



Minutes Board of Directors Meeting

October 13, 2025

Via Zoom 4pm PST, 7pm EST

1. Call to order:

a. Welcome & introductions

b. Roll call and/or declaration of quorum

- Present: Rob, Maja, Liv, Brett, Laura, Kayla, Jeff, Liv, Dana, Dan
- Absent: Candice, Kolohe,
- Staff: Becky, Tracy, Sara
- Called to order 7:04pm

c. Declared conflicts of interest (or not)

- None declared

d. Approval of agenda

- Laura motion to approve the agenda, Liv second . Motion carries.

2. Agenda Items:

a. CEO Report (Becky)

■ Staff Updates

- Introduction – Tracy Axel – High Performance Director – supported both Olympic Teams. Great working relationships with Team 5, network of sports medicine practitioners.
- Outlined the 5 core functions of the organization and discussed the new staff that have been added into these categories.
 - a. Financial: Laura Bren, Dawn Wagner, Faw Casson, CLA, Jeff Egerston
 - b. High Performance: Tracy Axel, High Performance Director;
 - c. Membership & Athlete Services: Mia Gilkerson
 - d. Legal & Compliance: Sara Plipsen – overseeing committees, led compliance policies & audit. Drake Weserman – supporting trademark
 - e. Sponsorship/Donor Development/Marketing: Kellie Legrande. Pitch decks, contracts & clarity on deliverables.

■ Prime Series

- Kicks off this month in NC & Morro Bay

■ Key Updates USOPC NGB Recertification (*Becky, Rob, Sara*)

- Recertification process is coming to a close. Longer timeline than we anticipated. Second public hearing set for Nov. 18. After the PH, internal working group reviews. Next it goes to Board Oversight committee then it goes to the USOPC Board. We think that is December meeting.
- Audit results received. Held us accountable to rules that don't exist. Held to a different standard than other NGBs. Several areas that were mitigated in the audit were still marked as Needs Improvement in final. We requested adjustments from preliminary to final. One adjustment was marking the financial standards from deficient to undetermined.
- Stop the Skijack. Helped to support and amplify the message that this is not something that should happen. Founding members. PT Townsend, Ian Cairns, Bob Migona, Shaun Thomson, Vipe Desai.



- Support from elected officials.
- Reviewed the Keep Surf in Surfing Video
- We will continue the outreach over the next several weeks.

b. Treasurer Report - Financial Updates (Laura)

- **Financial reports as of 8/31/2025**
 - Profit & Loss - YTD
 - Actual versus Budget
 - Balance sheet
 - Statement of cash flows
 - Laura presented to the Board. YTD Income \$903k Expense \$610k Income \$294k. Total Assets \$992k Total Liabilities \$79k Total Equity \$913k. YTD cash \$399k. On budget.
- **2026 Draft Budget**
 - Will be delivered in December for Board approval
- **External Audit status**
 - 2024 Audit complete and in final review. Overall, favorable. The only adjustments were some revenue recognition adjustments to accrue income in the proper calendar year. Anticipate final report by end of October.
- **Migration from Flipcause to Bloomerang**
 - Primary online giving platforms. Flipcause was delayed in dispersing funds. Laura researched and found this to not be unique to USAS. Recommended a replacement vendor.
 - Bloomerang was selected. More modern platform, comparable price point. Option to add peer to peer only when it is in use.
 - Bloomerang has been onboarded & managing our general donations + peer to peer ISA teams.
 - Flipcause to be cancelled by end of November.

c. High Performance Updates (Tracy)

- A great deal of progress in selection criteria. Established with AAG and published selection procedures for:
 - 2025/2026 junior national team and added developmental team.
 - 2026 ISA junior travel team selection
 - 2025 ISA SUP travel team
- Expanded network of volunteer sports medicine practitioners.
- Reaching out to CT athletes & agents to see what support they need.
- **World Surf Games**
 - Tracy took the lead on budgeting and operations
 - Very positive feedback from athletes, ISA and others.
 - The team had a 6th place overall team result
 - Sports medicine practitioners are on volunteer basis
 - Team V supported our team with ice vests
- **ISA Para**
 - Thank you to Dan for working to get jersey Mikes subs for the events.
 - Team is well supported - Consistent trainings underway.
 - Peer to peer fundraising is set
- **ISA Juniors**



- Up next, peer to peer is set not deployed to teams
- Training sessions have begun
- **ISA SUP**
 - Date set in El Salvador
 - Peer to peer fundraising is set
 - Working with ISA to coordinate equipment logistics

d. Committee Reports

- **Ethics & Judicial (Sara)**
 - Committees are active. Reviewing 5 conduct issues currently. Ethics is the investigative arm, judicial reviews if they need to.
- **Nominating and Governance (Dan)**
 - Nothing to report
- **Audit & Finance (Jeff)**
 - Nothing new to report – just the status of the external audit.
- **Athlete Advisory (Candice)**
 - Sara reported on Candice's behalf. Working to expand the definition of the 10Y athlete. This will be an important part of our audit remediation.
- **Para Advisory (Liv)**
 - Meeting biweekly. Created a QR code for new surfers to get involved.
 - ISA world team has been selected – Coaches have been selected. Captains have been meeting weekly with Tracy. Weekly trainings.
- **SUP Advisory (Candice)**
 - Nothing to report

e. Open Discussion

- Related to NGB Recertification
 - a. Jeff - how do we get the information in front of the right people. We have a culture of compliance and respect for USOPC guidelines, how do we ensure the CRG sees that information
 - b. Kayla – WSL – understand what is at risk and want us to win the NGB status. Full support
 - c. Brett – Continue to work to make sure everyone understands what's at stake from an athletes perspective.
 - d. Laura – prepping letter to parents to explain what's at stake, the impact to our talent pipeline and what support we need from them
 - e. Save the date- November 18th for the public hearing.

f. Action Items

Owner	Item	Due Date
Laura	Letter to Parents	Oct 20 th

Meeting adjourned, 8:20 pm