ail.com	also g&D
eLaborFirm.co	@gmail.com	also G&D	@gmail.com	Yergler
gmail.com	mail.com		com	
hoo.com	816@gmail.co			
.com	otmail.com	sorry for PDRG		
os@berkeley.	il.com			
.com	@yahoo.com			
l.com	@gmail.com			
oc@gmail.com	l.com			
gmail.com	uta.com			
com	e@gmail.com			
.com	cingacademy.c			
mail.com				
@gmail.com				
mail.com				
com				
m				
ail.com				
com				
here@gmail.c				
reelectric.com				
mail.com				

gmail.com
jonathanhirsch
@yahoo.com

For Christina

Add Remove

Allen Evans Silvia Brandt

Tsvetelina Hrist Alan Freedman

Ron Herman **Haivyl Lopez**

Jacob Gelson **Anna Jeanne Schliep**

Kathy Walters **Julien Beasley**

Natalie Dostert

Nicholas Harvey

Thomas G. Mahnken

Marsha Ellen Reichman

ach out to some of you in case of vacancies

Thank you emails to everyone else who was rej New Chairs - attendance requirements

@gmail.com

mail.com

o@yahoo.com

@gmail.com

as@gmail.com

mail.com

n.edu

com

ncing.com

cloud.com

no.com

com

ail.com

nko@gmail.co

@gmail.com

.com

@gmail.com

gmail.com

hoo.com

@gmail.com

ail.com

.net

oke.com

d.com

408@gmail.co
jmdeolivares@
gmail.com
jxmcitadel@ao
l.com
xakthul@gmail
.com
jun.kuwasaki
@gmail.com
leondsanchez
@gmail.com
linlchan.cca@
gmail.com
ldecker@micr
orecoveryplus.
com
L_hdz@hotmail
il.com
MarekStepien
@Yahoo.Com
mari@optinex
perts.com
maestromaster
s@msn.com

Age	COUNTA of Na	%
18-20	4	2%
21-30	19	8%
31-40	37	16%
41-50	48	21%
51-60	54	23%
60 or older	60	26%
Prefer not to answer	9	4%
(blank)	2	1%
Grand Total	233	100.0%

Gender Identity	COUNTA of Na	%
Female	88	38%
Female, Non-Binary/Non-Conforming	1	0%
Male	130	56%
Male, Non-Binary/Non-Conforming	1	0%
Non-Binary/Non-Conforming	2	1%
Prefer not to Answer	11	5%
(blank)		0%
Grand Total	233	

Address	COUNTA of 1st Choice
Alabama	1
Arizona	1
California	28
Colorado	16
Connecticut	5
Florida	7
Georgia	8
Hawaii	2
Illinois	11
Indiana	3
Iowa	1
Kentucky	5
Maryland	8
Massachusetts	15
Michigan	5
Minnesota	2
Nevada	1
New Hampshire	1
New Jersey	18
New Mexico	1
New York	25

North Carolina	10
Ohio	3
Oklahoma	1
Oregon	4
Pennsylvania	10
South Carolina	2
Tennessee	2
Texas	15
Utah	1
Virginia	15
Washington	4
(blank)	
Grand Total	231

32 states

Do you identify as a person with a disability?	COUNTA of Eth
No	189
Prefer not to answer	14
Yes	28
(blank)	
Grand Total	231

Ethnicity	COUNTA of Eth
American Indian or Alaskan Native	1
American Indian or Alaskan Native, Black/African American, White	1
Asian/Asian American	24
Asian/Asian American, Black/African American, White	1
Asian/Asian American, Middle Eastern or North African, Native Hawaiian or other Pacific Islander	1
Asian/Asian American, Native Hawaiian or other Pacific Islander	1
Asian/Asian American, White	1
Asian/Asian American, White, Two or more	1
Black/African American	14
Black/African American, Hispanic/Latino(a)/Chicano(a)	2
Black/African American, White	1
Hispanic/Latino(a)/Chicano(a)	9
Hispanic/Latino(a)/Chicano(a), Asian/Asian American, Native Hawaiian or other Pacific Islander	1
Hispanic/Latino(a)/Chicano(a), White	4
Middle Eastern or North African	1
Middle Eastern or North African, White, Two or more	1
Native Hawaiian or other Pacific Islander	2
Not Listed	3
Prefer Not to Answer	27
Two or more	10
Two or more, White	1
White	120
White, American Indian or Alaskan Native	1
White, Not Listed	2
White, Two or more	1
(blank)	
Grand Total	231

%	Age	COUNTA of Na	%
82%		2	2%
6%	18-20	1	1%
12%	21-30	8	8%
0%	31-40	15	15%
	41-50	20	20%
	51-60	25	25%
	60 or older	24	24%
	Prefer not to an	6	6%
	Grand Total	101	

		Gender Identity	COUNTA of Na	%	
0.43%			0	#DIV/0!	
0.43%	American Indian	11%	Female	42	42%
10.39%			Female, Non-Bi	1	1%
0.43%	Asian	10%	Male	52	51%
0.43%			Non-Binary/Nor	1	1%
0.43%			Prefer not to An	5	5%
0.43%			Grand Total	101	

		Address	COUNTA of 1st Choice
6.06%			0
0.87% Black	16%	Alabama	1
0.43%		Arizona	1
3.90%		California	15
0.43% Hispanic	3%	Colorado	9
1.73%		Florida	1
0.43%		Georgia	5
0.43% MENA	2%	Hawaii	1
0.87%		Illinois	2
1.30% NHPI	3%	Indiana	2
11.69% not listed	12.55%	Kentucky	2
4.33%		Maryland	5
0.43%		Massachusetts	7
51.95%		Nevada	1
0.43% White	76%	New Jersey	9
0.87%		New Mexico	1
0.43%		New York	11
0.00%		North Carolina	8
	two or more	Ohio	1
		Pennsylvania	4
		Tennessee	2
		Texas	6

Utah	1
Virginia	8
Washington	2
Grand Total	105

Do you identify as a person with a disability?

No

Prefer not to answer

Yes

Grand Total

Ethnicity

Asian/Asian American

Asian/Asian American, Black/African American, White

Asian/Asian American, Middle Eastern or North African, Native Hawaiian or other Pacific Islander, White, Two or more

Asian/Asian American, White, Two or more

Black/African American

Black/African American, Hispanic/Latino(a)/Chicano(a)

Hispanic/Latino(a)/Chicano(a)

Hispanic/Latino(a)/Chicano(a), White

Middle Eastern or North African

Not Listed

Prefer Not to Answer

Two or more

Two or more, White

White

Grand Total

COUNTA of Etr	%
2	2%
84	80%
8	8%
11	10%
105	

COUNTA of Etr	%		
2	2%		
10	10% Asian		12%
1	1%		
1	1%		
1	1%		
8	8% Black		10%
2	2%		
1	1% Hispanic		5%
2	2%		
1	1% MENA		2%
2	2% not listed		3%
11	10%		
4	4%		
1	1%		
58	55% White		60%
105			
	two or more	11%	
	prefer not to an		12%

<i>Age</i>	<i>% Applicants</i>	<i>% Selected</i>
18-20	2%	1%
21-30	8%	8%
31-40	16%	15%
41-50	21%	22%
51-60	23%	24%
60 or older	26%	22%
Prefer Not to Answer	4%	6%
Grand Total	100%	100%

<i>Gender Identity</i>	<i>% Applicants</i>	<i>% Selected</i>
Female	38%	42%
Male	56%	51%
Non-Binary	2%	2%
Prefer not to Answer	4%	5%
Grand Total	100%	100%

