

**USA Boxing  
Gulf Board of Directors Meeting  
The Knockout Factory Boxing Gym  
08-13-2017**

**Board of Directors Attendees (5):**

- Mike Campbell – President
- Diana Cromeans – Vice President
- Angel Herrera – Chief of Officials
- Brian McDonald – Secretary
- Jemiah Richards – Athlete Representative

**Other Attendees:**

- Clara Savannah – J/O Chairperson (via conference call)
- James Johnson – Coaches Committee Chair
- Guests included: Gary Simons, Alex Leon, and Paul Rodriguez

**Board of Directors and Committee Chairs Not Present:**

- Vacant – Treasurer & Registration Chairperson
- Carmen Vargas – Athlete Representative
- David Pereida – LBC Tournament Director

**Meeting was called to order by President Michael Campbell at 8:13am central time.**

- President Campbell said the purpose of the meeting was to fill out the Board of Directors and get rid of the vacant spots, and also to discuss how to support upcoming efforts to promote boxers in tournaments.
- President Campbell moved to ratify the previous BoD meeting minutes in which he announced his resignation, the recognition banquet was discussed, fundraising for Chattanooga was discussed, and a meeting with a coach over a problem he had was held.
- President Campbell moved to ratify the previous BoD meeting minutes, and it was seconded by James Johnson.

**First Item on the Agenda: Vacant Board of Directors Positions**

- Campbell mentioned how he was surprised by how much work went into being President when he took over for Juan Moya. Said it's a full 40-hour job, and Diana Cromeans who will be taking over will need support because it's a lot of work, and she already has a full-time job.
- Campbell wanted to start nominations with the Vice President position. Said he wants that position to be very active, and stressed that it has a BoD vote.
- James Johnson said he wants Diana Cromeans to pick her own Vice President.
- Campbell said understood his point, but that responsibility belongs to the Board of Directors.
- Derwin Richards wants to wait to fill the Vice President role; it was seconded by Jemiah Richards.

- Diana Cromeans disagreed, said it's important to take care of all the vacant positions as soon as possible.
- A motion was put forward to proceed with trying to fill the Vice President role, Campbell opened the floor for discussion.
- Richards suggested Clara Savannah, but Mrs. Savannah declined the role.
- Campbell said that the Gulf LBC has traditionally been run by coaches in the Board of Directors, but the time commit of the positions is a challenge for people who also run gyms and are trying to train future champion boxers. Said that other LBC's typically have unaffiliated members on their BoD who have more time to give and have less conflicts of interest; said that he thinks our LBC should try to do the same thing.
- Derwin made a motion to table the Vice President nomination, but more discussion was had.
- Gary Simons was asked, but he expressed reservation and concerns about what he doesn't know.
- Campbell said he thought Alex who just moved here would be a good nominee, but he said he wants to focus on officiating and fundraisers and hadn't thought about taking on that role.
- Campbell officially tabled the Vice President conversation.
- James Johnson nominated Alex for treasurer, was seconded by Derwin Richards, and was supported by Mr. Campbell.
- Mr. Campbell brought Alex's nomination as treasurer to a vote, it was passed without a single vote against.
- Mr. Campbell brought up the vote again for a Vice President.
- Jemiah Richards and Derwin Richards brought up the need for the Vice President to have strong administration skills. That having a strong boxing background isn't as necessary as being able to "run a business."
- After lots of back and forth, the Vice President nomination discussion was tabled once again.
- The topic moved on to filling the registration chair role on the board of directors.
- Gary Simons asked Diana Cromeans about what she did in that role, what the new person in that role would need to do, and if she had anyone in mind to fill that role.
- Diana talked about the job of making and keeping up with the books. She said qualities of a good registration chair is patience and diligence.
- James Johnson asked Bambi Manzo if she would be interested, but Bambi replied that she was unsure and hadn't thought about it.
- Mr. Campbell said that a big part of the budget is athlete registration fees, so keeping up with the books and the role of registration chair is important.
- Mr. Campbell mentioned that Claudia Horn might be interested next month, and is someone to talk with, but she's not ready to start right away.
- Mr. Campbell mentioned that even with a registration chair named, they can't do all the work and need the help of many satellite registrars.
- The discussion of registration chair was tabled for now.
- James Johnson and a few others expressed concerns with brining in from the outside when conversation about filling the Vice President role came back up again. Mr. Campbell agreed that he didn't like the idea of bringing in someone from the outside or tabling the discussion, that it

could create arguments, stress, and divisions inside the LBC with groups supporting different nominees.

- Paul said Angel Herrera would make an excellent Vice President. Angel said he was willing to help on a short-term basis if the LBC needed him.
- Gary Simons brought up the LBC workshop, and it was elaborated on by Mr. Campbell that USA boxing wants to work with and train BoD members because many of them are coaches and might not have the necessary training and experience to run a non-profit organization.
- Paul went back to Gary Simons on his interest in being Vice President. Gary said he'd need a week to ask questions and decide.
- Paul asked James Johnson if he'd be interested. James Johnson said he is interested, but was previously denied. He said he would still love to take on the role and support Diana if he was nominated and elected.
- Mr. Campbell wants the discussion to be tabled until Sunday, August 20<sup>th</sup> and have a vote then during the OHI tournament with a board of directors meeting.
- The motion was made again to table the Vice President nomination, and finally accepted.

#### **Next topic: Fundraisers**

- Mr. Campbell said that we have a serious issue with funding, that we've spent a lot of money, and have a lot more that we need to spend on before the end of the year.
- Mr. Campbell said he wants to make sure there is funding for every ranked LBC boxer in the USA Boxing rankings, and anyone else on a case by case basis.
- Talked about how important the tournament in Utah coming up is, that the winner is "the man," and we're now entering the Olympic cycle.
- Said we've already qualified 10 elite boxers, need to make sure we have funding to provide stipends for them.
- **Chattanooga in October:** We need to know who's going so we can support them, and they need to be available for the September 23<sup>rd</sup> fundraiser. Mr. Campbell said that we need a definite yes or no from athletes on whether or not they'll be going to Chattanooga.
- The issue of awarding winners on September 23<sup>rd</sup> a replica WBC belts as an award. Mr. Campbell said the WBC will give us an actual WBC championship belt, but only one. That real belt will be saved for a different event.
- All the proceeds on September 23<sup>rd</sup> will go towards Chattanooga, that the event will be styled after the Steaks and Stogies events, and that we could have tables, alcohol, and need to sell sponsorships.
- **Top Shelf Promotions:** Mr. Campbell said we have a working relationship with them, and we want to do a USA Boxing sanction for a Houston vs another LBC event. Alex said San Antonio would be interested in doing the event, and were just waiting on his call. Mr. Campbell said we'd need \$2,000 to pay San Antonio to bring them here and make good on the home-and-home arrangement after going there earlier in the summer.
- Mr. Campbell wants the Humble Civic Center booked for October 28<sup>th</sup> for the event.

- **Boxing Day in America:** Mr. Campbell said we're going to do this twice a year. Said six LBC's will do it this time, but next year the day will be blacked out with no sanctions on that day and every LBC able to participate. The event will be sparring, but covered under the USA Boxing insurance.
- There will be an announcement that this Boxing Day in America will be a registration drive, and that they'll make books there so they don't have to in 2018. Mr. Campbell said Dr. Guerrero will also be there to do physicals for 2018.
- Mr. Campbell said that everyone that will be going to Utah has to be there because it's a fundraiser for that event. Mr. Campbell wants alumni invited, to have media there, and for it to be an all-day officials clinic with people getting experience refereeing. There will be no sanctions that day and we'll need 100% participation from officials.
- Mr. Campbell said Jemiah Richards is good person to put in charge of making sure all the Utah athletes are there.
- Mr. Campbell said that we need to find a venue for the Boxing Day in America, and at a minimum we need two rings, but should use three rings so that we can get everyone in with little waiting.

#### **Other Items:**

- Mr. Campbell said that eventually Jemiah Richards and Carmen Vargas will eventually move on, that we always need to be looking for and identifying the next athletes who would make good leaders and athlete reps for the Board of Directors.
- Mr. Campbell said that the restaurant Mamacita's wants to get involved with our events, and talks have been ongoing hosting the awards banquet there with them donating the ballroom but running a cash bar during the event. Mr. Campbell suggested the first or second Saturday in January, since that's kind of an off-season for boxing events and would be cheaper than trying to book a venue during December.
- Coaches meetings need to become more regular, Mr. Campbell stressed that coaches meetings should happen as often as possible to get ideas and address concerns.
- Discussion was had about the coach's committee, and who is on it. Derwin Richards and Paul both would like to be on the committee. Mr. Campbell clarified that the President and Board of Directors come up with committees and appoint chairs for those committees, that it isn't an electable position. Derwin Richards wants there to be sort of a "back up" coaches committee chair for when that person isn't able to attend shows and meetings.
- Concerns were expressed on the above topic about some members of the coaches committee not being active enough, that they need to be registered members and able to attend shows and meetings.
- Mr. Campbell said there needs to be a meeting held to come up with regulations and procedures for how sanctions are awarded. To discuss how sanctions are decided when two clubs want the same date, about how to award big holiday shows like Cinco de Mayo.
- Also match tracker needs to be kept up with.
- Jemiah Richards talked about organizing coaching camp for elite level boxers, to help train and promote the best athletes. Mr. Campbell said Ronnie Shields has expressed interest in helping with something like that. Mr. Campbell stressed that local coaches are the most important step in the development of Olympic level boxers, addressed concerns of coaches who think they're having their best boxers stolen from them when they advance. Said that grass roots coaches are

the most important step in Olympic success, because coaches at the higher levels don't have time to teach fundamentals and basics.

- Alex Leon said he wants to see, and coaches have told him that they want to see, more Gulf LBC officials go to regional and national tournaments so they can learn and improve while participating that level, and talked about how that can help the local level by having more experienced and better trained officials.
- Problems with staffing shows with officials was brought up. As was a concern that too much critique of their work might turn off some, and discourage them from showing up which would add to our problem with staffing.
- Conversations were had about how to best recruit new officials. Mr. Campbell said we should reach out to our alumni because former boxers have the best eyes for officiating, and they will likely want to give back, fix problems they saw while they were athletes, etc.
- Angel Herrera also said that we need to be on the lookout for more doctors because Dr. Guerrero might want to cut back on his schedule or retire.
- Discussion was had about boxer safety and the importance of hydration. The idea of having a "coach's corner" column on the website to help give tips on safety and other issues.

**Meeting adjourned at 10:26am central time**