



USA
FENCING

USA Fencing 101



USA
PARAFENCING





Outline

1. **Ted Stevens Act** – *what created USA Fencing?*
2. **USA Fencing's Bylaws** – *how is USA Fencing governed?*
3. **Athlete Advisory Council** – *how are the athletes represented within USA Fencing?*
4. **Board of Directors** – *who are they and what do they do?*
5. **National Office** – *who are they and what do they do?*
6. **Budget** – *show me the monies \$\$\$*
7. **SafeSport** - *how is the disciplinary process handled?*





Ted Stevens Act

- Creates the USOPC and the National Governing Body (NGB) system
 - Makes it a primary mission of the USOPC and NGBs to support US athletes at international competition and the Olympic Games
- **Protects the right of athletes:**
 - Resolution of disputes
 - USOPC required to hire an ombudsman to give athletes free advice about their rights
 - **Athlete representation**
 - Requires there to be 20%* athlete voting power within an NGB
 - Requires the establishment of an Athletes' Advisory Council
 - **Right to compete:**
 - *"Provides an equal opportunity to amateur athletes, coaches, trainers, managers, administrators and officials to participate in amateur athletic competition without discrimination on the basis of race, color, religions, age, sex, or national origin" (18)*
 - Cannot have qualifying criteria more restrictive than those imposed by appropriate international sports federations





Bylaws

- **Article I – Name, Organization, and Jurisdiction**
 - All bylaws must be consistent with USOPC bylaws, the Ted Stevens Act, and the Colorado Nonprofit Corporation Act
- **Article II - Purposes**
 - 10 objectives outlining the overarching goals of USA Fencing
- **Article III - Fiscal Year, Finances, and Proxies**
 - Define the fiscal year and how payments/investments made by USA Fencing should be conducted
- **Article IV - Membership**
 - Who is a member and what are their rights and obligations?
- **Article V - Fees, Dues, and Arrears**
 - Get money, get paid





Bylaws

- **Article VI – *Officers and Secretary***

- Defines the positions (President + Treasurer) as well as their qualification requirements and terms

- **Article VII - *Board of Directors***

- We will cover this in more depth later

- **Article VIII - *Athlete Council***

- We will cover this more in depth later

- **Article IX - *Elections***

- Outlines the election process





Bylaws

- **Article X – *Removal of Officers and Directors***

- Details transgressions that could result in getting removed from the BOD and describes the removal process

- **Article XI - *Meetings of the Membership***

- Annual meeting - held during Summer Nationals

- Special meetings - may be called by the President within 10 days notice

- Emergency meetings - may be called by the President or BOD with 24 hours notice





Bylaws

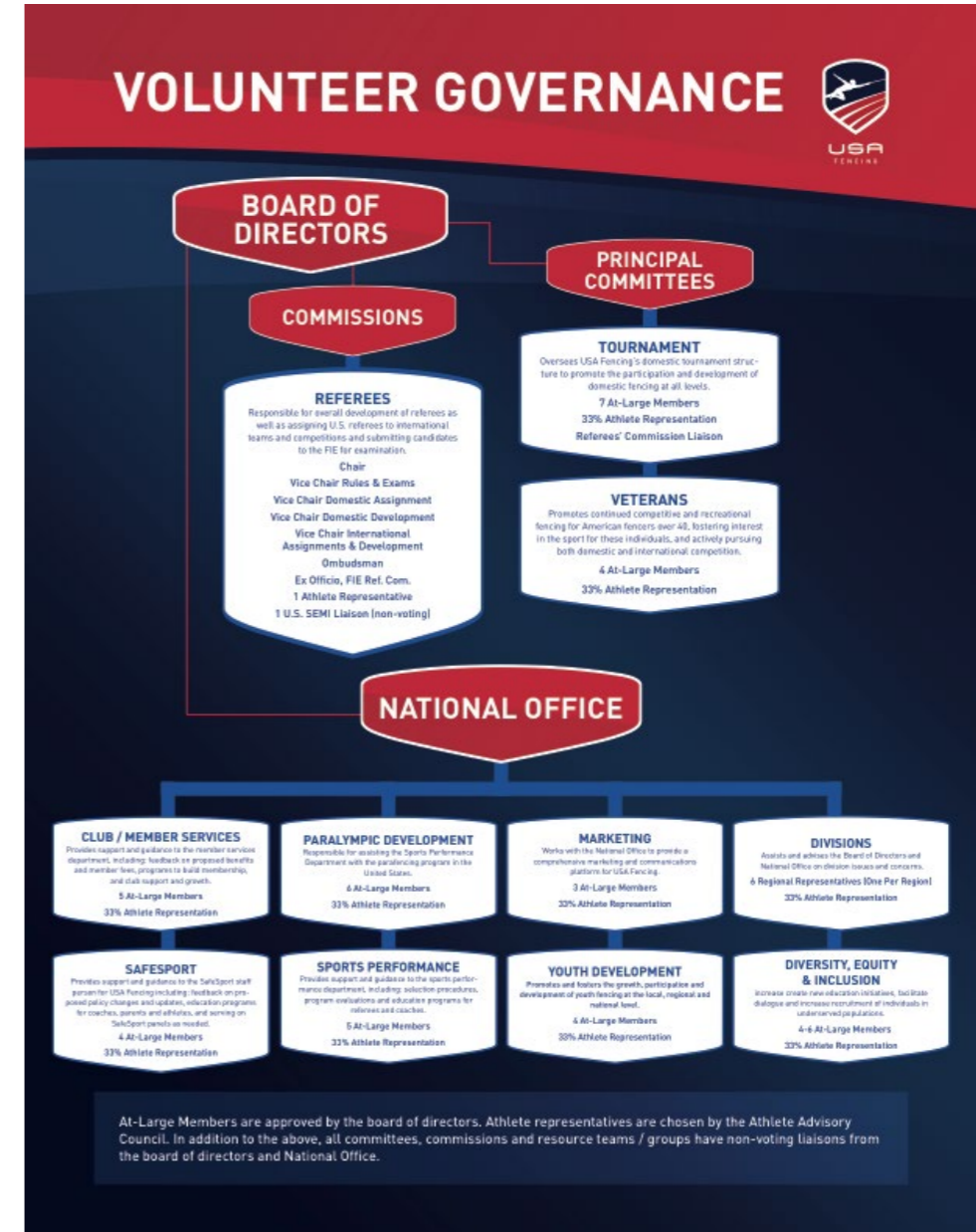
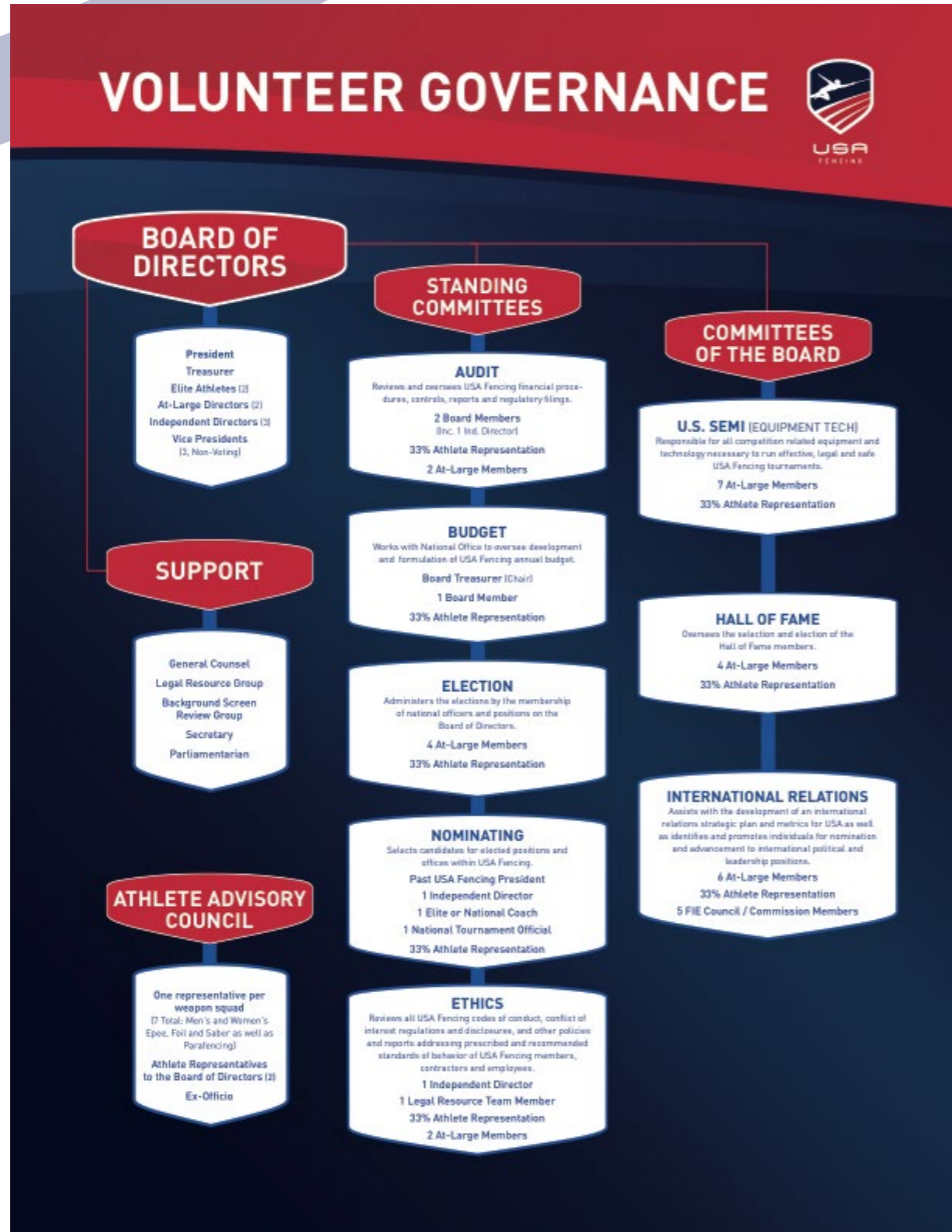
- **Article XII - Committees, Commissions and Task Forces**

- Standing committee - a committee created by the bylaws
 - Audit, Budget, Election, Nominating, Ethics
 - Athletes reps must have competed at a World Championships, Pan Am Games, or Olympic/Paralympic Games within that past 10 years
- Committee of the Board - a committee that is not a standing committee
 - SEMI, Hall of Fame, International Relations
 - At least 1 athlete rep must have competed at a World Championships, Pan Am Games, or Olympic/Paralympic Games at some point, the other reps can be any athletes
- Principle committee - all standing committees and other committees designated by the BOD as to be considered integral to USA Fencing's functioning
 - Referee's Commission, Tournament Committee, Veterans Committee
 - At least 1 athlete rep must competed at a World Championships, Pan Am Games, or Olympic/Paralympic Games within the last 10 years, the others simply have to have competed at a World Championships, Pan Am Games, or Olympic Games at some point
- Resource Team - a special committee constituted for a single/specific purpose that is limited in scope/time (disbanded upon fulfillment)
 - Club/Member Service, Coach Development, Divisions, Marketing and Communications, Paralympic Development, Safe Sport, Sports Medicine, Sports Performance, Youth Development
 - There is much more flexibility with athlete representation here
- **Per bylaw changes to be passed this fall: ALL COMMITTEES MUST HAVE 33% ATHLETE REPRESENTATION**





Bylaws





Bylaws

- **Article XIII - *Indemnification***
 - Provision of legal representation should a volunteer or employee of USA Fencing be sued for doing their job as outlined by the bylaws
- **Article XIV - *Effective Date and Amendments***
 - Describes the process for amending the bylaws
- **Article XV - *Irrevocable Dedication of Assets***
 - USA Fencing is a nonprofit and act accordingly regarding its net income
- **Article XVI - *Arbitration***
 - USA Fencing will adhere to dispute resolution as laid out by the bylaws of the USPOC and the Ted Stevens Act





Athlete Advisory Council

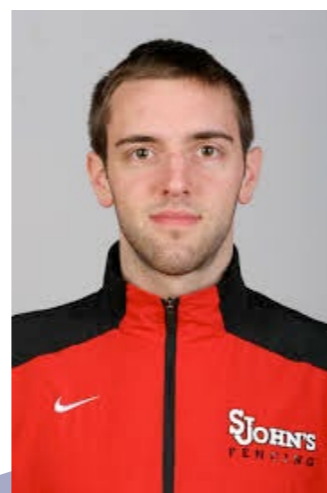
- **Composition**
 - 1 athlete from each weapon and gender
 - 1 para athlete
 - The athlete rep to the USOPC AAC and alternate
 - These athletes sit on the USOPC AAC and well as the BOD (Daria + Adam)
 - If there is a fencer who is on USPOC AAC leadership, they sit on the USA Fencing AAC (Cody)
- **Requirements:**
 - Must be ranked in the top 32 of the senior rolling points standings
- **Elections:**
 - Held every four years in line with the Summer Olympic Games
 - ***Because of the postponement of the 2020 Olympics, the next elections have been pushed until the Spring of 2021***
- **Objective:**
 - Be the voice of the athletes to parties within USA Fencing
 - Reviews qualification criteria for the World Championships and Olympic Games





Athlete Advisory Council

- **Women's Epee Rep and Chair** – Kat Holmes
- **Men's Epee Rep** – Ben Bratton
- **Women's Foil Rep** – Nicole Ross
- **Men's Foil Rep** – Jason Chang
- **Women's Saber Rep** – Kamali Thompson
- **Men's Saber Rep** – Jeff Spear
- **Para Rep** – Gerard Moreno
- **USOPC AAC Rep** - Daria Schneider
- **USOPC AAC Rep Alternate** – Adam Watson
- **USOPC AAC VP** – Cody Mattern





Board of Directors

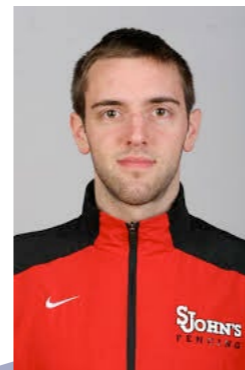
- **Board purpose:** “The Board of Directors is vested with the full powers and responsibility for the management and policies of the USA Fencing, subject to the Bylaws.”

- **Board size:** 10 elected positions with a vote

- **Board composition**

- **Chairman of the Board/President** – Donald Anthony
- **Treasurer** – David Arias
- **At-Large Director (1)** – Donald Alperstein
- **At-Large Director (2)** – Lorrie Marcil-Holmes
- **At Large Director (3)** – Ann Marsh-Senic
- **Independent Director (1)** – Cliff Bayer
- **Independent Director (2)** – Raquel Brown
- **Independent Director (3)** – Alan Kidd
- **Athlete Director (1)** - Daria Schneider
- **Athlete Director (2)** – Adam Watson
- **Vice President*** - Sam Cheris
- **Vice President*** – Cody Mattern
- **Vice President ***– Jeff Salmon

*voice not vote





Board of Directors

Officers

- **President (1):** execute decisions and directives of the BOD; conduct relations with the USOPC and FIE
 - **Qualification:** must have served as an officer, member of a principle committee, or member of the BOD for four years
 - Nominated by the Nominating Committee and elected by the USA membership
 - **Term:** 1 quad
- **Treasurer (1):** oversees the \$\$\$
 - **Qualification:** must be good with the \$\$\$
 - Nominated by the Nominating Committee and elected by the USA Fencing membership
 - **Term:** 1 quad





Board of Directors

- **At Large Directors (3):**

- **Qualification:** must be a USA Fencing member in good standing
- Nominated by the Nominating Committee and elected by the USA membership
- **Term:** 2 years

- **Independent Directors (3):**

- **Qualification:** Cannot be an immediate family member of a USA Fencing member, volunteered for USA Fencing within the past 2 years, or have vested financial interests in USA Fencing
- Nominated by president, approved by the Nominating Committee, and approved by the BOD
- **Term:** 2 years

- **Athlete Directors/USOPC AAC Rep and Alternate (2):**

- **Qualification:** must have competed at a World Championships, Pan Am Games, or Olympic/Paralympic Games within that past 10 years
- Selection method determined by the AAC
- **Term:** 1 Olympic cycle

- **Vice President (unlimited):** advise the Board of Directors, assist the President in the discharge of the duties of that office and perform such other duties as may be assigned by the Board of Directors

- Voice not vote
- Nominated by the President and approved by the BOD





National Office

- Current # of Staff: 12
- Total Staff Capacity: 21





National Office

Executive Office

- **Chief Executive Director – *Kris Ekeren***
 - Oversees the day-to-day operations of the organization
 - Only staff member hired and fired by the BOD





National Office

Operations



- **Senior Director of Sport Operations – Christine Simmons**
 - Provides oversight for the Membership and Events department.
- **Director of Membership Services – Bob Bodor**
 - o Customer service for clubs, individual members, and any other constituents of USA Fencing as well as anyone who is interested in the sport.
- **Senior National Events Manager – Dan Mott**
 - o Responsible for all aspects of USA Fencing’s events program.
- **Operations Manager – Glen Hollingsworth**
 - o Manages projects in operations, finances, and events
- **Operations Administrator – Sarah Ross**
 - o Provides customer service and processes club renewals, membership purchases and corrections/changes to member profiles.



Safe Sport

- **SafeSport Coordinator – Suzie Riewald**
 - o *Compliance* – makes sure those individuals that need to be SafeSport certified are current in their SafeSport training and background check.
 - o *Education* - works to educate athletes, coaches, parents, clubs, etc. about SafeSport.
 - o *Monitor and enforce* - receives SafeSport complaints and is involved in the initial investigation of reports.





National Office

Development

- **Director of Development – *Jill Grotzinger***
 - Strategizes and executes development plan for USA Fencing and US Fencing Foundation
 - Identifies, cultivates, secures and steward donors who want to grow and support the sport of fencing in the USA



Sports Performance

- **Senior Director of Sports Performance – *Kate Reisinger***
 - Takes care of the day-to-day operations in sports performance along with the “team behind the team” in Colorado Springs
- **Senior Manager of Culture, Sports Performance, and Marketing – *Brandon Dyett***
 - Manages the Veteran and parafencing program along with USA Fencing’s DEI and marketing initiatives.





National Office

Finance and Business Services

- **Director of Finance and Business Operations – *Open***
 - Responsible for the overall accuracy of the finances for USA Fencing.
 - Works with all the departments to prepare budgets and work to stay within those budgets.
- **Finance, Business Services, and HR Senior Manager – *Melissa Jones***
 - Responsible for the day-to-day accounting functions, monthly close, assist with budget creation and tracking, and paying people.
 - Handle all human resources and office manager functions.



Marketing and Communications

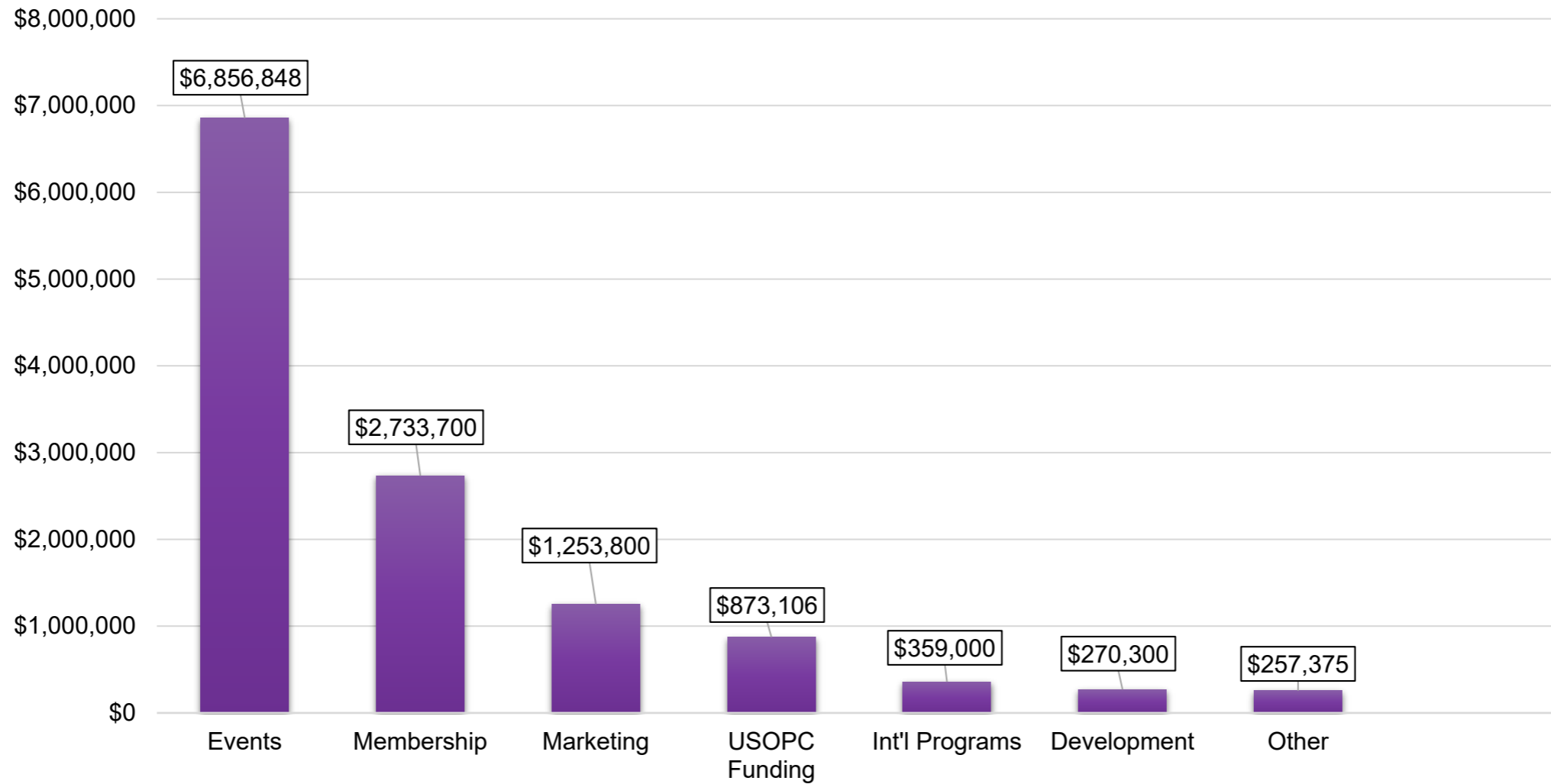
- **Director of Communications – *Nicole Jomantas***
 - Oversees communications department, including social media, American Fencing magazine, advertisements, organizational and crisis communications and media requests
- **Communications Coordinator – *Kristen Henneman***
 - Manages USAFencing.org, feature writing, serves as point of contact for newsletters and blasts and serves as a liaison for departmental requests for communications to the full membership or specific subsets.





Budget

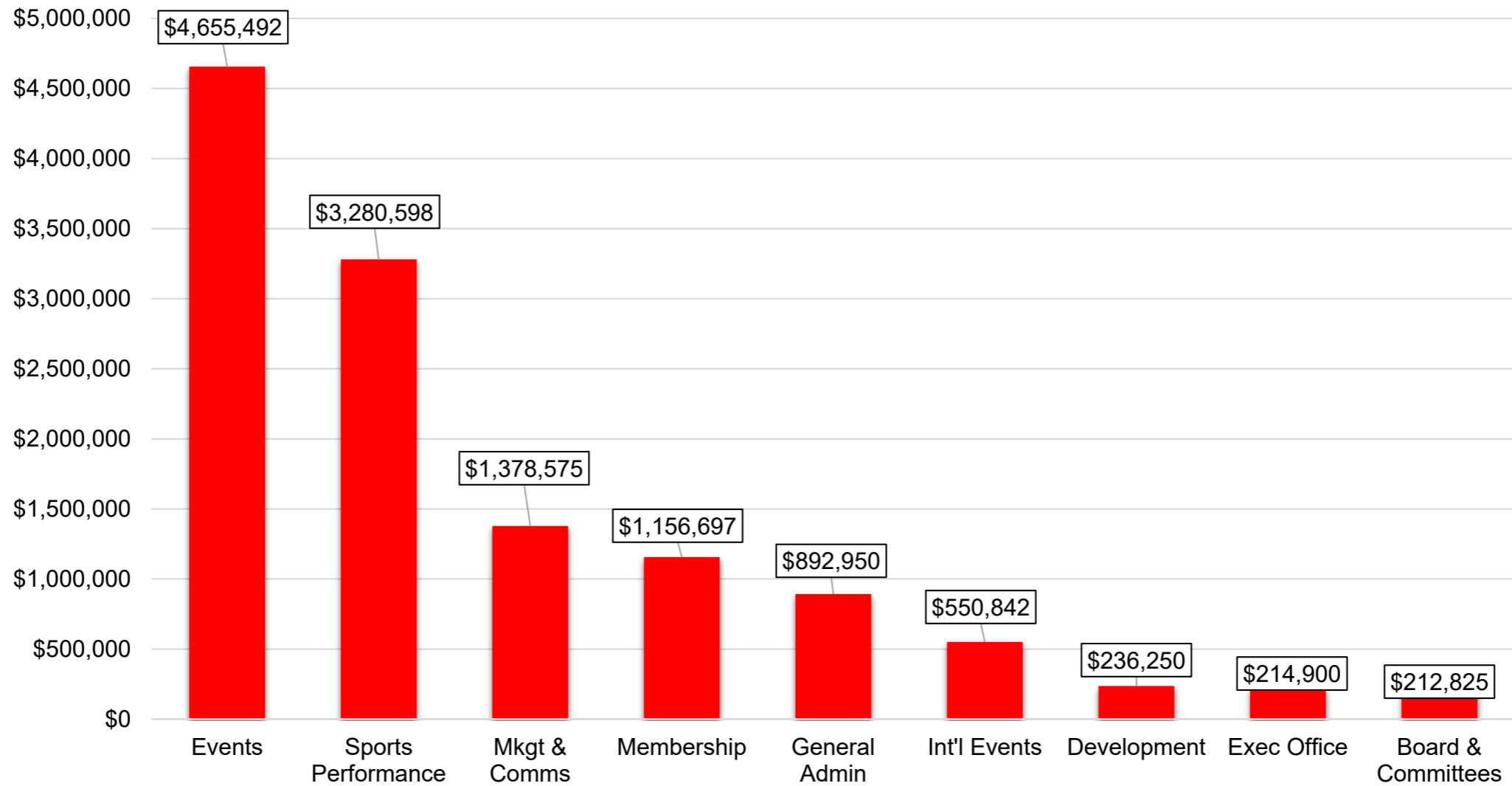
2020/2021 USA Fencing Revenue Total: \$12,604,129





Budget

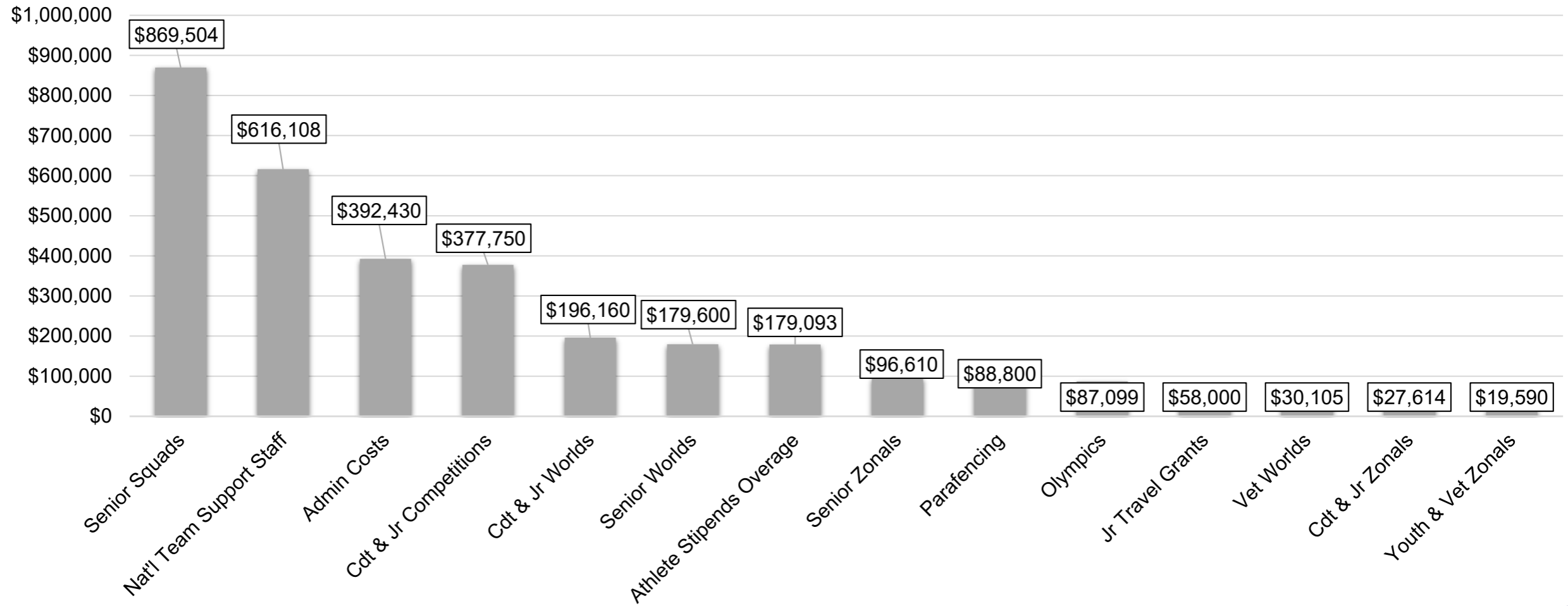
2020/2021 USA Fencing Expenses
Total: \$12,579,129





Budget

2020/2021
Sports Performance Expenses
\$3,280,598





SafeSport

- **How does SafeSport work?**

- U.S. Center for SafeSport Response and Resolution Office. Investigates sexual misconduct or abuse violations
- USA Fencing investigates non-sexual violations including physical misconduct, emotional misconduct, bullying, hazing and harassment
 - If USA Fencing receives a SafeSport report that alleges any type of sexual misconduct, they are required to hand it over to the U.S. Center for SafeSport – Response and Resolution Office and plays no further role in its investigation or adjudication
 - USA Fencing may institute a formal investigation and hearing procedure to address serious allegations of non-sexual misconduct
 - If a report is received that alleges serious misconduct or policy violation, the SafeSport Coordinator can review and recommend to the Chief Executive Director, in consultation with the General Counsel, to call for a Disciplinary Panel with approval from the board of directors



U.S. CENTER FOR
SAFESPORT





How To Get Involved

- Committees
 - Check your email for a list of the open athlete seats on committees as well as descriptions of each committee and their qualifications. Think about if you want to serve in the future: AAC, BOD, USOPC AAC
- Get involved with your division
- Think about a career in the National Office
- Social Media
 - How would YOU like to get involved and be represented on USA Fencing's social media platforms
- Refeing, coaching, armory – there are leadership/organizational roles for all of these!

