



Board of Directors Meeting Minutes

Minutes for *(list type of board meeting).*
Regularly Scheduled Board Meeting

Time *(consistent with location of Chair of Board):*
7:00pm ET

Date of Meeting: 07/14/2025
Date Approved by Board:
 07/23/25
Date Posted on Webpage:
 07/24/25
(within 30 days of Board approval)

Location *(if virtual, share physical location of Chair of Board):* **Maine, ET**

Venue *(in-person, virtual, email):*
Virtual Zoom

Meeting agenda/objectives:

- **Call to meeting:** Initiated via email invitations including agenda and attachments 07/10/25 and 07/12/25
Roll call and declaration of quorum.
Declared conflicts of interest (or not).
Call to order and approval of agenda.
- **Agenda Item 1:** Introduction of new board members
 Jeff and Candice
- **Agenda Item 2:** Key Updates
- **Agenda Item 3:** Treasurer's Report
- **Agenda Item 4:** Committee Reports
- **Agenda Item 5:** Advisory Reports
- **Agenda Item 6:** New Business
- **Adjournment:** At 8:40 pm ET

Attendees:

**Unless indicated, member attended continuously.*

Officers:	Name:	In Attendance:	Recused*:	Term:
Chair of the Board: Independent	Rob Pendergist	X		Ends: 12/31/26
Treasurer: Independent	Laura Bren	X		Ends: 12/31/26
Secretary: Independent	Maja Magnusson	X		Ends: 12/31/28

Board of Directors: <i>Representation</i>	Name:	In Attendance:	Recused*:	Term: All 4 years
Independent/General	Jeff Egertson	X		Ends: 12/31/26
General-Para Athlete	Dana Cummings	X		Ends: 12/31/26
Athlete	Kayla Durden	X		Ends: 12/31/26
Athlete	Kaleigh Gilchrist	-		Ends: 12/31/28
Athlete	Kolohe Andino	-		Ends: 12/31/28
Athlete	Brett Simpson	X		Ends: 12/31/26
General-Para Athlete	Liv Stone	X		Ends: 12/31/26
Independent	Dan Ciscel	-		Ends: 12/31/28
Athlete	Candice Appleby	X		Ends: 12/31/28



Additional Attendees:	Name:	In Attendance:	Recused*:	Term: 4 years
USAS CEO	Becky Fleischauer Jewell	X		NA
USAS Compliance Officer	Sara Pflipsen	X		N/A
Quorum:	Yes: X	No:	Notes: 8/12 board members present and voting	
Conflicts of Interest: Yes:	No: X		Notes: No one declared a conflict of interest	

Minutes:

1. Call to order:

- Roll call and/or declaration of quorum.
 - Quorum was declared with 9/12 board members attending.
- Declared conflicts of interest (or not)
 - No conflict of interest was declared.
- Approval of agenda: Laura motioned to approve agenda. Kayla Second.
 - **Vote** to approve the agenda for today's meeting: All in favor: 9/9 board members present.

2. Agenda Items:

1. Introductions to Candice and Jeff as new board members:

- Rob/Becky introduced Candice and Jeff. Candice is a USA Surfing athlete representative, and Jeff, a Deloitte partner who previously helped USA Surfing with USOPC financial reviews. Becky explained that Candice and Jeff's appointments are in keeping with USOPC compliance necessary for key roles on the Board - Audit chair and Team USA Athlete rep/10Y athlete. Rob acknowledged the departures of Karin and Christine and thanked them for their service.

2. Key Updates:

- Rob provided high level overviews of tasks accomplished to-date and dove into the **USOPC NGB Recertification** including:
 - **Audit:** Sara reported on the update regarding the audit phase with the USOPC. She uploaded and shared 92 documents in total as part of the audit. The first update meeting with the USOP audit team was very positive. They did not foresee major issues on the next call. They check our documents and "spot check" if we are in compliance with the documents to make sure we are doing what we say we are doing.
 - **US Ski proposal and response to questions:** Becky provided an update on conversations with the USOPC and US Ski. This proposal includes options for how USA Surfing can collaborate with US Ski for the Olympics. We requested that the collaboration discussions be put in writing but what was submitted did not include a clear USA Surfing connection or benefit to sports and athletes. USA Surfing responded with specific questions about how US Ski will share resources and revenue sharing but have not received anything to-date. USA Surfing earnestly and in good faith asks for clarity about the benefits and inclusion of athletes in any proposed relationship. It is our responsibility. True partnership requires concrete, enforceable commitments to ensure the development pipeline, athlete voice, and sport integrity are protected.
 - **Athlete, agent, ISA feedback:** Becky provided an update on her conversations to address confusion about US Ski saying it doesn't want to be the NGB even though it applied to be the NGB, and wanting to know like what a partnership or collaboration would look like. The ISA is concerned about the precedent particularly prior to a hometown Olympics and violation of the Olympic charter which demands stewardship of sport and athletes. Rob reminded the board that our job and mission is to ensure that we support surfers and sport and play a fundamental role in developing the talent who compete on the Olympic stage.
 - **CRG next steps:** Included in Sara's update on the audit.



- **Communications:** Becky reminded us that if we have questions about the process, the most up-to-date information can be found here: <https://www.usasurfing.org/usopc-ngb>

- **Investor Alliance:** Rob provided an update on work Becky and the team have worked diligently for the last year and a half to strengthen USA Surfing's financial position, which has been harmed considerably by the lack of clarity in being the ISA-recognized federation for surfing in the United States and not recognized as the NGB or supported by the USOPC. USA Surfing has fulfilled its role to field and support ISA teams without USOPC funding or support. The future for USA Surfing's financial future is strong. Becky shared these key highlights:

Kamaka Responsible Development and Resin Service's dedication to stewarding the sport and longterm financial commitment far exceeds what USOPC said would be required to operate as an NGB (between \$1-2Million in annual revenue). For additional information about both companies, please see this [recent post on our website](#). Their funding demonstrates financial stability and allows USA Surfing to continue funding ISA teams, fund and elevate the High Performance Programs, ensure we're able to support the external communication support. This new relationship will help us not only with financial flow and stability but also business expertise and support for building a strong financial future. Laura mentioned that this partnership is also likely going to help us meet our strategic plan and objectives to create a solid and sustainable endowment plan.

- **ISA Updates:** Becky updated the board that ISA will soon be announcing world championship venues. The September World Surfing Games event will be in El Salvador and the team selection criteria is posted on our website. ISA relies on local tourism agreements and funding to host these global competition. USA Surfing has strong staffing support for the teams and has been working with Hoag on sports medicine compliance measures.
- **Events:** Becky gave us an update on the new Prime series on the East and West Coast. We had a successful series this year. She highlighted improved communication, budget management, and the addition of broadcasts for most events, which led to better experiences for athletes and spectators. Laura shared that the Prime series (east and west) managed to the budget that was planned. We made strategic changes to leverage the expense items to bring the numbers down and balance our budget. Becky shared that the team also noted the success of the championship events, which for the first time included broadcasts for para and longboard disciplines, and the positive impact of having dedicated event directors for each coast. She thanked both Liv and Brett for being such active participants in the events as commentators and analysis. Our title sponsor was Hoag which also had an athlete support zone and our presenting sponsor was Hurley. Laura mentioned that we broke even this year (previous years we lost \$75,000).
- **Sponsorship/Activations:** Laura updated us on the final year of the Jersey Mike's contribution and potential to renew under new ownership.

3. Treasurer's Report:

- The board reviewed the financial status, noting that despite initial concerns, the organization is in a stable position with \$75,000 in cash and a \$3,700 net income YTD, thanks to cost-cutting efforts led by Becky and others. We discussed the positive response from Jersey Mike's regarding sponsorship, and Laura presented the budget versus actuals, highlighting increased membership income and event entry fees. The board acknowledged Becky's determination in managing expenses and praised the sacrifices made by the CEO and compliance officer (going without compensation so it could be invested in extra support for surfers), which Robert attributed as a key factor in attracting significant financial support and demonstrating USA Surfing's athlete-first approach.

Laura provided a review of the following financial reports:

- 2025 Actual versus Budget (through June):
- P&L by month
- Balance sheet
- Accounts payable
- Loan receivable



- Prime season (events)
- **Since last meeting:**
 - 2024 990 have been filed
 - Liability insurance have been renewed
 - Capital requirement schedules have been prepared for investors

4. *Committee Reports:*

The board meeting covered updates on committee repopulation and onboarding, with Sara reporting that all committees are now populated according to bylaws and requirements, particularly noting strong athlete representation.

- **Audit, Finance, & Budget:** Jeff & Laura shared their update on the committee and first meeting. They shared meeting minutes and a high level overview of their accomplishments. Next meeting set for October
- **Ethics:** Sara provided a detailed update including that the committee has been up and running and is active. Much of their work has been around the review of conflict of interest disclosure review and communication back to internal individuals.
- **Judicial:** Committee has not yet been meeting as there have been no issues to review as of today.
- **Nominating & Governance:** Laura provided an update. The committee has been repopulated, onboarded and all compliance documents have been signed and the committee is ready to meet.
- **Athlete Advisory Council:** Sara shared that they have been onboarded and have the updated committee handbook. The committee will be meeting shortly.

5. *Advisory Reports:*

Competition committee: Becky provided an update and mentioned that the committee has been involved in selection criteria and decisions about allowing surfers who compete for other countries to participate in Prime Series and Championship events.

Para Advisory committee: Liv reported on the Para Committee's activities, including ISA team decisions and strategic fundraising initiatives

SUP committee: Maja mentioned that because of our Championship event, the committee has been put on hold. She also mentioned that she will be stepping off the committee and asked for other members who might want to continue representing the board on the committee. Candice offered to help identify.

6. *New Business Open Discussions:*

- Maja mentioned that the mid-year mandatory board member self-assessments will be being sent and is due July 31st.

Meeting adjourned at 8:40 pm ET.

Action Steps:

Action Steps:	Responsible Person:	Due Date: Completed Date:
<ul style="list-style-type: none"> ● Complete the mid-year Board Member self-evaluation survey by July 31st ● Continue to get clarity on the timeline for NGB audit, NGB certification process/decision, and US Ski's specific benefits for surfers and sport. 	<p>ALL</p> <p>Sara</p>	<p>Prior to: July 3, 2025 Completed:</p> <p>Prior to: TBD Completed:</p>
<ul style="list-style-type: none"> ● Complete a "to-date" accomplishment list for the SUP committee and share with Candice who will look for new SUP committee member to lead as Maja will step down at the end of July 	Maja/Candice	<p>Prior to: August 1, 2025 Completed: July 22, 2025</p>
<ul style="list-style-type: none"> ● Resend corrected accounts payable report to the board. 	Laura	<p>Prior to: August 1, 2025 Completed: July 21, 2025</p>



<ul style="list-style-type: none">Organize monthly virtual team training sessions for para athletes and create a QR code linked to a PDF for parasurfing clinics to market USA Surfing.	Liv	Prior to: TBD Completed:
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