



Central Florida Division of USFA

Body of Directors and Executive Committee Meeting

September 10th, 2020

Meeting Guide



- ❖ Verify attendance / quorum (Secretary)
- ❖ Greeting / Introduction / Season Review(Chair)
- ❖ Meeting Structure (Chair)
- ❖ Current Division Status Briefing (Vice-Chair & Treasurer)
- ❖ Review the meeting's agenda Topics (Chair)
 - ❖ Charles Johnson's Sportsmanship's Award (Alex Libel)
 - ❖ Website Content (Jason Seachrist)
 - ❖ Anti Slander Policy (Carlos Kuri)
 - ❖ Obligations and responsibilities of E.C. members (Hector Breton)
- ❖ Closing remarks (Chair)
- ❖ Official meeting closing (Secretary)
- ❖ Optional, Informal Extra Time



VERIFY ATTENDANCE

Riley Roca

Secretary

Meeting Attendance



Club	BOD	PRESENT
Chariman	Sung Yim	<input type="checkbox"/>
Vice Chairman	Carlos Kuri	<input type="checkbox"/>
Treasure	Daniel Bucur	<input type="checkbox"/>
Secretary	Riley Roca	<input type="checkbox"/>

Meeting Attendance



Club	Executive Committee Member	PRESENT
D'alerta Fencing Academy	Carlos Ablanado	
Dunedin Fencing Club	Shannon Mangan	
Genesis Fencing Club	Rebbeka Bucur	
Iron Works Fencing	Greg Arthur	
Naples Fencing Academy	Coach Paz	
Orlando Fencing Academy	Kevin O'Connor	
Orlando Fencing Club	Jenny Seachrist	
Orlando Home School High School Club	Kimberly Febo	
Pro Fencing Academy	Alec Gromov	
Southwest Florida Fencing Academy	Alex Libers	
Stoccata Fencing Academy & Club	Nestor Luis Grajales	
Sword Masters Fencing Club	Hector Breton	?
Tampa Fencing Academy	LeAnn James	
Timber Creek High School	Phan Okanishi	
Trinity Preparatory School	Maria Cunanan	
Winter Garden Fencing Academy	Jason Seachrist	



Introduction

2019~2020 Review

Meeting Guidelines

Sung Yim

Chairman

Greeting / Introduction



- ❖ Welcome to the first meeting of the Central Florida Division of the United States Fencing Association for the 2020-2021 season.
- ❖ Results of the Election. Thank you for your confidence.

Board of Directors Election Results

CHAIRMAN

Incumbent: Sung Yim (Orlando Fencing Academy) / Challenger: Leandro Durand

Results

Durand: 9 votes (7%) **Yim: 122 votes (93%) WINNER**

VICE CHAIRMAN

Carlos Kuri (Sword Masters Club) / Dr. Ray Blair (Naples Fencing AcademyThe).

Results

Blair: 37 votes (28%) **Kuri: 98 votes (72%) WINNER**

SECRETARY

Challenger: Riley Roca (Timber Creek High School Fencing Club) / Incumbent, Annie Kwong.

Kwong: 20 votes (16%) **Roca: 107 votes (84%) WINNER**

TREASURER

Challenger: Daniel Bucur (Genesis Fencing Club) / Incumbent, Dr. Thomas Cheng (Penta Olympic Fencing Club).

(WINNER) Bucur: 107 votes (82%) Cheng: 24 votes (18%)

2019~2020 Charles Johnson Sportsmanship Award

❖ Nominees:

- ❖ Josh Alviar, USF Fencing Club
- ❖ Edward James, Tampa Fencing Academy
- ❖ Estratius Provatas, Tampa Fencing Academy
- ❖ Bryce Thayer, Southwest Florida Fencing Academy
- ❖ Alex Yim, Orlando Fencing Academy



2019~2020 Charles Johnson Sportsmanship Award

- ❖ Winner:
 - ❖ Alex Yim, Orlando Fencing Academy
 - ❖ Received 4 votes



2019 ~ 2020 All-Academic and All-American Team

- ❖ 22 high school fencers were named All-Academic Team
- ❖ 8 high school fencers were named All-American Team

Central Florida Division Regional Patch Winners

- ❖ Gold

- ❖ Logan Gatza Y14ME, Y14MF

- ❖ Alexandra Nikolic Y14WF

- ❖ Maia Slowinski JNRWF

Central Florida Division Regional Patch Winners

- ❖ Silver

- ❖ Ava Chang Y14WE

- ❖ Christian McGuire Y12MS

- ❖ Alexander Kuri Y12ME

- ❖ Bronze

- ❖ Aaron Gonzalez Y10ME

Meeting Guidelines



This guidelines are designed to respect everybody's time and the good flow of the meeting geared towards action and results

- ❖ All microphones will be muted at all times except that/those of the person(s) who is/are holding the floor.
- ❖ Hold your questions during informational briefings / Agenda Topics until the speaker finishes his/her presentation.
- ❖ If you have a question/comment at the end of the briefer's/proponent's presentation raise your hand (Digital/physical)
- ❖ The "Chair" then will give the floor to those who have questions/comments in alphabetical order for up to 3 minutes. (One time per subject)
- ❖ Topics that are not in the current agenda will be written down and saved for the next meeting, but will not be discussed during the current meeting.
- ❖ Overtime: After the meeting is over those who want to stay behind and chat about something not related to the topic of discussion may do so.

Topics/Proposal Structure

Central Florida
Fencing Division



❖ INTRODUCTION OF BRIEFING/AGENDA TOPIC BY BRIEFER/PROPONENT

- a. GREETING - the briefer addresses the Chair and EC members and introduces himself/herself
- b. INFORMATION ABOUT THE ISSUE - Explain the issue.
- c. PROPOSITION - Explain the proponent's proposition to address the issue
- d. MEMBER PARTICIPATION - First the board, then the EC have the floor for up to 3 min to present their comments / suggestions / point of view if any. Speakers that wish to speak will raise a digital/in person hand and will be given the floor by the chair in alphabetical order. All participants will be silent/muted when it is not their turn to speak (up to 3 min per person).
- e. Q&A: Return to proponent, who will have 2 extra minutes to answer possible questions or clarifications from the members.
- f. MOTION & VOTE: The board will vote on the proposition when necessary
- g. DECISION: The Secretary tallies the votes and informs and registers the outcome



INITIAL BRIEFING

Coach Carlos Kuri

Vice-Chair

Coach Daniel Bucur

Treasurer

Division Purpose

(As of the bylaws)

Central Florida
Fencing Division



ARTICLE II OBJECTIVES

The purposes of the Division are:

- 1.To promote, encourage, and develop the sport of fencing.
- 2.To provide local competitions and tournaments.
- 3.To assist Divisional fencers to reach their full potential when practical or possible.
- 4.To aid and assist the USFA, INC., in all its objectives and purposes.
- 5.To promote:
 - 1.SPORTSMANSHIP – Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.
 - 2.RESPECT FOR THE INDIVIDUAL – Treat all others as you expect to be treated.
 - 3.INTEGRITY – We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.
 - 4.PURSUANT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS – Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.
 - 5.ENJOYMENT – It is important for the fencing experience to be fun, satisfying, and rewarding for the participant.
 - 6.LOYALTY – We aspire to teach loyalty to the ideals and fellow members of the sport of fencing.
 - 7.TEAMWORK – We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the fencing experience.

State of Division (Inventory and Assets)

- ❖ New Purchase from 2019-2020 Season
 - ❖ 3 Rolling Strips
 - ❖ 5 Sets of Reels (with cables)
 - ❖ 4 Scoring Equipment (St. George 11)
 - ❖ 1 Scoring Equipment (St. George 21)

State of Division (Finance)

UNITED STATES FENCING ASSOCIATION AS OF 7/31/2019 FINANCIAL STATEMENT USFA CENTRAL FLORIDA DIVISION

Year ending July 31, 2019
Report Year

Central Florida

Division or Section Name

9/6/19

Date

	REVENUE		EXPENSES
USFA MEMBERSHIP DUES COLLECTED	851.79		\$ -
USFA MEMBERSHIP DUES REBATE	505.00		-
ENTRY FEES	-		11.00
INTEREST INCOME	-		-
CONTRIBUTIONS	-		-
SALES: BROCHURES, DECALS, ETC.	-		-
OTHER (ITEMIZE) See detail ledger	1,196.17		-
TOTAL REVENUES	\$ 2,552.96		\$ 11,167.51

USFA MEMBERSHIP DUES REMITTED
STATIONERY & PRINTING
POSTAGE
TELEPHONE
MEDALS, TROPHIES, ENGRAVING
TRAVEL
COMPETITION EXPENSE
EQUIPMENT PURCHASE & REPAIR
DUES & SUBSCRIPTIONS
BANK CHARGES
OTHER (ITEMIZE) See detail ledger

COMPLETE ALL ITEMS

Name of Bank BB&T
Address 801 E State Road 434

Fed ID# on this account 59-3539865
City, State, ZIP Longwood, FL 32705

	Checking	Savings	Total
Beginning	\$26,647.85	-	\$ 26,647.85
Ending	18,033.30	-	18,033.30
Excess (Def.)	(8,614.55)	-	\$ (8,614.55)


Revenues vs Expenditures

Total Revenues	\$ 2,552.96
Total Expenditures	11,167.51
Excess or (Deficiency)	\$ (8,614.55)

Certification by Division/Section Chairperson
(REQUIRED)

Mail Original Before August 31 to:

USA Fencing
4065 Sinton Rd, Ste 140
Colorado Springs CO 80907


Certification by Secretary/Treasurer
(REQUIRED)

State of Division (New Committees)

- ❖ Digital Media Committee

- ❖ Will be responsible to maintain website and other social media platforms concerning division matters
- ❖ Members: Jeremy Gatza, Logan Gatza

- ❖ Medical Committee

- ❖ Will be responsible to make recommendation related to current COVID issues and be at the division hosted tournament as medical staff
- ❖ Members: Dr. Algene Cunnan, Dr. Doug Lee

State of Division by Numbers

- ❖ Number of Members: 550
- ❖ Number of Clubs: 19
- ❖ Number of Rated Fencers:
 - ❖ Epee: A: 7, B: 9, C: 15, D: 15, E: 19
 - ❖ Foil: A: 2, B: 8, C: 15, D: 13, E: 28
 - ❖ Saber: B: 1, C: 3, D: 5, E: 11

*Based on Data from 2019~2020
USFA Database*

State of Division by USFA National rolling point system

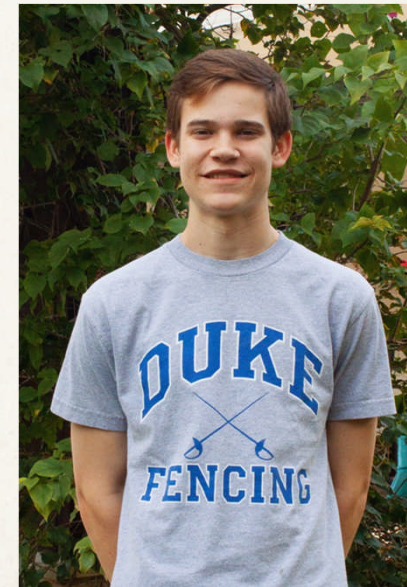
- ❖ Rebekah Bucur (Genesis Fencing Club),
 - ❖ B rated
 - ❖ Ranked 35, USFA National Rolling Point System JWE

State of Division (NCAA Bound Fencers)

- ❖ EJ James
 - ❖ Drew University
- ❖ David Tierney
 - ❖ Duke University



EJ James Signing Day



David Tierney at Duke



AGENDA TOPICS

1. Alex Liber

(Charles Johnson's Sportsmanship's Award)

2. Jason Seachrist

(Website Content)

3. Carlos Kuri

(Anti-Slander/libel Policy)

4. Hector Breton

(Responsibilities and obligations of the EC members)



AGENDA TOPIC 1

Coach Johnson's Sportsmanship's Award

Proponent: Alex Liber



AGENDA TOPIC 2

Website Content

Proponent: Jason Seachrist



AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



- ❖ **CONTEXT:** “Central Florida Division Purpose and Objectives” (as stated in the bylaws).

ARTICLE II OBJECTIVES

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AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



❖ **CONTEXT:** *“Legal Definitions”*

What is Defamation?

Defamation is a false statement presented as a fact that causes injury or damage to the character of the person it is about

Difference between opinion and defamation

There is an important difference in defamation law between stating an opinion and defaming someone. Saying, “I think Cindy is annoying” is an opinion and is something that can’t ever really be empirically proven true or false. Saying “I think Cindy stole a car” is still an opinion but implies she committed a crime. If the accusation is untrue, then it will defame her.

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



❖ **CONTEXT:** *“Legal Definitions”*

What is Slander?

Slander is an untrue defamatory statement that is spoken orally.

What is Libel?

Libel is an untrue defamatory statement that is made in writing.

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



❖ History

- ❖ In Aug 21st, 2020, SMC organized his second sanctioned tournament since USFA allowed the return of sanctioning (aug 1st). This event was put together following (to the dot) every guideline from the State, the county, the CDC and USFA. Regardless of that fact, some members of this executive committee decided to go on a rampant berating campaign on Social media about matters that (even though were legal and compliant) they personally just didn't like or agree with.
- ❖ They first used the division Facebook page, that is for information only, it is not a forum for public discussion. When they realized that their comments where not going to be published, they decided to go to a state wide Facebook forum "Florida fencer" and then to a national fencing forum "The Fencing Coach". In this forums, they defamed and libeled a Central Florida club, their owners, the BOD, the division and USFA. All because their personal views differed from what the official regulations determined. However, that is not the most concerning part, we are always open to listen to everybody's opinions. The worst part is that most of their claims where false, or at the very least "blatantly uniformed".
- ❖ Being a part of the EC means "working together", that is why its called a committee, these individuals didn't even try to contact the organizers of the event, nor any member of the body of directors, they moved directly to public libel, character assassination and social media pressure to get their way. This is unacceptable from any honest and professional person, let alone an actual "member" of this committee. If their concern was really about the fencers and the coaches, they would have contacted the organizer and expressed their views, or at least tried, but they didn't. The people who organized this attack were, coincidentally, all members from the group that were openly the opposition to the current BOD that won the election.

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



- ❖ Let me summarize some of the terribly insulting points of this libel and character assassination attempt:
 - ❖ On "the CFL FB" (Referring to the tournament being held on Aug 21st)
 - ❖ **Original Post by Jason Seachrist:** *Since this is a public forum, I question the decision to intermix students from around the division, **there are no other tournaments listed on FRED for GA, AL, SC, LA, etc...** Despite their recommendations, USFA is clearly saying organizers are on their own. Even Pro Sports are having issues."*
 - ❖ On "the fencing coach" (Referring to the tournament being held on Aug 21st)
 - ❖ **Shannon Mangan:** *"Our division is f*cked up"*
 - ❖ **Jason Seachrist:** *"Nationals underestimated the stupidity of Florida xD"*
 - ❖ **Jason Seachrist:** *"And you know what is really **pathetic**? We have well over 500 members in Central Florida and no-one is willing to say anything in a public forum"*
 - ❖ **Jason Seachrist:** *"Of course, **our new board took down an entire page on the website** dedicated to Jim and the trophy. Classy"*
 - ❖ **Jason Seachrist:** *"**The board is run by coaches new to the area and they have allies on the executive committee.** They have no idea of who Jim was and they don't care. Even worse is that Central Florida Fencers and coaches just let it happen without a word"*
 - ❖ **Jason Seachrist:** *"i went through the site and there's nothing on the history of the division. Not even a single minute meeting... you click the "about" tab of the division, And it list the board members and a bio of the chair. Like. Thats not what the division is about. **Disgusting they just wiped it like that. The next ec meeting is going to be wildin**"."*

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



- ❖ Cont... On “the fencing coach” (Referring to the tournament being held on Aug 21st)
 - ❖ **Jason Seachrist:** *I and others posted our concern on the division page and the comments were removed. I'm sure the fact that the organizer is also our Vice Chair has nothing to do with that.*
 - ❖ **Jenny Seachrist:** *Those who are out there holding tournaments right now are not doing it for the love of the sport or the good of the people. They are doing it for money. The fact that attendees or their loved ones could get sick or die is not a real concern for the organizers.*
 - ❖ **The Fencing Coach:** *“sounds like Central Florida Division leadership is in great hands! #ReelectJason”*
 - ❖ **Jason Seachrist:** *That Jason guy ... he tends to call people out when they act like fools, act only in the interest of their own clubs under the guise of cooperation, and when they try to hurt the progress of others. I don't think this division can handle that level of honesty.*
 - ❖ **Jason Seachrist:** *thanks. It was me, Charlie Johnson, Jim Lane and Ken Lauver that actually rebuilt the executive committee after years of inactivity and it's been going ever since. Wonder they are so silent now?*

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



- ❖ On “the Florida fencer FB” (Referring to the tournament being held on Aug 21st)
 - ❖ **Shannon Mangan:** *Hope you're happy you're a national joke now, ***this is directed at central fl division in case yall didn't know****
 - ❖ **Jason Seachrist:** *So, I posted this concern in the Central Florida Division Facebook page. My comment and three others have been deleted. **It regards SwordMasters tournament later this month. Posting here for all three divisions to see.***
 - ❖ **Jenny Seachrist:** *yeah, everything we have been doing at Winter Garden has been internal and OFC is still closed by the city. It's all about risk management and no environment is perfect; there is no guarantee. However, I don't want to contribute to the problem especially now that Florida's cases are declining. It's not about me taking risk for myself, **but possibly harming others without knowing it for a quick buck.** We all want tournaments to resume, but at what cost? Going back to square one? **And removing comments, simply because our officers disagree with them, is pathetic.***

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



✦ Central Florida Division of USFA Anti Slander/Libel Policy addresses two main principles:

1. PRINCIPLE 1: CLEAR INTENT TO WORK AS PART OF THE EC:

All members of the BOD or EC have a commitment to the division, its members, USFA and the sport, and should always use this forum first and foremost to express their concerns in a professional way and always with the goal of solving them. They must, at the very least, show the intention of addressing the issue with the people who are actually in the position of solving it, if they go to a public forum to complain before even presenting it to the EC, then their clear objective is not "to solve the issue" but to "create a scandal".

2. PRINCIPLE 2 : HONEST CLARIFICATION

Any member of the EC that has published inaccurate or false information has the moral and professional obligation to make a public correction stating the actual truth.

PROPOSED POLICY TO BE ADDED TO THE BYLAWS:

ANTI SLANDER/LIBEL POLICY

In order to protect the integrity and functionality of the Division and the Sport, and to protect all members of the EC from unfair, derogatory false and malicious allegations, any member of the Central Florida Division of USFA executive Committee will be subject to immediate and unconditional removal from the EC and forbidden to participate again in any division activity for 3 years without the need for a vote if any of the following conditions is met:

- ✦ If an EC member addresses a public forum with a division related issue in a derogatory manner before formally addressing it in an official division meeting.
- ✦ If an EC member refuses to correct information he/she published that's has been proven inaccurate or false. (Proof of "inaccuracy" or "falsehood" will be presented and determined valid/invalid by majority vote in an official division meeting)

AGENDA TOPIC 3

Anti Slander Policy

Proponent: Carlos Kuri



CLOSING REMARKS

Intimidation tactics, Harassment, social media pressure, blockading and slander won't work anymore, they are deplorable and they have no place in a civilized professional environment. The division needs to work together and protect its members against malicious attacks motivated by political vendettas or personal grudges. We need to be able to focus on working instead of destroying the work of others.



AGENDA TOPIC 4

Responsibilities & Obligations of EC members

Proponent: Hector Breton

AGENDA TOPIC 4

Responsibilities & Obligations of EC members

Proponent: Hector Breton



OPENING

Just as every board is unique, every board's committee structure is unique too. Most boards continue the same committee structure from year to year with little thought given as to what the committees do or whether they are still relevant. As a result, the committees have vague objectives, committee meetings are often endless discussions with no results achieved, and the members of the committees become bored or frustrated.

At the other end of the spectrum is the objective-based committee structure where the board reviews its work plan each year and then establishes only those committees that it will need. Similar to an objective-based budget, this frees the board from getting stuck without results the same way each year.

Of course, this only works if the association truly looks at what it needs in terms of board work for the year and only forms those committees that are necessary.

AGENDA TOPIC 4

Responsibilities & Obligations of EC members

Proponent: Hector Breton



If the committee structure has not been revisited in a few years, the board should consider looking at the current committee structure and what the committees actually do. If there are overlapping responsibilities or no work being done, then it is time to realign the committee structure. Committees with no work can be abolished, and committees with overlapping work can be merged.

Committees should not take on a life of their own, nor should they overshadow the board itself.

Each member of the committee should be assigned a task and an objective, and work together to achieve it.

AGENDA TOPIC 4

Responsibilities & Obligations of EC members

Proponent: Hector Breton



Proposal:

Being a member of the Executive Committee implies willingness to work and to contribute. It also comes with tacit responsibility and a formal and solemn commitment to work as a team and to respect the office and its members. I want to summarize this in 2 points:

- 1.ASSIGNED AND MEASURABLE E.C. RESPONSIBILITIES:** The division has many needs and not enough people working on them, these are areas that benefit the sport, the clubs, the coaches and the fencers. BOD will assign specific tasks to EC members to help specific goals for the benefit of the sport and the division.
- 2.PLEDGE OF GOOD WILL:** All members of the EC and BOD will sign a pledge stating the most fundamental commitments to the division and to the sport. Respect, hard work, loyalty, sportsmanship, honesty and honor.

The BOD will send EC members options to choose from for such tasks within the next 2 weeks.

AGENDA TOPIC 4

Responsibilities & Obligations of EC members

Proponent: Hector Breton



CENTRAL FLORIDA FENCING DIVISION MEMBERSHIP COMMITMENT FORM 2020-2021 Fencing Season

BETWEEN: CENTRAL FLORIDA DIVISION of USFA (CFFD), 501 (c) (3) nonprofit **AND:** ALL ELECTED, EXECUTIVE COMMITTEE MEMBERS AND OTHER VOLUNTEERS

WHEREAS, all the parties involved agree to display conduct that reflects proper ethical behavior and integrity. In so doing, I will make every effort to help foster a positive team-work environment and to uphold the mission of the Central Florida Division of USFA.

THEREFORE, I pledge the following:

1. I will always follow the guidelines of the local government and USFA regarding COVID19 rules of engagement.
2. I will always conduct myself, on and off duty, in a manner that reflects positively on myself, my club, Central Florida Fencing Division, USFA, and fencing in general.
3. I will always support the concept of fairness and value of diverse thoughts and opinions.
4. I will always be truthful, honest, and distance myself from dishonest acts that compromise the integrity of the Central Florida Fencing Division and USFA.
5. In case of a misunderstanding between me and another member, I will always approach the other party for clarification and a peaceful resolution.
6. Never propose or accept special privileges, benefits, honors, or gifts that may create a conflict of interest, or the appearance thereof.
7. I will never discriminate based on race, religion, color, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition, or handicap.
8. I will never harass, intimidate, slander, or threaten fellow members, fencers in my club, Central Florida Fencing Division, or USFA members.
9. Responsibly use social networking, electronic communications, or other media technology opportunities in a manner that does not discredit, dishonor, or embarrass Central Florida Fencing Division and its members.
10. I will accept responsibility for my actions and the consequences of my actions.

By signing this document I pledge to exercise professionalism, competence, respect, and loyalty in the performance of my duties and use information, confidential or otherwise, gained by my position, only to benefit those I am entrusted to serve.



CLOSING REMARKS

1.Sung Yim

Chairman

2.Riley Roca

Secretary

Official Closing of the Meeting