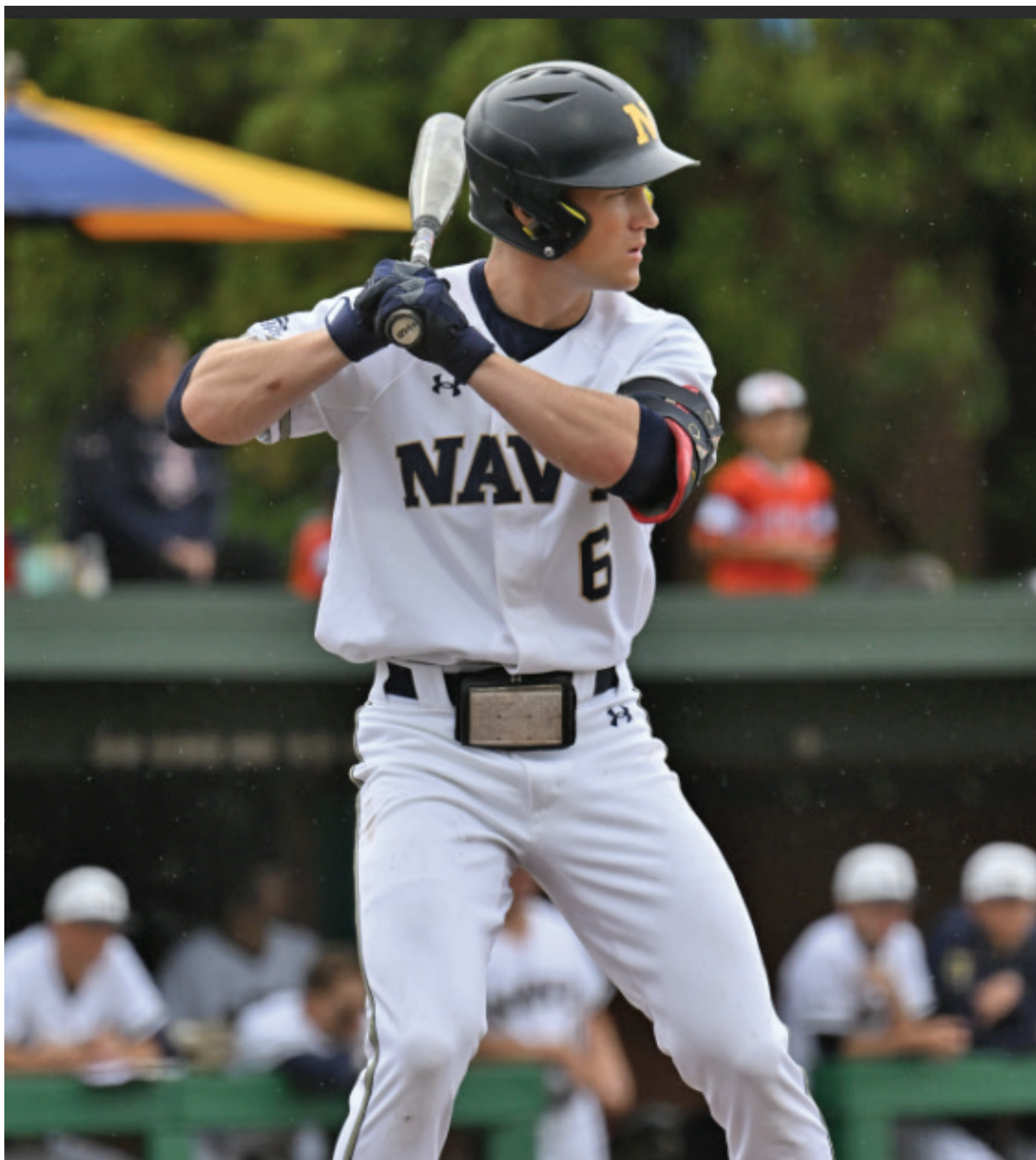




ATHLETIC & SCHOLARSHIP PROGRAMS
2024 FALL MEETING

A&SP FALL 2024 TRUSTEE COMMITTEE CHAIRS

Bill Moran '81
Chairman, USNAAAF
Athletic and Scholarship Programs and Executive Committee

Don Hughes '88
Vice President/Executive Director, USNAAAF
Athletic and Scholarship Programs

POLICY REVIEW COMMITTEE
Julius Caesar '77

AWARDS COMMITTEE
Mary McElroy '87

COMMUNICATIONS COMMITTEE
Tara Lee '91

FUNDRAISING SUPPORT COMMITTEE
Mike Yeager '76

MEMBERSHIP COMMITTEE
Becky Haase '94

OUTREACH COMMITTEE
Sharon Disher '80
Frank Thorp '81

PREP SCHOOL ADVISORY COMMITTEE
Tim Keating '71

VOLUNTEER INVOLVEMENT COMMITTEE
Scott Carson '91

AD-HOC COMMITTEES:

TRANSITION
Jeff Johnson '79

WOMEN FOR NAVY ATHLETICS
Mara Matthes '82
Lisa Quadrini

INVITED GUESTS

Vice Admiral Yvette Davids '89, USN
Superintendent, USNA

Chet Gladchuk
Director of Athletics, NAAA

Brian Newberry
Head Football Coach, USNA

Keith Puryear
Women's Tennis Coach, USNA

Bill Roberts
Men's Swimming Coach, USNA

Jeff Webb '95
President and CEO, USNA AA&F

FALL MEETING AGENDA—15 NOVEMBER 2024

1. **OPENING REMARKS**—Chairman, Bill Moran '81
Welcome & Announcements
2. **MINUTES OF SPRING 2024 MEETING**—12 April 2024 published and approved.
3. **PREP SCHOOL ADVISORY COMMITTEE**—Chair, Tim Keating '71
4. **WOMEN FOR NAVY ATHLETICS**—Co-Chairs, Lisa Quadrini and Mara Matthes '82
5. **FUNDRAISING SUPPORT COMMITTEE**—Chair, Mike Yeager '76
6. **VOLUNTEER INVOLVEMENT COMMITTEE**—Chair, Scott Carson '91
7. **MEMBERSHIP COMMITTEE**—Chair, Becky Haase '94
8. **COMMUNICATIONS COMMITTEE**—Chair, Tara Lee '91
9. **AWARDS COMMITTEE**—Chair, Mary McElroy '87
10. **GUEST SPEAKERS**—Time and order TBD
Vice Admiral Yvette Davids '89, Superintendent
Brian Newberry, Navy Head Football Coach
Chet Gladchuk, NAAA Athletic Director
11. **CHAIRMAN'S CLOSING REMARKS**
12. **LUNCH**

A&SP Trustee requirements for the fiscal year ending 30 June, there is a minimum contribution of \$1,750 to The Fund for Athletic Excellence (AE) and \$750 contribution to the A&SP Annual Fund (dues) for a minimum total of \$2,500.

2024 SPRING MEETING MINUTES

12 April 2024

1. **OPENING REMARKS—CHAIRMAN, BILL MORAN '81 AND DON HUGHES '88**
 - Welcomed the Trustees to the Spring 2024 A&SP meeting.
 - Thanked all in attendance for the No Host Social and thanked Outreach Committee for coordinating the event and the Women for Navy Athletics for bartending and helping to make the evening a rousing success.
 - Recognized the Trustees and spouses that have passed away with a moment of silence.
 - Thanked the USNAAA&F team for their support of the meeting, lunch, and reception.
 - Greg Glaros '86 made a motion to say the Pledge of Allegiance and so we did!
2. **MINUTES OF THE FALL 2023 MEETING (10 NOVEMBER 2023) WERE APPROVED WITHOUT COMMENT.**
3. **GUEST SPEAKER: VADM YVETTE DAVIDS '89, SUPERINTENDENT**
 - VADM Davids thanked the Trustees for their support and reflected on the importance of athletics (competitive sailing) during her time at the Academy.
 - Discussed her priorities including dignity and respect and creating an environment for change; provided an update on activities around the Yard and from her visit to NAPS.
4. **GUEST SPEAKER: CARIN GABARRA, NAVY WOMEN'S SOCCER COACH**
 - Thanked the Trustees for their unwavering support of the physical mission, "it is a Privilege, not a right to be involved in Athletics."
 - Discussed importance of developing core values, a vision statement and clear set of expectations to ensure team culture is properly aligned.
 - Discussed the importance of the legacy of athletes, history of the Jersey and a legacy pre-season breakfast, alumni group zoom meets and alumni lecture series.
5. **PREP SCHOOL ADVISORY COMMITTEE: CHAIR, TIM KEATING '71**
 - Update on current class of prep students, will be reviewing appointments with the Superintendent, Provost, Commandant and Admissions.
 - Expenses: \$1.8 M total; \$332K A&SP, \$634K families, schools \$844K
 - ADM Keating and Dean Latta held a meeting to discuss timing of Admissions referral of candidates to A&SP, aware they are a little behind
 - Concerns regarding students declining due to direct offers to Air Force or Army
 - Mentor update—Very successful program, thanks to those that have helped to make it a success.
6. **POLICY REVIEW COMMITTEE: CHAIR, JULIUS CAESAR '77, JEFF JOHNSON '79 PRESENTING.**
 - Reminder of requirement to attend one meeting per year and minimum annual dues by fiscal year end (30 June 2024)
 - Questions regarding the timing of the dues (can the deadline be earlier in the year or better align with other campaigns such as the class challenges)
7. **MEMBERSHIP: CHAIR, BECKY HAASE '94**
 - Reminded Trustees of the five steps to sponsor a trustee and explained the new procedure regarding waitlist candidates.
 - Met on 21 February 2024 and had 18 candidates on the wait list and inducted 8 new Trustees, 7 were elevated to Emeritus. *Reference Spring 2024 Trustees Meeting Presentation read ahead.*

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8. **WOMEN FOR NAVY ATHLETICS: CO-CHAIRS, LISA QUADRINI AND MARA MATTHEW '82**
 - Working on an annual commitment to support additional nutrition stations.
 - WFNA gifts count towards A&SP annual giving requirements
 - Goal is to get at D1 level nutrition through additional centers, expansion of the nutrition team.
 9. **FUNDRAISING SUPPORT COMMITTEE: CHAIR, MIKE YEAGER '76**
 - NIL "collectives" can target mids to pay their requirement if they leave post 2 for 7; AD may come to A&SP to help meet costs (athletes and coaches) - impact on retention (need for great coaches, facilities, etc.)
 - Trustees in good standing: 142 of 250 have made their FY24 commitment to date (57%), will only be sending a limited number of reminders.
 - Class projects are on-target, have raised \$410k at mid-year.
 - Athletic Excellence Legacy fund update—NAAA budget request for FY25 of \$4.05M NAPS support and coaching support increase
 - Goal to grow AE Legacy Fund beyond \$20 M, currently \$12.4 million: competing with other larger endowment programs.
 - Letterwinner initiative
 - i. 10K former letterwinners are not yet engaged with USNA.
 - ii. Benchmarking of other programs
 10. **COMMUNICATIONS COMMITTEE: CHAIR, TARA LEE '91**
 - Request for those to be involved in a video profile for Fundraising.
 11. **GUEST SPEAKER: BRIAN NEWBERRY, NAVY HEAD FOOTBALL COACH**
 - Expressed his excitement about this football team and program, great offseason with players that come hungry and ready to work every day.
 - Discussed his staff including the New Offensive Coordinator.
 - Reviewed the schedule for 2024 and highlighted advantages and disadvantages.
 - Opened practice to morning runs for other midshipman to give insight into the work they are doing; also making sure football players are attending what they need to
 - Invited Trustees to attend the 4pm practice.
 12. **GUEST SPEAKER: CHET GLADCHUK, NAAA ATHLETIC DIRECTOR**
 - Discussed the importance of the bridge between athletes and non-athletes and increasing the communication with coaches.
 - Expressed appreciation that we have another Superintendent that understands the physical mission.
 - Provided an update of the athletic facilities and staffing.
 - Emphasized the Letter Winner initiative and will be a big part of the outreach from Navy Athletics
 - Thanked the Trustees for their support, which has led to the success of these programs.
 13. **VOLUNTEER INVOLVEMENT COMMITTEE: SCOTT CARSON '91, DON HUGHES '88 PRESENTING.**
 - *Reference Spring 2024 Trustees Meeting Presentation read ahead.*
 14. **OUTREACH COMMITTEE: DON HUGHES ON BEHALF OF SHARON DISHER '80 & FRANK THORP '81**
 - *Reference Spring 2024 Trustees Meeting Presentation read ahead.*

15. **AWARDS PRESENTATION: CHAIR, MARY MCELROY '87**

- Award Committee members were recognized for their time and effort to review the candidates.
- Fall sport Coach of Year: Aaron Lancel '03, Men's X-C
- Announced Midshipmen award winners. Presentations will be during lunch.

16. **CHAIRMAN'S CLOSING REMARKS**

- Thanked our guest speakers and informed the Trustees that lunch and the Awards Presentation would begin as soon as everyone is seated.

17. **MEETING ADJOURNED AT 12:20**

18. **LUNCH—CATERED BY BO BROOKS**

- Individual awards were presented to the Midshipman: Award descriptions and winners bio's can be found in the Spring 2024 Trustee Meeting Presentation read ahead.
 - i. Admiral Louis E. Denfield Memorial Award Winner—Nelson Rios '24
 - ii. H. McCoy (Piggy) Jones Award Winner—Mackenzie Daniels '24
 - iii. Peggy Feldman Award Winner—Isabella Baldwin '27
 - iv. Cherly Dolyniuk Carlan Trophy Winner—Chloe Dawson '24 and Sarah Taylor '24
 - v. Carol Womack Holland Award Winner—Grace Casey '24
 - vi. Dave Smalley Award Winner—Reagan Quilty '24
 - vii. Roger Staubach Award Winner—Will Harbour '24
 - viii. Rip Miller Award Winner—Colin Ramos '25
 - ix. Joe Bellino Award Winner—Clay Cromwell '24
 - x. Napoleon McCallum Award Winner—Xavier Arline '24
 - xi. David Robinson Award Winner—Austin Inge '24
 - xii. 1st LT Travis L. Manion Wrestling Award Winner—Grady Griess '24

/S/



D. S. Hughes
Captain, USN, SC, (Ret.)
Vice President/Executive Director

PROGRAM SUPPORT FY25 FOR ATHLETICS

This year, our Foundation is providing \$4.05 million indirect support to the Navy Athletic programs and NAPS. The funds are drawn from “The Fund for Athletic Excellence,” the lifeblood of our Trustee organization. Our annual support includes the following:

SUPPORT TO NAAA’S 36 VARSITY TEAMS, CLUB SPORTS AND INTRAMURALS

NAVY FOOTBALL

Football Operations and Recruiting Football Salary Support
Video Streaming and Technology Support
Annual Football Banquet Support

NAVY 35 VARSITY SPORTS

Recruiting, Technology and Special Projects
Programmatic Enhancements

SUPPORT OF NAPS ATHLETIC PROGRAMS

Coaches and Team Support

CLUB SPORTS AND INTRAMURALS

Supplemental Support

SPECIAL PROJECTS

Midshipmen and Coach Awards
Varsity Team Trophies Award Displays
Locker Room Enhancements

NUTRITION SUPPORT

Fueling Stations and Other Nutritional Needs
Staffing Support

USNA FOUNDATION PREP SCHOOL

Scholarship Support \$404,556.00
(academic year 2023- 2024)*

NMCMS

Maintenance and Enhancements

SPECIAL INTEREST ITEM NAAA

Development Team Staffing Support
Athletic Training Staff Support

*Note: These funds come from restricted funds specifically designated for the tuition assistance support of the prep school program

COOPERATING PREP SCHOOLS FOR 2024-2025

AVON OLD FARMS (Avon, CT)

BLAIR ACADEMY (Blairstown, NJ)

GEORGIA MILITARY COLLEGE (Milledgeville, GA)

HARGRAVE MILITARY ACADEMY (Chatham, VA)*

THE HILL SCHOOL (Pottstown, PA)

KENT SCHOOL (Kent, CT)*

THE KISKI SCHOOL (Saltsburg, PA)

MARION MILITARY INSTITUTE (Marion, AL)

MERCERSBURG ACADEMY (Mercersburg, PA)

NEW MEXICO MILITARY INSTITUTE (Roswell, NM)

NORTHWESTERN PREPARATORY SCHOOL (Crestline, CA)

PEDDIE SCHOOL (Hightstown, NJ)

PORTSMOUTH ABBEY SCHOOL (Portsmouth, RI)*

SALISBURY SCHOOL (Salisbury, CT)

WESTERN RESERVE ACADEMY (Hudson, OH)*

WYOMING SEMINARY (Kingston, PA)

*No Foundation students

TRUSTEES—ROBERT MEANS THOMPSON SOCIETY (PLANNED GIVING)

AMB Richard L. Armitage
CAPT James M. Arrison III, USN (Ret.)
Mr. Bernard C. Bailey
VADM Clyde R. Bell, USN (Ret.)
LtCol David A. Bethel, Sr., USMC (Ret.)
CAPT William T. R. Bogle, USN (Ret.)
CAPT Douglas S. Borrebach, SC, USN (Ret.)
Mrs. Daniel B. Branch, Jr.
Mr. William D. Bruen, Jr.
RADM Richard A. Buchanan, USN (Ret.)
Mr. Michael M. Byram
ADM Henry G. Chiles, Jr., USN (Ret.)
The Honorable Maureen P. Cragin
VADM J. Cutler Dawson, Jr., USN (Ret.)
CAPT J. William Flight, Jr., USN (Ret.)
Gen Carlton W. Fulford, Jr., USMC (Ret.)
Mr. Charles S. Garber
Mr. Buddy W. Garland
The Honorable James P. Gfrerer
Dr. Stephanie F. Heaney
Mr. Michael R. Hecomovich
RADM William A. Heine III, USN (Ret.)
CAPT Robert F. Hofford, USN (Ret.)
Maj Gen William W. Hoover, USAF (Ret.)
Mrs. Jan A. Houser
CAPT Donald S. Hughes, SC, USN (Ret.)
Mrs. John L. Jensen Jr.
Mr. Jeffrey P. Johnson
CDR James M. Kelly, Sr., USN (Ret.)
Mr. Thomas C. Knudson
Mr. Timothy S. Kobosko
Mr. Stephen J. Leaman
CDR David B. Lilleflore, USNR (Ret.)
RADM Thomas C. Lynch, USN (Ret.)
Mr. Sam R. Marrone

Mrs. Parveen McNair
Mr. John M. McNallen
Mr. John J. Michalski, Jr.
Lt Gen George D. Miller, USAF (Ret.)
CAPT James L. Minderlein, USN (Ret.)
Mr. Dennis J. Moore
Mr. William M. Moore, Jr.
Mr. John Morton III
Mr. Dirk P. D. Mosis III
Mr. R. Daniel Nelson
Mr. John H. O'Neill
Mrs. Roger P. Onorati
CDR Robert A. Orlosky, USN (Ret.)
Mr. Edward A. Orr, Jr.
BGen Robert D. Papak, USMC (Ret.)
LCDR Keith W. Patten, USNR (Ret.)
Mr. Lyman S. A. Perry
CAPT James A. Petersen, USNR (Ret.)
Ms. Lisa L. Quadrini
Mr. Louis Romano, Jr.
Mrs. Joanne Roos
Mrs. Betsey J. Ryan
CDR Christy L. Sahler, USNR (Ret.)
Mr. John H. Semcken III
Mr. David J. Tate
Mr. J. Ronald Terwilliger
VADM Nils R. Thunman, USN (Ret.)
CDR Katie P. Thurman, USN (Ret.)
Mr. James F. Traa II
RADM George E. Voelker
CAPT Edward C. Wallace, USN (Ret.)
Mr. Chadwick K. Watson
CAPT George P. Watt, Jr., USNR (Ret.)
Mr. J. Michael Yeager

TRUSTEE EMERITI

ADM C. Stevenson Abbot, USN (Ret.)
Maj Richard C. Abington, USMCR (Ret.)
LtCol Louis W. Alter, Jr., USMCR (Ret.)
LCDR Morgan P. Ames, Jr., USN (Ret.)
AMB Richard L. Armitage
CAPT James M. Arrison III, USN (Ret.)
CAPT Norbert H. Bednarek, USNR (Ret.)
VADM Clyde R. Bell, USN (Ret.)
RADM Donald V. Boecker, USN (Ret.)
CAPT William T. R. Bogle, USN (Ret.)
Mr. William D. Bruen, Jr.
CAPT Charles T. Burbage, USNR (Ret.)
ADM Henry G. Chiles, Jr., USN (Ret.)
RADM William W. Cobb, Jr., USN (Ret.)
CDR John M. Connolly, USNR (Ret.)
Mr. Curtis M. Coward
CAPT Samuel A. Davey, USNR (Ret.)
VADM J. Cutler Dawson, Jr., USN (Ret.)
CAPT Harry G. Dittmann, SC, USNR (Ret.)
Mr. John B. Doherty
Mr. Mark V. Donohue
Mr. Timothy I. Dougherty
CAPT William R. Drury, USN (Ret.)
VADM Robert F. Dunn, USN (Ret.)
ADM Leon A. Edney, USN (Ret.)
Dr. Martin R. Eichelberger
CDR Norman G. FitzPatrick, USN (Ret.)
RADM James H. Flatley III, USN (Ret.)
CAPT J. William Flight, Jr., USN (Ret.)
Mr. Jim V. Franco
Mr. Thomas S. Fricke
Gen Carlton W. Fulford, Jr., USMC (Ret.)
Mr. Charles S. Garber
ADM Edmund P. Giambastiani, Jr., USN (Ret.)
Mr. Dennis F. Haley
The Honorable Thomas F. Hall
Mr. Robert Havasy
LCDR Richard R. Hayes, USCG (Ret.)
RADM William A. Heine III, USN (Ret.)
CDR Lawrence Heyworth III, USN (Ret.)
CAPT Robert F. Hofford, USN (Ret.)
ADM James R. Hogg, USN (Ret.)
Maj Gen William W. Hoover, USAF (Ret.)
Col Harry H. Hurst, USAF (Ret.)
Mr. Thomas D. Jones
CAPT Taylor S. Keith, Jr., USN (Ret.)
RADM John M. Kersh, Sr., USN (Ret.)
Mr. William H. Kirvan, Jr.
Mr. Timothy S. Kobosko
VADM Alexander J. Krekich, USN (Ret.)
Mr. Jack R. Lengyel
Mr. Thomas J. Lukish, Sr.
RADM Thomas C. Lynch, USN (Ret.)

Mr. Byron F. Marchant
Mr. Sam R. Marrone
RADM Kleber S. Masterson, Jr., USN (Ret.)
ADM Henry H. Mauz, Jr., USN (Ret.)
Col Robert L. McElroy, USMC (Ret.)
Mr. Alan R. McFarland
Mr. John J. Michalski, Jr.
The Honorable J. W. Middendorf II
Lt Gen George D. Miller, USAF (Ret.)
CAPT James L. Minderlein, USN (Ret.)
LCDR David L. Mitchell, USNR (Ret.)
Mr. Dennis J. Moore
Mr. William M. Moore, Jr.
CAPT Fred P. Moosally, Jr., USN (Ret.)
Mr. John Morton III
Mr. R. Daniel Nelson
Mr. Phillip G. Norton, Sr.
Mr. John J. O'Brien
Mr. John H. O'Neill
CDR Robert A. Orlosky, USN (Ret.)
Mr. Edward A. Orr, Jr.
Mr. Richard G. Padberg
RADM John B. Padgett III, USN (Ret.)
LCDR Keith W. Patten, USNR (Ret.)
RADM Kendell M. Pease, Jr., USN (Ret.)
Mr. Lyman S. A. Perry
CAPT Andrew S. Prince, USN (Ret.)
ADM Joseph W. Prueher, USN (Ret.)
Mr. Alan C. Ptak
Mr. E. Michael Quinlan
CAPT John W. Renard, USN (Ret.)
Mr. Louis Romano, Jr.
VADM Norbert R. Ryan, Jr., USN (Ret.)
VADM John R. Ryan, USN (Ret.)
RADM Robert H. Shumaker, USN (Ret.)
Mr. Raese V. Simpson
Col Thomas J. Solak, USMC (Ret.)
Mr. Roger T. Staubach
CAPT Lowell P. Stone, USN (Ret.)
Mr. Alasdair E. Swanson
Mr. David J. Tate
Mr. J. Ronald Terwilliger
CAPT Louis E. Thomassy, Jr., USN (Ret.)
VADM Nils R. Thunman, USN (Ret.)
Lt Gen William E. Thurman, USAF (Ret.)
Mr. Robert N. Verratti
RADM and RADM George E. Voelker
RADM Larry G. Vogt, USN (Ret.)
CDR John K. Welch, USNR (Ret.)
CDR Walter F. Welham, Jr., USN (Ret.)
ADM James A. Winnefeld, Jr., USN (Ret.)
CDR Richard A. Young, USN (Ret.)

OPERATING POLICIES AND PROCEDURES (OPP)

PURPOSE OF OPP:

To provide standard operating policies and procedures for the Trustees of the Foundation under the authority of Article III of the Bylaws and the Operating Policies and Procedures of the Foundation. These Procedures may be changed by majority vote of the Trustees. They shall not be in conflict with the Bylaws or Operating Policies and Procedures of the Foundation.

MISSION OF THE ASP TRUSTEES:

To provide leadership, need based funding, guidance and mentoring to all Foundation Preparatory School students, to provide needed private funding to all USNA varsity, club and intramural sports teams through The Fund for Athletic Excellence and to remain a highly respected organization in support of the Physical Mission of the U.S. Naval Academy.

TRUSTEE DECISION PROCESS:

Trustee program responsibility, oversight and other issues may be raised by Trustees, Committees, or staff on an as-occurring basis. Those issues requiring a decision by the Trustees that require further research and development of alternatives will be assigned by the Chair of the Executive Committee to a Committee of the Trustees to research the issue with staff and prepare a proposed course of action. The cognizant Committee Chair will brief the Executive Committee and prepare a summary of the issue findings and a proposed decision to be included in a read-ahead package for the next meeting of the Trustees.

If Trustees have questions, or are not in agreement with the proposed action, they should discuss their concern with the cognizant Committee Chair in advance of the meeting if they wish to be recognized from the floor when the issue comes up for vote by the Trustees. The procedure of advising concerns in advance (in order to be recognized from the floor) is necessary to conduct business in an orderly manner in view of the large number of Trustees. Furthermore, most concerns may be satisfied through discussion with the cognizant Committee Chair in advance of the Trustee meeting. The Chair of the Executive Committee is responsible for directing the implementation of decisions made by the Trustees.

OVERSIGHT PROCESS:

The Trustee oversight process will be achieved through reports, oral and written, to the Trustees by Chairs of Trustee Committees, Trustee Committee members of Foundation standing Committees, professional Trustee staff and by audits and other reports of independent consultants as appropriate.

TRUSTEE PARTICIPATION AND REQUIREMENTS:

Once inducted, a Trustee serves an initial three-year term. All Trustees who remain in good standing may continue to serve additional three-year terms, pending review and recommendation of the Membership Committee.

For those Trustees who are less than 15 years from graduation, a required minimum annual donation to the Naval Academy Foundation of \$1500 in each fiscal year (July 1 - June 30). This donation will support The Fund for Athletic Excellence while also covering the annual Dues [\$750] to support A&SP operations. One payment to cover both parts should be made online or to the USNA Alumni Association Foundation (USNAAAF).

For those Trustees at or beyond 15 years from graduation, a required minimum annual donation to the Naval Academy Foundation of \$2500 in each fiscal year (July 1 - June 30). This donation will support The Fund for Athletic Excellence while also covering the annual Dues [\$750] to support A&SP operations. One payment to cover both parts should be made to the A&SP Executive Director, online or to the USNA Foundation.

All Trustees are encouraged to support other Physical Mission initiatives from time to time including Special Projects by the Athletic Director, Single Sport team initiatives and Capital Projects. This type of financial participation by Trustees is a personal decision.

All Trustees are required to attend at least 1 of the 2 semiannual Trustee Meetings annually, during each three-year term. To better enable Trustees to meet this requirement when restricted to travel, Video Conference capability will be provided to enable Trustee attendance. However, in person attendance is encouraged in the spirit of engagement with fellow trustees.

A trustee is considered in good standing when both the required minimum donation to the Fund for Athletic Excellence and attendance at 1 of 2 semiannual Trustee meetings are met annually. The Membership Committee Chair may conduct an annual review of Trustees for good standing requirements.

Although not a requirement, Trustees are encouraged to serve on Standing or ad-hoc Committees, special projects and other A&SP or regional work. Trustees are also encouraged to advocate for The Fund for Athletic Excellence in their respective Class Projects to support A&SP and our goals.

When possible, Trustees are encouraged to identify to the Membership Committee candidates for future Trustee openings. This should be done by adhering to the Membership Committee process and coordinating all needed requirements for nomination.

NOTE- If extenuating circumstances arise where a Trustee is temporarily unable to meet all requirements to remain in good standing, those circumstances can be considered by the Membership Committee at any time during each three-year term. It is understood that circumstances do arise, and unique constraints will occur. It is appreciated that Trustees occasionally need time to work through these circumstances while desiring to regain good standing.

EMERITUS TRUSTEES

In recognition of past commitment and contributions to achieving the goals of ASP, active Trustees may be considered for elevation to Emeritus status if they so desire. The Membership Committee will recommend active Trustees in good standing who are willing to relinquish their active Trustee position for designation as Emeritus Trustees. Active Trustees who have remained in good standing and have served for at least 10 years will be considered. The A&SP Chairman has the discretion to approve active Trustees designation to Emeritus prior to the 10 years of service. Trustees recommended for Emeritus Status must be approved by the Executive Committee, and then will be so informed. Emeritus Trustees have no specific donation requirements but are highly encouraged to continue contributions to USNA's physical mission, particularly the unrestricted Athletic Excellence Fund. Emeritus Trustees are encouraged to attend semiannual meetings/social events and may serve on Committees in capacities other than Chairman.

NOMINATION OF A PROSPECTIVE TRUSTEE—PROCEDURE

The Chair of the Membership Committee will send a letter to the candidate with a copy to the potential sponsor that lays out the requirements for induction as an active Trustee with particular emphasis on the required level of contribution to the Foundation.

The candidate will submit a candidate package to his or her sponsor. This package will contain a form provided by the Membership Committee that requests consideration for selection as a Trustee and states that he or she understands all the requirements of serving as an active Trustee.

The sponsoring Trustee will provide a letter endorsing the candidate and forward the entire package to the Chair of the Membership Committee.

At least semiannually the Chair of the Membership Committee, with the concurrence of the Committee, will forward those individuals to the Executive Committee, via the Policy Review Committee (PRC), a list of new candidates for eventual induction.

This list will be provided, when necessary, to the membership via a link in the A&SP Monthly Message. If any Trustee has concerns with a candidate listed by the Membership Committee, they should raise those concerns privately to the Chair of the Executive Committee who will—in consultation with the sponsor—decide whether to continue or cancel the nomination.

Once promulgated to the membership, candidates will be eligible to be selected for induction at the next meeting of the Membership Committee.

Candidates recommended for induction as active Trustees by the Membership Committee will be endorsed by the PRC and approved by the Executive Committee.

Once approved by the Executive Committee, candidates will be notified that they are now considered active Trustees. They will be formally recognized at the next semiannual meeting.

The Membership Chair also maintains a wait list of potential candidates. When a wait list candidate has been on the list for over three years (at least 6 voting meetings), the candidate will be removed from the list. The sponsoring Trustee will be notified at least six months before this occurs, to allow the wait list candidate the ability to meet current trustee standard expectation levels.

INDUCTION OF TRUSTEES IN SPECIAL CIRCUMSTANCES

In certain cases, the Chair of the Executive Committee or NAAA may, in conjunction with the ASP Executive Director, recommend an individual for priority processing of his or her candidacy. In these

cases, the procedures in the paragraph above can be modified to eliminate the requirement to wait for the next regularly scheduled meeting of the Membership Committee prior to being considered for selection for induction. New Trustees selected using these special procedures cannot exceed 40% of the available openings to remain within the prescribed ceiling of active Trustees.

Of note, all other requirements of the above section remain in effect, particularly the acknowledgement by the candidate of all obligations associated with serving as an active Trustee.

NEW TRUSTEE ORIENTATION

New Trustees must attend an in-depth briefing of the status, goals, objectives, and expectations of membership provided at the time of induction or at the first reasonable opportunity thereafter. This briefing by the Executive Director may be conducted virtually in those cases where the new Trustee is unable to attend in person.

TRUSTEE MEETINGS

Two regular meetings of the Trustees shall be held each year, one in the Fall and one in the Spring. The dates of these meetings will be announced at least six months in advance. A meeting booklet or link to the digital version containing the agenda, read-ahead materials and issues to be voted on will be provided to all Trustees for their perusal in advance of a regular meeting. The Foundation operates on a fiscal year of 1 July to 30 June.

QUORUM: Quorum is achieved with a majority of Trustees present **APPROVAL:** Requires a simple majority vote of quorum

Topics to be covered at regular Trustee meetings are as follows.

SPRING MEETING

Chairman's remarks

Approval of minutes of previous meeting

Approval of Athletic Program and Scholarship Program Support budgets for next FY Committee reports

Proposed new nominee slate Recognition of new Trustees Other business

FALL MEETING

Chairman's remarks

Approval of minutes of previous meeting Review performance of previous fiscal year Committee reports

Annual audit report Proposed new nominee slate Recognition of new Trustees Other business

STANDING COMMITTEES

Standing committees of the Trustees are established to support the Trustees in the execution of their functions. The standing committees, in reviewing and making recommendations for areas under their cognizance, shall, through reports to the Trustees, facilitate the development, oversight and execution of policy and programs approved by the Trustees. Major functions assigned to standing committees are enumerated below. These functions may be expanded by the Chair of the Executive Committee.

The Chairs of standing committees are ex-officio members of the Executive Committee.

EXECUTIVE COMMITTEE (EC)

- Conduct routine business of the Trustees between meetings.
- Present proposed FY operations, Athletic Excellence, budget plans and volunteer involvement plans for Trustee approval
- Provide slates of new nominees for Trustee approval
- Approve slates for induction of new Trustees.
- Approve Trustees for Emeritus status.

When extraordinary actions are required by the Executive Committee between Trustee meetings, the Trustees will be informed of such actions in a timely manner.

POLICY REVIEW COMMITTEE (PRC)

- Coordinate policy and procedure changes for approval of the Executive Committee and the Trustees.
- Report on development and execution of operations, Athletic Excellence budget plans, Physical Mission initiatives and Scholarship Prep Program.
- Review the names of prospective new Trustees for possible induction and also those recommended for Emeritus Status
- Coordinate use of metrics to measure overall ASP performance during the year.
- Committee Chair serves as ASP voting member on the Joint Foundation/ Alumni Association Finance and Audit Committee.
- Review recommendations from the Membership Committee concerning those Trustees to be recommended for a renewal every 3 years of their membership status.
- Oversee the review and processing of Superintendent/ NAAA requests for support of Athletic Excellence, Physical Mission and Scholarships.
- Review and report on execution of Scholarship Program

AWARDS COMMITTEE (AC)

- Develop Athletic awards and a program to recognize outstanding performance of midshipmen and coaches.
- Serve as conduit between the Trustees, the Commandant and Director of Athletics for matters concerning recognition of Athletic Excellence.

MEMBERSHIP COMMITTEE (MC)

- Maintain status of Trustees, Trustees Emeriti and Trustee nominees
- Develop new nominee and reelection slates for Trustee approval
- Review and recommend to the Executive Committee, Trustees for Emeritus status
- Report membership status at regular meetings of the Board
- In conjunction with the Executive Director, review the currency status for 3-year membership renewal and, based on the review, take appropriate action for those Trustees who have not satisfied the minimum requirements.

VOLUNTEER INVOLVEMENT COMMITTEE (VIC)

Increase ASP relevance in support of athletic excellence through increased active volunteer involvement in projects or programs requested by the Superintendent, Commandant and Director of Athletics. This may include Outreach brief/ presentations as well as the repair, upkeep and maintenance of team locker rooms, coaches' offices and trophy cases.

FUNDRAISING SUPPORT COMMITTEE (FSC)

- Facilitates the generation of donations supporting all aspects of athletic excellence at the Naval Academy, including the Athletic Excellence and Athletic Excellence Sustainment Funds.
- Serves as a conduit between the Development Division of the Foundation, NAAA and the ASP Division for fundraising matters and fosters communication related to priorities and goals.
- Monitors progress toward Athletic Excellence targets established by the Naval Academy, the Foundation and ASP as part of the strategic planning and budget process.

PREP PROGRAM ADVISORY COMMITTEE

- Monitors the execution of the Prep School Scholarship program.
- Provides oversight of prep program procedures, scholarship expenses, policies, and execution
- Meets periodically with the Executive Director to receive update briefs and endorse changes/decisions affecting the prep program.

COMMUNICATIONS COMMITTEE

- Develop Communication Strategy for AS&P
- Liaison with USNA Alumni Association and Foundation & NAAA to promote AS&P Mission through print and social media.
- Upgrade and maintain the current AS&P website.
- Work in close cooperation with the other committees AS&P

OUTREACH COMMITTEE

- A catalyst to enhance the USNA brand via increased alumni interest and participation across the board, in all activities related to strengthening the "links in the chain" of USNA support.
- Ensure all Trustees are members of local Alumni Chapter(s).
- Facilitate and sustain new outreach initiatives and coordinate A&SP Trustee activity with USNA and alumni related events in each state.
- Identify ways to collect information about USNA "away" events happening across the country, and make information available to our Trustees, in conjunction with alumni chapters.

AD-HOC COMMITTEES

The Chair of the Executive Committee may appoint temporary AdHoc Committees on an "as required" basis if the tasks assigned are not otherwise appropriate for a standing committee.

STANDING COMMITTEE STRUCTURE

Committee Chair appointments rest solely within the authority of the Chair, Executive Committee. At the discretion of the Chair, Executive Committee, each Committee Chair shall serve one two-year term with the option for appointment to a second two-year term. The Chair, Executive Committee will call for potential Committee Chair candidates via the Executive Committee prior to the Spring ASP Trustee meeting in odd calendar years (note: initiated at the 2019 Spring Meeting). The Chair, Executive Committee will collaborate with the Ad Hoc Transition Committee, (Committee appointed by Chair, Executive Committee), discuss with Executive Committee, then select and appoint the new Committee Chairs. The new Committee Chairs will assume leadership responsibilities immediately following said Spring Meeting. Membership on a standing committee shall be comprised of Trustee volunteers selected by the Committee Chair. Committee members are expected to attend committee meetings on a regular basis. If unable to do so, Trustees should excuse themselves from membership on the committee. The Executive Secretary/Director will serve as a member on all committees. In accordance with the Bylaws of the Naval Academy Foundation, the Chair of the Executive Committee and Executive Committee members are to be approved by a vote of those Trustees present at the Spring semi-annual meeting.

STANDING COMMITTEE MEETINGS

Standing Committee meetings will be at the call of the respective Committee Chair with consideration given to the ability of members to attend. A majority of those appointed to a Standing Committee shall constitute a quorum. From time-to-time consultants/advisors may be retained to facilitate understanding of issues and solutions. Compensation for such will require advance approval by the Chairman of the Executive Committee.

Process for Election of Chair of the ASP Trustees Executive Committee

The Ad Hoc Transition Committee (Committee appointed by the Chair, Executive Committee) will be charged by Chair, Executive Committee to confidentially recommend a successor at least two semi-annual Trustee meetings prior to pending retirement.

Ad Hoc Transition Committee reaches consensus on a prospective Candidate with the current Chair, Executive Committee.

Ad Hoc Transition Committee or Chair, Executive Committee outreach to Candidate to assess commitment.

Current Chair, Executive Committee shall vet recommendation with key stakeholders as a courtesy [i.e. Foundation Board Chair; Alumni Association Trustees Chair; Superintendent; Director of Athletics; Director of Admissions and others.] and shares feedback with Ad Hoc Transition Committee.

Ad Hoc Transition Committee votes to formally recommend Candidate to the Executive Committee. The term limit for the Chair, Executive Committee, is an initial term of 4 years with two additional 2- year terms.

Current Chair, Executive Committee (and/or Ad Hoc Transition Committee) presents Chair candidate to Executive Committee who in turn votes to approve recommended Candidate.

Current Chair, Executive Committee presents Candidate for election to Trustees at next regularly scheduled Trustee Meeting with the endorsement of the Ad Hoc Transition Committee and Executive Committee.

Following affirmation by the Trustees (a majority of those present), the new Chair relieves the out going Chair, Executive Committee.

If outgoing Chair, Executive Committee is unable to provide advance notice per para. 1 above, the Ad Hoc Transition Committee will work with outgoing Chair, Executive Committee to the extent practicable to name a replacement. If that is not accomplished, the Ad Hoc Transition Committee will select an Interim Chair, Executive Committee and recommend candidate for approval by the Executive Committee, who in turn will present Interim Chair, Executive Committee selection for approval by the Trustees at the next regularly scheduled Trustee meeting. The term of the Interim Chair, Executive Committee will be up to one year from the date.

ATHLETIC AND SCHOLARSHIP PROGRAMS COMMITTEES

EXECUTIVE COMMITTEE

Moran, Bill '81—Chair
Bell, Jim '89
*Caesar, Julius '77
Buss, Dave '78
*Carson, Scott '91
*Disher, Sharon '80
*Haase, Becky '94
Hecomovich, Mike '71
Jackson, Dave '79
#Johnson, Jeffrey '79
*Keating, Tim '71
* Lee, Tara '91
Lemott, Sonja '95
Lilleflore, David '92
Matthes, Mara '82
* McElroy, Mary '87
McNallen, Mike '71
Miller, Mike '74
Peters, Ryan '04 # Quadrini, Lisa
Rixey, Joe '83
*Thorp, Frank '81
Tosé, Maurice '78
*Yeager, Mike '76

AWARDS COMMITTEE*

McElroy, Mary '87—Chair
Church, Dave '67
Cobb, Bill '68
Coughlin, Mike '83
Disher, Sharon '80
Feldmann, Peggy '80
Holland, Carol '89
Kristensen, Ed '65
Lawrence, Wendy '81
Martini, Perry '71
Papak, Dave '76
Steever, Henry '88
Winfree, Howard '61

COMMUNICATIONS COMMITTEE*

Lee, Tara '91—Chair
Johnson, Casey '89
Lerchbacker, Alan '74
McFeely, Tara '94
McGee, Mike '01
O'Hara, Nora '93
Romano, Lou '67
Steever, Henry '88

POLICY REVIEW COMMITTEE*

Caesar, Julius '77—Chair
Bell, Roy '66
Bogle, Randy '68
Borcz, Adam '01
*Carson, Scott '91
Cruz, A.B. '80
*Disher, Sharon '81
Dittmann, Skip '67
Garland, Robert '84
Glaros, Gregory '86
Grady, TJ '96—Alumni Association Rep
*Haase, Becky '94
Jackson, Dave '79
Johnson, Jeff '79
*Keating, Tim '71
Kirkpatrick, Andy '86
* Lee, Tara '91
Lilleflore, David '92
Matthes, Mara '82
* McElroy, Mary '87
McNallen, Mike
Miller, John '79
Pick, Anne-Marie '85
Quadrini, Lisa
Stoeve, Henry '88
*Thorp, Frank '81
Tosé, Maurice '78
Watt, George '73
*Yeager, Mike '76
Yeiser, Rusty '74—Foundation Rep

FUNDRAISING SUPPORT COMMITTEE*

Yeager, Mike '76—Chair
Cunningham, Jennifer '94
Heaney, Stephanie '96
McNallen, Mike '71

MEMBERSHIP COMMITTEE*

Haase, Becky '94—Chair
Abernethy, Tom '78
Bethel, Dave '79
Borcz, Adam '01
Curran, Maurice '95
Lemott, Sonja '95
Ptak, Al '71
Thurman, Katie '83
Watson, Chad '88

OUTREACH COMMITTEE*

Disher, Sharon '80—Co-Chair
Thorp, Frank '81—Co-Chair
McFeely, Tara '94
Lilleflore, David '92
Watson, Chad '88

PREP PROGRAM ADVISORY COMMITTEE*

Keating, Tim '71—Chair
Arrison, Jim '64
Kirkpatrick, Andy '86
Montgomery, Darrell '83
O'Neill, John '68
Papak, Dave '76
Charles Prouty '67

VOLUNTEER INVOLVEMENT COMMITTEE*

Carson, Scott '91—Chair
Heinrich, Mark '79
Keith, Taylor '58
Martini, Perry '71
Minderlein, Jim '65

TRANSITION#

Johnson, Jeff '79—Chair
Caesar, Julius '78
Haase, Becky '94
Hecomovich, Mike '71
Johnson, Casey '89
Michalski, John '60
Orr, Skip '65
Tosé, Maurice '78
Watt, George '73
Welch, John '72
Yeager, Mike '76

WOMEN FOR NAVY ATHLETICS# Matthes, Mara '82—Co-Chair Quadrini, Lisa—Co-Chair

* = Standing Committee

= Ad Hoc Committee

Updated August 2024



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