USA Water Ski & Wake Sports
Board of Directors Meeting Minutes
Virtual via Zoom
January 31, 2021

(Minutes recorded by Melanie Hanson, edited by Doug Robbins, Bob Archambeau and Nate Boudreaux)

Officers in Attendance:
Doug Robbins – Chair/HND
Tim Cullen – President (outgoing)/HND
Robert Rhyne – Secretary/Treasurer (outgoing)
Dale Stevens – Vice President

Board Members in Attendance:
Jerry Bautsch – AWSA-SC (incoming)
Connie Bergmark – AWSA-W
Don Bucher – AWSA-MW/HND
Charlie Buckley – USAH
Michael Flynn – Independent Director (incoming)
*Jim Grew – Past President (outgoing)/HND
Joel Johanningmeier – NSSA (incoming Secretary/Treasurer)
Alex Lauretano – AAC
Gerry Luiting – NSSA/HND
Tina McCauley – ABC (incoming)
Matt Oberholtz – USA-AWSWS
Dave Rezin – AAC
Doug Ribley – NSSA
Cheryl Ruston – NWSRA
Kenny Stuart Jr. – AKA
Jeff Surdej – NCWSA (outgoing/alternate for Christy Kingsmill)
Cathy Williams – USA-WB

Absent:
Andrew Adkison – USOC/AAC
Jason Lee – AAC (incoming)
*Kevin Michael – WSIA Executive Director
Connor Poggetto – AAC (incoming)

*Non-voting
Committee Chairs in Attendance:
Jim Grew – International Activities
Leon Larson – Waterways
Jeff Smith – Judicial
Dale Stevens – Ethics/Nominating

Honorary National Directors in Attendance (in addition to the above):
None

Headquarters’ Staff in Attendance:
Scott Atkinson – Sr. Director, Communications and External Relations
Nate Boudreaux – Executive Director
Melanie Hanson – Membership Services Director
Sandy Hardee – Membership Services Specialist
Jessica Modrak – Business Operations Manager
Jennifer Walker – Membership Marketing Director

Affiliate Organizations in Attendance:
Ed Hickey – USA Water Ski & Wake Sports Foundation President

Alternate Board Members in Attendance:
Bob Archambeau – AWSA-S (incoming USA-WSWS President)
Pat Byrne – AWSA-E
Jessica Van Dyk – USA-AWSWS

Guests in Attendance:
Randy Melcher – EPIC
Kelly Pribbenow – EPIC

All votes are unanimous unless otherwise indicated.

1. Opening
   Chair Doug Robbins welcomed everyone to the meeting and thanked them for their attendance.

2. Call to Order
   The meeting was called to order at 9:07 a.m.

3. Announcements, Introductions and Roll Call
   Board members, staff and guests introduced themselves and stated their title or position on the board.

4. Appointment of Parliamentarian
Bob Archambeau was appointed as Parliamentarian.

- **Motion** to allow committee chairs, Headquarters’ staff, alternate board members and guests to join the meeting – **approved**

- **Motion** to allow any action items coming from committee reports to be presented as motions with an automatic second – **approved**

5. **Announcement of Quorum**
   A quorum was present.

6. **Review and Approval of 2020 Board Minutes**

   - **Motion** to approve Jan. 26, 2020 board meeting minutes – **approved**
   - **Motion** to approve April 8, 2020 (virtual) board meeting minutes – **approved**
   - **Motion** to approve August 12, 2020 (virtual) board meeting minutes – **approved**

7. **Ratification of 2020 Email Board Ballot Votes**

   - **Motion** to ratify 2020 email board ballots and conference call votes – **approved**

   *** Newly elected Sport Discipline directors took their seats.

8 & 9. **USA-WSWS Bylaws Committee Special Report – Jeff Smith (for Jeff Clark, Chair)**

The written report was included in the BOD packet.

   a. **Action Item #1 – AAC Representation (33.3% representation on the board of directors and committees)**

      - **Motion** to approve Action Item #1 as presented – **approved**

   b. **Action Item #2 – Independent Director**

      - **Motion** to approve Action Item #2 as presented – **approved**

   c. **Independent Director Nominations** – Chair Doug Robbins opened nominations from the floor.

      Michael Flynn was nominated (resume included in BOD packet).
• **Motion** to approve Michael Flynn as Independent Director – **approved**

*** Newly approved AAC Directors and Independent Director took their seats.

d. **Director Seating Allocations for 2021-2022**

e. **Sport Discipline Vote Allocations for 2021-2022**

Robbins read the voting allocations:

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<th>Name</th>
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<td>Tim Cullen</td>
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• **Motion** to approve the 2021-2022 Director Seating and Sport Discipline Vote Allocations as presented – **approved**

10. **Review and Approval of Agenda**

• **Motion** to accept agenda as presented – **approved**
11. Nominating Committee Report – Dale Stevens, Chair

The written report was included in the BOD packet. Stevens asked Tim Cullen to take over as Chair during the election of officers process to eliminate any conflicts of interest as he was running for an office. Cullen took over the responsibility of the committee and oversaw the election process.

a. Election of Officers and Honorary National Directors:

Officers:

Chairman of the Board – Doug Robbins

President Cullen opened nominations from the floor. None were forthcoming.

• Motion to elect Doug Robbins as Chairman of the Board – approved

President – Bob Archambeau and Dale Stevens

Chair Robbins opened nominations from the floor. None were forthcoming.

Archambeau and Stevens introduced themselves and provided a brief overview of their background and why they are interested in becoming President. Chair Robbins called for the vote noting that Archambeau and Stevens were not eligible to vote on this item.

• Bob Archambeau elected as President – approved

Vice President – Joel Johanningmeier and Dale Stevens

Chair Robbins opened nominations from the floor. None were forthcoming.

Johanningmeier introduced himself and provided a brief overview of his background and why he is interested in becoming Vice President. Chair Robbins called for the vote noting that Johanningmeier and Stevens are not eligible to vote on this item.

• Dale Stevens elected as Vice President – approved

Secretary/Treasurer – Chair Robbins opened nominations from the floor. Stevens nominated Joel Johanningmeier.

• Motion to elect Joel Johanningmeier as Secretary/Treasurer – approved
Chair Robbins thanked Cullen and Rhyne for their years of service in these roles and stated that we looked forward to working with the new group of officers moving forward.

Honorary National Directors – Keith St. Onge

- **Motion** to approve Keith St. Onge as an Honorary National Director – **approved**

b. Seating of New Officers – They were seated.

12. Former President’s Report – Tim Cullen
The written report was included in the BOD packet. Cullen thanked everyone for the opportunity to serve as president. There were several challenges and successes along the way. He wished the best of luck to the new board leadership and HQ in their continued efforts in the areas of Safe Sport, technology, social media, member engagement, and most importantly, membership and sponsorship growth and retention.

13. New President’s Report – Bob Archambeau (Verbal)
Archambeau stated that he looks forward to working with everyone. He congratulated Boudreaux and HQ staff on their efforts throughout the pandemic to keep the organization solvent and moving forward into 2021. He would like to see the organization work to develop athletes and getting USA-WSWS back in front of the public eye among other initiatives.

14. Executive Committee Report – Tim Cullen (outgoing Chair)
The written report was included in the BOD packet.

a. Revised Annual Membership and Event Waivers for Adults and Minors – Jeff Smith stated that the annual membership and event waivers for adults and minors have been updated to reflect USOPC and Safe Sport mandated policies primarily surrounding anti-doping.

- **Motion** to approve the revised Annual and Event Waivers for Adults and Minors as presented – **approved**

**ACTION ITEM:** Update annual and event waiver forms posted online, to be included with membership applications, online membership join/renewal applications, and online registration.

b. IT Advisory Group (Dale Stevens) – There have been weekly calls with Integgrass (IT vendor), HQ, and Mark Crone regarding the new membership platform. It is a challenging undertaking but hopefully looking to launch around April 1, 2021.
c. **Banking/Financial Services Advisory Group (Nate Boudreaux)** – We are moving forward with switching banking and credit card accounts (from Wells Fargo to Bank First) and merchant services/credit card processing providers (from Wells Fargo to Precision Payments). There is no cost savings by moving banks, simply better customer service. Expect to save $10,000+ in annual credit card processing fees by moving to Precision Payments.

15. **Executive Director's Report – Nate Boudreaux, Executive Director**

The written report was included in the BOD packet. Boudreaux shared a PowerPoint presentation highlighting the items below.

In 2020, total membership was 11,348 down 22.08% (14,565 in 2019). Sanctioning revenue was down 60.7% ($40,612 compared to $103,404). A total of 138 events were cancelled/postponed in 2020 and approximately $13k in sanction fees were credited for 2021 events.

Received PPP loan in 2020 for $95,500. Have applied for second round of PPP funding (for the same amount) and hope to hear back on the application soon.

In 2020, we received a total of $132,415 in funding from the USOPC, including $50,000 from a digital media agreement and $82,415 in grant funding ($50,000 for accounting/staff person and $32,415 in COVID Relief grant). Later this year we will be launching a new elite athlete “training grant” with some of the USOPC grant funds to help offset some of the costs of competing in water ski and wakeboard events at the elite level.

**USOPC Consultative Review Findings** – Initiated changes to bylaws and P&P to meet new requirements, including BOD makeup (athlete representation + independent director), USOPC background check policy and code of conduct and anti-doping policies.

**USOPC Certification Renewal** – Review will occur in 2021 (happens every four years).

**2020 Highlights:**

- Inaugural “Get on the Water Week” – Promotional campaign for clubs held from June 28-July 3, 2020 to introduce potential new members to water skiing. During the promotion, all sanction fees and guest membership fees for clubs were waived. 26 clubs in 13 states hosted events with 317 participants/guest members.

- PerkSpot Discount Portal – Launched in April 2020. The new portal mirrors USA-WSWS branding and offers hundreds of discounts along with our own exclusive industry discount partners. PerkSpot sends out USA-WSWS branded weekly emails to those who have opted in, highlighting current discounts on the site.
• Virtual Video Challenge – Asked members to submit their best water ski, wakeboard, wake surf, big spray, etc. video for a chance to win a standup paddle board and other prizes valued at $1,000. The videos were judged by a panel of “celebrity water ski judges” as well as sponsors and HQ staff. Totaled 44 entries and the winning video was promoted on social media and went viral - 4.2 million views on Facebook with 16k reactions (like/love/etc.), 6.5K total comments and 4k shares.

• Continued Social Media Growth – 15% year over year growth on social channels. Will focus on YouTube in 2021 to potentially monetize YouTube videos on the USA-WSWS channel.

2021 Projects / Initiatives:
• Membership Retention
• Implement new Membership and Learning Management System
• Revamp content and testing for trained driver, safety and other officials training courses
• Get on the Water Week
• Safe Sport emphasis to members
• Explore potential of wakesurf a sports discipline

Chair Robbins thanked Boudreaux and HQ staff for all they do for the sport.

16. Treasurer's Report – Robert Rhyne, Outgoing Secretary/Treasurer (Verbal)
Boudreaux provided a brief overview of the 2020 year-end and proposed 2021 budget and answered questions from board members. Rhyne thanked the board for their support over the years and wished Johanningmeier the best of luck as incoming Secretary/Treasurer.

Sport Discipline Grants – Boudreaux noted that the 2021 budget includes not only sport discipline funding, but also an additional $16,000 in elite athlete grants.

TeamIP (3rd Party Merchandise Vendor) – Boudreaux encouraged each sport discipline to send contact information for their major events to Jessica Modrak (jmodrak@usawaterski.org) so that she can follow up with them regarding merchandise at their events.

• Motion to accept the 2021 proposed budget as presented – accepted

17. Insurance Report – Randy Melcher and Kelly Pribbenow, EPIC
The written report from EPIC was included in the BOD packet. Melcher discussed the state of the sports insurance market and the lack of an appetite for carriers to write policies for amateur sports organizations and NGBs because of challenges with concussion and abuse and molestation claims, and the suspended or expanded statute of limitations associated with abuse claims. Carriers are increasing the window of loss history required from 5-6
years to upwards of 10 years. Underwriters want to see that organizations not only have rules and regulations established at the national level, but also have procedures in place for compliance at the club and grassroots levels.

One important change from 2020 is that the renewed USA-WSWS general liability (GL) policy for 2021 has a communicable disease exclusion which would exclude defense or indemnity coverage for claims arising from Covid-19 (or any communicable diseases). At this time, there is only one carrier that can offer coverage without a communicable disease exclusion, but that carrier declined to quote our coverage.

Gerry Luiting asked about specific Covid-19 waivers. Melcher said it was not necessary as the GL policy does not cover liability from allegedly contracting Covid-19 at a USA-WSWS sanctioned event. USA-WSWS standard waivers have “sickness and disease” included as an inherent risk of participation in sanctioned activities, and this is how the carrier prefers this exposure to be addressed.

Boudreaux asked if having a Covid-19 questionnaire is still a good idea (attendees sign off that they have not been in contact with anyone with Covid-19, etc.) and Melcher said that was sufficient. In cases where there are multiple mandates from different entities (state vs. county, etc.) regarding Covid-19, Melcher suggested that clubs comply with the most restrictive guides.

**ACTION ITEM:** Per recommendations from Luiting and Jeff Smith, USA-WSWS HQ will work with the Risk Management Committee and EPIC to create verbiage for the website and email communication to clubs as well as event waivers regarding the communicable disease exclusion for 2021, as well as best practice recommendations for hosting events. Communications should be sent to clubs as soon as possible as it could affect decisions on hosting events.

**ACTION ITEM:** USA-WSWS HQ will work with the Risk Management Committee and EPIC to update the existing Covid-19 Event Questionnaire and Waiver Release and include the revised document in communications on the website and send to clubs regarding the communicable disease exclusion for 2021 and best practices recommendations.

Jeff Smith noted that the relationship with EPIC is unique in that not only do they bring their extensive experience in the insurance industry to the table, but they have also been active participants in providing guidance from a risk management perspective and that relationship is greatly appreciated.

18. **USOPC Compliance Audit – Nate Boudreaux, Executive Director:**

   a. **Background Screening Update** – Boudreaux updated the group on the new USOPC requirement regarding background screens (staff, officials, coaches, board members, coordinators, local affiliated administrators/directors, trainers, independent
contractors, volunteers, medical personnel, and other individuals authorized or nominated by the NGB to work with athletes or other sport participants at a competition event to which the NGB sends athletes).

Bob Archambeau asked if the USOPC could aggregate all the background screens from various companies to create a national repository. Randy Melcher (EPIC) noted that the USOPC has specific criteria that may not be included in other screenings, so the recommendation is that we require members to successfully pass the USA-WSWS screening. However, proof of passing a USOPC background screening from another NGB could satisfy the screening requirement.

Doug Robbins asked if we could do background screenings with a different company at a better cost. Boudreaux noted that HQ did explore a few potential vendors before going back to NCSI. Regardless of the vendor, there are specific criteria the USOPC requires the background screening company use when conducting screenings. HQ was comfortable with NCSI and the cost was comparable to the others.

Jeff Smith suggested having an independent group like NCSI do the checks and make the rulings on pass/fail is helpful as it keeps USA-WSWS out of the decision-making process.

b. Safe Sport Discussion – Boudreaux suggested that Safe Sport training for all members as a requirement for membership is likely coming at some point. Currently 15+ NGBs require Safe Sport training as a part of membership before someone can actively participate in a sanctioned event.

Jeff Smith and Randy Melcher reiterated that the background screening and Safe Sport policies are part of federal legislation and organizations are required to comply regardless of the association with the USOPC.

Doug Ribley reminded the group that Safe Sport training is free and makes sense to implement. NSSA is already encouraging all teams to push their members to take the training because it is the right thing to do.

Jim Grew and Pat Byrne suggested that, if USA-WSWS were to move forward with having Safe Sport training as a requirement, recreational/supporting members and HNDs be exempt. Under the proposal, Boudreaux suggested that only active members (those actively participating in sanctioned events) would be required to complete the training.

19. Committee Reports
All committee reports were unanimously approved by the BOD as submitted unless otherwise indicated.

- Awards – Lori Krueger, Chair (absent): No Report
• **Bylaws – Jeff Smith (for Jeff Clark, Chair):** The written report was included in the BOD packet. Smith provided a brief overview of each action item, noting the items below.

  #35 – Informational item only – no vote required.
  #36 – under construction
  #39 – withdrawn

Chair Doug Robbins asked the BOD whether there were any specific action items they would like to discuss.

Bob Archambeau asked about LOCs and potential conflicts of interests. Jeff Smith clarified that, if a member of an LOC is not on a board or a decision-making committee regarding the event (funds for the event, etc.), there would not be a conflict.

Jim Grew inquired about the difference between special and standing committees. Jeff Smith clarified those were USOPC terms, and some do not apply to the USA-WSWS committee structure.

Joel Johanningmeier asked about the AAC (33.3% representation) requirement on rules committees at the Sport Discipline level. Smith clarified that SD committees had the same requirement as USA-WSWS committees regarding athlete representation. Johanningmeier also asked if the USA-WSWS and SD bylaws changes were needed at the regional and state level as well. Smith said the changes only apply to USA-WSWS and the Sport Disciplines.

Matt Oberholtz suggested that, due to all the information/changes being presented within the bylaws, the board take more time to review them. Smith said the vote by the board was needed because bylaws changes are only made once a year, and we could not afford to delay until next year with a pending USOPC certification/compliance review in 2021.

• **Motion** to approve Action Items #1 through 34, 37, 38, 40 as presented – approved

In accordance with the current USA-WSWS Bylaws Rev 11, Article XI – Amendments E, the amended bylaws shall be posted on the USA-WSWS website and become effective sixty (60) days from the date of adoption by the Board unless a referendum is called on the amendment, in which case the amendment shall take effect only upon approval by the general membership of USA-WSWS.

The amendments to the USA-WSWS Bylaws Revision 12, as highlighted in yellow, in the document, will be effective on April 1, 2021, unless challenged in a referendum by the membership.
• **Ethics – Dale Stevens, Chair:** No reported issues

• **International Activities – Jim Grew, Chair:** No Report

• **Judicial – Jeff Smith, Chair:** No Report

• **Risk Management/Safety – Jeff Smith (for Harley Wallace, Chair):** The written report was included in the BOD packet.

  **Action Item #1 – Adaptive Level 1 Instructor Requirement:** Require adaptive clinics to have at least one Adaptive Level 1 Instructor at sanctioned Basic Skills clinics (recommendation for 2021, requirement for 2022).

  Gerry Luiting, Doug Ribley and Joel Johanningmeier supported the recommendation but opposed the requirement. Luiting asked what the difference was between the USA-WSWS Level 1 Instructor and the Adaptive Level 1 Instructor ratings. Oberholtz commented that the USA-WSWS Level 1 certification is a prerequisite to attain an Adaptive Level 1 certification which specifically addresses instruction for adaptive skiers.

  • **Motion** to approve Action Item #1 as presented – *approved (3 opposed)*

  **Action Item #2 – Establish USA-WSWS as an Affiliated Training Center for Red Cross CPR and First Aid**

  • **Motion** to approve Action Item #2 as presented – *approved*

  Leon Larson moved to extend the 2020 hardship renewal requirements for safety officials to maintain their ratings.

  • **Motion** to approve the extension of hardship renewal requirements for 2021 – *approved*

  Larson stated that the risk management safety report would be completed by March 1, 2021. He also added that IWWF is working on a concussion protocol. Once completed, Larson will submit it to the Risk Management Committee for inclusion in the USA-WSWS Safety Manual and safety clinic materials.

• **Towboat – George Lindy and Will Bush, Co-Chairs (absent):** The written report was included in the BOD packet.

• **USOC AAC – Andrew Adkison, AAC/USOC Representative (absent):** No Report Submitted
• **Waterways – Leon Larson, Chair:** The written report was included in the BOD packet.

20. **Sport Disciplines’ and Related Organizations’ Reports**

• **Athletes Advisory Council (AAC) – Alex Lauretano, Chair:** No Report. The P&P information for the AAC was included in the packet with the Bylaws Report under AAC.

• **USA Water Ski & Wake Sports Foundation (USA-WWF) – Ed Hickey, President:** The written report was included in the BOD packet. Hickey explained the Foundation was under dire financial stress in early 2020 but was able to renegotiate loans and is in a much better financial situation. Continuing to operate the cable park with Correct Craft/Aktion Water Sports as the tenant. Will be looking to sell the land to the city where the 3-event lake was going to be built.

A Hall of Fame water ski display will be opening in early April at the Visit Central Florida Visitor’s Center off US-27 in Davenport. The Visitor’s Center sees approximately 50,000 visitors annually which will provide increased exposure for the sport.

Hickey noted that the Foundation is currently an all-volunteer-run organization but they hope to possibly hire a part-time administrative staff member at some point in the future.

Cathy Williams questioned the membership requirement for scholarship applicants. Hickey clarified that Foundation scholarship recipients had to be current USA-WSWS members to receive funding.

Bob Archambeau asked if the Foundation has any plans to pursue fundraising on behalf of USA-WSWS international teams as they did in the early years. Hickey stated that there are no current plans for team fundraising, but it may be addressed as an initiative for the future.

Robbins commented that with no Foundation plans to continue development of the property at Lake Myrtle, USA-WSWS essentially has no "home" for the immediate future. Boudreaux noted that the new HQ home is the Polk County Sports Marketing (PCSM) office located at 2701 Lake Myrtle Park Rd. in Auburndale. PCSM has essentially created "shared space" where any USA-WSWS staffer can utilize an office, conference rooms, copy machines, etc. PCSM also indicated they are willing to put a USA-WSWS logo outside the building. USA-WSWS will continue to work remotely while occasionally using the PCSM space when needed.

Robbins questioned Hickey as to what happened to the phase 3 designated funds that USA-WSWS donated to the Foundation from its share of the proceeds from the sale of
the property on Holy Cow Road. Hickey responded that those funds were alternately used for phase 1 of the project and are now depleted. Robbins noted that the new USA-WSWS leadership team will need to work with the Foundation to further address this topic.

**ACTION ITEM:** USA-WSWS leadership will engage Foundation leadership to further discuss the situation around USA-WSWS funds contributed to the Foundation real estate development project.

**ACTION ITEM:** USA-WSWS leadership to reach out to the Foundation leadership to resume quarterly check-in calls to keep lines of communication open between the two organizations.

- **Water Sports Industry Association (WSIA) – Kevin Michael, Executive Director (absent):** Chair Robbins shared the WSIA report he received via email from Kevin Michael. Kevin apologized for not being able to attend.

  WSIA approved their largest budget in history for 2021. Ten new projects were approved including an on-water turbidity study to determine the depth of velocity that a wake surf boat creates. Other projects include new warning labels for towboats, continued lobbying in 5+ states, a public outreach campaign, aquatic invasive species research, and Families for Boating, a new nation-wide organization to protect boating access.

  Oregon is the hottest area right now with all kinds of changes happening on the Willamette River.

  The WSIA Summit will be virtual on Feb 23-24, 2021 - [www.wsia.net/summit-2021-virtual/](http://www.wsia.net/summit-2021-virtual/). Lake clean-up month will continue in May. #PassTheHandle day is set for July 18, 2021.

- **American Kneeboard Association (AKA) – Kenny Stuart, President:** The written report was included in the BOD packet.

- **USA Wakeboard (USA-WB) – Cathy Williams, President:** The written report was included in the BOD packet. USA-WB created a level 1 coaching education course for wakeboard and is working on a level 2 course. USA-WB will be hosting Pan Am Cable Wakeboard Championships in West Palm Beach, Fla. at the Shark Cable Park in June 2021.

- **American Barefoot Club (ABC) – Tina McCauley, President:** The written report was included in the BOD packet. The Junior Barefoot World Championships were held virtually where competitors uploaded video which was judged by the same panel of world certified officials. The U.S. team won the overall gold.
• National Collegiate Water Ski Association (NCWSA) – Jeff Surdej, Chair: The written report was included in the BOD packet. Christy Kingsmill, NCWSA Vice Chair, is taking over as NCWSA Chair and as the NCWSA representative on the USA-WSWS BOD for Jeff Surdej. NCWSA had to cancel all 2020 events due to Covid-19 and membership dropped by more than 50 percent. NCWSA will be hosting a Nationals in May in Colorado (for 2020) in conjunction with the Collegiate All-Stars and another Nationals in October for the 2021 season.

• National Show Ski Association (NSSA) – Doug Ribley, President (Verbal): Ribley apologized for not having submitted a written report. NSSA had an extremely challenging pandemic year in 2020, beginning with the World Championships in Australia that were cancelled. Most of the 35-member team and appointed U.S. officials had already left or arrived in Australia when the news was announced. Congratulations go to Dave Rezin and Matt Heilman, show directors for the team, for their efforts.

NSSA tournaments, practices, home shows, clinics, learn-to-ski events, and contract shows were cancelled with few exceptions due to the team nature of show ski and the challenges associated with social distancing. After the D-I and D-II Team Nationals were cancelled, the NSSA was successful in creating the first NSSA Individual National Tournament. This event was the result of a coordinated effort by the newly formed NSSA Covid-19 Ad Hoc Committee, the LOC (Rock Aqua Jays), the local municipality and health department, and the NSSA BOD. The event was a tremendous success.

NSSA had a few changes to their board and EC and gave out an abbreviated set of 2020 awards. The NSSA board is meeting on Feb. 26, 2021.

Going into 2021, The NSSA will refocus on:
• Membership growth and retention
• Safety
• Fundraising
• Participant/spectator experience
• Strategic planning

Events that are currently scheduled for 2021 include:
• Think Tank: Chula Vista Resort, Wisconsin Dells, Wisc., February 26-28
• Central, Eastern, Midwest, Southern, Wisconsin regional/state tournaments
• NSSA D-II Nationals: LOC, Shawano Ski Sharks, August 7-8
• NSSA D-I Nationals: LOC, Rock Aqua Jays, August 13-15

Events that are currently scheduled for 2022 include:
• Regional/state tournaments
• NSSA D-II Nationals: LOC, Back Water Gamblers, August 6-7
• NSSA D-I Nationals: LOC, Ski Broncs, August 12-14
• IWWF World Water Ski Show Tournament: Lake Silver, Winter Haven, Fla., October 22-23

• National Water Ski Racing Association (NWSRA) – Cheryl Ruston: The written report was included in the BOD packet. NWSRA is delaying the start of the season from March to May and looking to open in Arizona. Hoping to have 7-8 events in 2021. The 2021 World Championships have been cancelled. The next World Championships will be held in 2023.

• USA Adaptive Water Ski & Wake Sports (USA-AWSWS) – Matt Oberholtz, President: The written report was included in the BOD packet. The USA-AWSWS had to postpone the 2020 Nationals due to Covid-19. The 2021 Disabled Worlds were also postponed. A training fund for adaptive skiers has been developed in the name of Rhonda Van Dyk to honor her contributions to the sport. In 2020, several adaptive athletes competed and were successful in AWSA events. USA Adaptive athlete Elisha Nelson was added to the Team Syndicate roster of sponsored athletes, huge achievement. A goal moving forward is to advance adaptive clinics. USA-AWSWS is currently in the process of becoming a 501c3 organization which will better position the SD for additional funding via grants.

Johanningmeier asked Oberholtz where to direct adaptive athletes participating in show events who are interested in becoming more involved competitively. Oberholtz directed him to their website (https://www.usaadaptivewaterski.org/) for additional information or to reach out to him, Jessica Van Dyk, or any of the adaptive board members.

• U.S. Hydrofoil Association (USHA) – Charlie Buckley, President: No report

• American Water Ski Association (AWSA) – Jeff Surdej, President: The written report was included in the BOD packet. AWSA membership was down 12% in 2020. Even in a Covid-19 year, unique skier pulls over the course of the season were near 2019 levels. The number of junior skiers dropped a bit but the numbers were still solid (648). All international events were cancelled in 2020. Three-event skiing has several World Championship events scheduled in 2021, including several in the U.S. (Elite, U-17 and U-21 Worlds). AWSA held its 2020 Nationals at Bennett’s (Louisiana), while future Nationals are scheduled for 2021 at Water’s Edge (Illinois) and 2022 at Mystic Lakes (Kansas). Finally, AWSA is currently accepting bids for the 2023 Nationals, looking to bring back the U.S. Open at Nationals, working on the wheretowaterski.com website, creating a library of video content (tips, drills, teaching, etc.) and exploring the idea of having an AWSA-specific website.

• Pan Am and IWWF Updates – Cathy Williams (Verbal): Clarification was made as to who the USA-WSWS representatives were for Pan Am. Dana Garcia is the representative to the Water Ski Council and Cathy Williams is the representative to the Pan Am Confederation. Both Dana and Cathy sat in on the IWWF Pan Am Congress meeting held
virtually in November 2020. Maria Isabel Mancheno from Columbia was elected President of the IWWF Pan American Confederation, replacing Jeffry Armstrong.

The biggest concern right now with Pan Am is the lack of countries participating in water ski and wakeboard. There is some concern that, after the 2023 Pan Am Games, if there are not more Pan American countries participating, water ski and wakeboard could be removed from the games. There are currently eight countries, and the need would be for 16-18 countries to participate. Most of the other sports offered in the Pan Am Games have 40+ countries participating. Jeff Smith stated, if we lose our Pan Am Games status, it could have some profound effects on USA-WSWS as a Pan American sports organization and NGB with the USOPC.

Jim Grew said that IWWF had appointed a Covid-19 Task Force to help advise the LOCs on all upcoming 2021 World Championship events. The IWWF is also looking to create an international Wake Surf series of events in 2022.

21. Old Business

Boudreaux added that the USOPC can help with appropriate travel exemptions due to Covid-19, both incoming and outgoing, for international events held in the U.S. and international athletes or teams traveling to and from other countries for competition. Contact him directly and he will get you in contact with the appropriate USOPC contact.

22. New Business

23. Next Meeting

The next meeting of the Board of Directors will be held on Sunday, Jan. 31, 2022. Time and location TBD.

ADJOURN

- **Motion** to adjourn at 4:45 p.m. – **approved**
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1. Board of Directors Agenda
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3. Review and Approval of January 2020 Board Minutes
   a. April 8, 2020 BOD Meeting Minutes
   b. August 12, 2020 BOD Meeting Minutes
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5. Nominating Committee Report
6. President’s Report
7. Executive Committee Report (updates from IT and Banking Advisory Groups)
8. Executive Director’s Report
9. Treasure’s Report
10. Insurance Report (EPIC)

Committee Reports:
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12. Bylaws
13. Ethics
14. International Activities
15. Judicial
16. Risk Management/Safety
17. Towboat
18. USOC AAC
19. Waterways

Sports Disciplines and Related Organizations Report
20. Athlete Advisory Council
21. USA Water Ski & Wake Sports Foundation
22. Water Sports Industry Association (WSIA)
23. American Kneeboard Association
24. USA Wakeboard
25. American Barefoot Club
27. National Show Ski Association
29. USA Adaptive Water Skiing & Wake Sports
30. U. S. Hydrofoil Association
31. American Water Ski Association
32. Pan Am Update
33. IWWF Update

Additional Attachments
34. USA-WSWS Sports Discipline Funding – final (12/31/20)
35. 2020 Sports Discipline Donations – final (12/31/20)
36. Media Relations Report
37. Social Media Report
38. PerkSpot (membership benefits portal) Statistics
39. Membership Pricing Chart
40. Safesport Compliance Chart
41. New Business
   a. Time & Place Report
42. Sports Business Journal Article -NGBs Seeking Sales Agency
43. USOPC Background Check Policy for NGBs

Appendix 1 – Financials
   • 2021 Proposed Budget with Budget Notes
   • 2020 Profit & Loss Statement (as of Dec. 31, 2020)
   • 2020 Balance Sheet (as of Dec. 31, 2020)
   • A/R Report (as of Dec. 31, 2020)

Appendix 2 – Membership, Officials & Sanctioning Statistics
   • USA-WSWS Membership Totals (thru 12/31/20)
   • USA-WSWS Membership by State & Sport Discipline (thru 12/31/20) – alpha by state
   • USA-WSWS Membership by State & Sports Discipline (thru 12/31/20) – members by state
   • USA-WSWS Membership by Sports Discipline (2010-2020)
   • USA-WSWS Club Membership by Sports Discipline (2012-2020)
   • USA-WSWS Club Membership by Month
   • Officials Clinic Statistics
USA Water Ski & Wake Sports
2021 Board of Directors – Virtual Meeting
9:00 a.m. ET, January 31, 2021
Meeting Agenda

1. Opening
2. Call to Order
3. Announcements, Introductions & Roll Call
4. Appointment of Parliamentarian
5. Announcement of Quorum
6. Review and Approval of January 2020 Board Minutes
   a. Review and approval of April 8, 2020 BOD Conference Call Minutes
   b. Review and approval of August 12, 2020 BOD Conference Call Minutes
7. Ratification of 2020 Board Ballots
   Note: Newly elected Sport Discipline directors may take their seats.
8. Bylaws Committee Special Board Action Items;
   a. 33 1/3 AAC
   b. Independent Director
   c. Independent Director Nominations, review CV information
   d. Vote for and elect the Independent Director
      Note: Newly approved AAC directors and Independent director may take their seats.
9. Review membership data from December 2020 and apply new percentile for AAC director seating and the Independent director and then the sport discipline director votes. Per the new USOPC requirements.
   a. The formula based on 100 votes is;
      i. Chair of Board = 1 to be used in case of tie
      ii. AAC directors 33 1/3% of voting power of all directors (99 is the baseline)
      iii. Independent director has the same votes equal to one AAC director
      iv. Then –100 – Chair vote - AAC votes - Independent director votes = equals total votes allocated for sport discipline directors which are distributed according to their membership versus the total USA-WSWS membership (less no preference) by the percentile result of each and everyone has at least 1 vote.
   b. Announce the new voting allocations for 2021
10. Review and Approval of Agenda
11. Nominating Committee Report
   a. Election of Officers & HNDs
   b. Seating of new Chairman, President, Vice President, Secretary, and Treasurer
12. Former President’s Report - year in review
13. New President’s Report - looking forward to 2021
14. Executive Committee Report
   a. Revised Waivers
   b. IT Advisory Committee Report
   c. Banking/Finance Advisory Group
15. Executive Director’s Report
16. Treasurer’s Report
   a. 2020 Year End Review
   b. 2021 Proposed Budget
17. Insurance Report
18. USOPC Compliance Audit
   a. Background Check Update
   b. Safesport Discussion
19. Committee Reports:
   a. Awards
   b. Bylaws
   c. Ethics
   d. International Activities
   e. Judicial
   f. Risk Management/Safety
   g. Towboat
   h. USOPC AAC
   i. Waterways
   a. Athlete Advisory Council
   b. USA Water Ski and Wake Sports Foundation
   c. Water Sports Industry Association
   d. American Kneeboard Association
   e. USA Wakeboard
   f. American Barefoot Club
   g. National Collegiate Water Ski Association
   h. National Show Ski Association
   i. National Water Ski Race Association
   j. USA Adaptive Water Ski and Wake Sports Association
   k. U. S. Hydrofoil Association
   l. American Water Ski Association
   m. Pan Am Update
      a. Representative to Pan Am Congress
   n. IWWF Update
21. Old Business
22. New Business

Adjourn
USA-WSWS BYLAWS COMMITTEE REPORT

AGENDA ITEM 9. VOTING ALLOCATIONS IN AFFECT FOR 2021

BASED ON 12/31/2020 MEMBERSHIP NUMBERS, WHICH IS USED IN THE FORMULA TO DETERMINE THE NUMBER OF VOTES ALLOCATED TO EACH SPORT DISCIPLINE.

REVIEW TABLE PER THE 12/31/2019 MEMBERSHIP NUMBERS AND CURRENT SPORTS DISCIPLINE FOR DIRECTOR ALLOCATIONS.

<table>
<thead>
<tr>
<th>Membership</th>
<th>Directors</th>
<th>Effective date</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABC</td>
<td>369</td>
<td>1</td>
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<tr>
<td>AKA</td>
<td>82</td>
<td>1</td>
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<tr>
<td>AWSA</td>
<td>6,701</td>
<td>3</td>
</tr>
<tr>
<td>NCWSA</td>
<td>827</td>
<td>1</td>
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<tr>
<td>NSSA</td>
<td>5,622</td>
<td>3</td>
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<tr>
<td>NWSRA</td>
<td>232</td>
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<td>417</td>
<td>1</td>
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<tr>
<td>USAHA</td>
<td>35</td>
<td>1</td>
</tr>
<tr>
<td>USA-AWSWS</td>
<td>115</td>
<td>1</td>
</tr>
<tr>
<td>AAC*</td>
<td>NA</td>
<td>5</td>
</tr>
<tr>
<td>Independent Director</td>
<td>1</td>
<td>1/21</td>
</tr>
</tbody>
</table>

*based upon the required AAC Director seats per USOPC Bylaws.

3.2 Number and Allocation of Board Votes

3.3.1 Each Board ballot/vote shall have 100 votes, to be allocated and weighted in accordance with USA-WSWS Bylaws Article VI Section B.

3.3.2 One-third (1/3) of the votes (by weight) shall be allocated to the AAC Directors.

3.3.3 A vote (by weight) shall be allocated to the Independent Director equal to the vote of one AAC director.

3.3.3.1 Independent Directors shall be selected to provide an independent perspective, in accordance with the procedures set forth in Appendix V.

3.3.4 Sport Discipline votes shall be allocated to the individual Sport Disciplines based upon a percentage of Sport Discipline membership, and weighted, in accordance with USA-WSWS Bylaws Article VI Section B. The Sport Discipline allocation shall be calculated as follows:

3.3.4.1 The formula is the product of Sport Discipline votes available times the ratio of the Sport Discipline’s membership to the sum total of all Sport Disciplines.
members minus the votes allotted to the AAC Directors and the Independent Director. See “Actual” column in 3.1.4.

3.3.4.2 Where the resulting product is less than one, the Sport Discipline shall have one vote.

3.3.4.3 Where the product is greater than one the product will be rounded down to the nearest integer.

3.3.4.4 Should the Sport Disciplines allocation exceed or be less than a whole number of votes, the Sport Disciplines shall resolve the difference prior to any Board votes.

3.3.4.5 If a Sport Discipline is not represented at a meeting their vote(s) shall not be cast.

3.3.4.6 Sport Disciplines shall determine how to divide their votes among their Director(s)

3.3.4.7 Sport Discipline votes, calculated below, shall be effective at the January 2021 Annual USA-WSWS Board meeting, and shall remain in effect for a period of one (1) year thereafter.

**BASED ON 12/31/2020 MEMBERSHIP NUMBERS, WHICH IS USED IN THE FORMULA TO DETERMINE THE NUMBER OF VOTES ALLOCATED TO EACH SPORT DISCIPLINE.**

<table>
<thead>
<tr>
<th>Sport Discipline</th>
<th>Actual</th>
<th>Divided By Total Members</th>
<th>Times number of SD seats</th>
<th>Vote Calculations</th>
<th>Votes</th>
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</thead>
<tbody>
<tr>
<td>ABC</td>
<td>323</td>
<td>11192</td>
<td>59.1</td>
<td>1.71</td>
<td>1</td>
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<td>AKA</td>
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<td>59.1</td>
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<td>30.1</td>
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<td>NCWSA</td>
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<td>2</td>
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<td>NSSA</td>
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<td>21</td>
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<td>1.15</td>
<td>1</td>
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<td>USA-WB</td>
<td>221</td>
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<td>59.1</td>
<td>1.17</td>
<td>1</td>
</tr>
<tr>
<td>USHA</td>
<td>23</td>
<td>11192</td>
<td>59.1</td>
<td>0.12</td>
<td>1</td>
</tr>
<tr>
<td>USA-AWSWS</td>
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<td>11192</td>
<td>59.1</td>
<td>0.44</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>11192</td>
<td></td>
<td></td>
<td>59.1</td>
<td></td>
</tr>
</tbody>
</table>

**VOTE TALLY**

**SD DIRECTORS**  59.1  
**AAC**  33.3  
**INDEPENDENT DIRECTOR**  6.6  
**CHAIR**  1  

**TOTAL**  100
Board Members in Attendance:
Doug Robbins – Chair/HND
Tim Cullen – President/HND
Robert Rhyne – Outgoing Secretary-Treasurer
Dale Stevens – Vice President (USA-WSWS IT Advisory Group Chair)
Bob Archambeau – AWSA-S
Connie Bergmark – AWSA-W
Don Bucher – AWSA-MW/HND
Charlie Buckley – USA
Betsy Gilman – ABC
Gordon Hall – Incoming Secretary/Treasurer
Joel Johanningmeier – NSSA
Alex Lauretano – AAC
Gerry Luiting – NSSA/HND
Matt Oberholtz – USA-AWSWS
Robbie Parks – AAC (alternate for Andrew Adkison)
Dave Rezin – AAC
Doug Ribley – NSSA
Cheryl Ruston – NWSRA
Kenny Stuart Jr. – AKA
Jeff Surdej – NCWSA (AWSA President)
Cathy Williams – USA-WB

Absent:
Jim Grew – Immediate Past President/HND

Committee Chairs in Attendance:
Jeff Clark – Bylaws/HND
Leon Larson - Waterways
Jeff Smith – Judicial
Dale Stevens – Ethics/Nominating

Honorary National Directors in Attendance (in addition to the above):
None
Headquarters’ Staff in Attendance:
Scott Atkinson – Sr. Director, Communications and External Relations
Nate Boudreaux – Executive Director
Melanie Hanson – Membership Services Director
Kristina Jervik – Partnerships Director
Jennifer Walker – Membership Marketing Director

Affiliate Organizations in Attendance:
Jeffry Armstrong – Pan Am Confederation President/HND
Hank Longo – Polk County Sports Marketing
Tracy Mattes – USA-WWF Executive Director
Kevin Michael – WSIA Executive Director
Jose Antonio Perez-Priego – IWWF President
Cayce Whitlock – USA-WWF Assistant

Alternate Board Members in Attendance:
Jessica Van Dyk – USA-AWSWS

Guests in Attendance:
Mike Caruso – ABC Southern Region Director
Floyd McCreight - AWSA
Bonnie Ruston - NWSRA

All votes are unanimous unless otherwise indicated.

1. Call to Order
The Meeting was called to order at 8:05 a.m.

2. Opening
Chair Doug Robbins welcomed everyone to the meeting and thanked them for their attendance. Hank Longo greeted everyone on behalf of Polk County Sports Marketing.

3. Announcements, Introductions and Roll Call
Board members, staff and guests introduced themselves and stated their title or position on the board.

4. Appointment of Parliamentarian
Jeff Clark was appointed as Parliamentarian.

   • Motion to allow committee chairs, Headquarters’ staff, alternate board members and guests to join the meeting – approved
   • Motion to allow any action items coming from committee reports to be presented as motions with an automatic second – approved
5. Announcement of Quorum and Number of Votes
   A quorum was present.

6. Review and Approval of January 2019 Board Minutes
   • Motion to approve January 2019 board meeting minutes – approved

7. Ratification of 2019 Email Board Ballot Votes
   • Motion to ratify 2019 email board ballots and conference call votes – approved

*** New directors took their seats.

8. USA-WSWS Bylaws Committee Chair Special Report – Policies & Procedures Review
   a. 3.2.5 – Director Seating Allocations for 2020-2021
   b. 3.3.4 – Sport Discipline Vote Allocations for 2020-2021
   • Motion to approve the Action Items above as presented – approved

9. Review and Approval of Agenda
   • Motion to accept agenda as presented – approved

10. Nominating Committee Report – Dale Stevens, Chair (Verbal)
    a. Election of Officers and Honorary National Directors:
       Officers: The following slate of officers was proposed for 2020:
       Chairman of the Board – Doug Robbins
       President – Tim Cullen
       Vice President – Dale Stevens
       Secretary/Treasurer – Gordon Hall

       Doug Robbins opened nominations from the floor. None were forthcoming.
       • Motion to elect the slate of officers as presented – approved
Honorary National Directors
Robert Rhyne

- **Motion** to approve the Honorary National Directors as presented – **approved**

b. **Seating of New Officers** – They were seated.

11. **President’s Report – Tim Cullen**
The written report was included in the BOD packet. Tim also shared a short PowerPoint presentation with the BOD and informed them that this would be his last year as President. He will be searching for a suitable replacement for 2021.

12. **Executive Committee Report – Tim Cullen (verbal)**
Refer to the written President’s Report that was included in the BOD packet.

13. **Executive Director’s Report – Nate Boudreaux, Executive Director**
The written report was included in the BOD packet. Boudreaux thanked everyone for their participation as board members.

Boudreaux shared an extensive PowerPoint presentation with the BOD further outlining many of the items included in the written report. He also conducted a brief conference call to introduce Sarah Taylor from Altruic, our new third-party accounting firm.

In addition, Boudreaux stressed the need to appoint SafeSport coordinators within each Sports Division and at the club/ski team level. The soon to be new hire business operations manager will lead the effort with Sports Disciplines and clubs to build a network of SafeSport coordinators to help streamline compliance. Boudreaux also mentioned that the U.S. Center for SafeSport will be conducting an in-person audit at a major USA-WSWS event in 2020.

**Get on the Water Week – Jennifer Walker, Membership Marketing Director**
Walker gave a presentation outlining the Get on the Water Week planned for June 27-July 3, 2020 where member clubs can host free learn to ski events. USA-WSWS, through sponsorship support, will be covering the cost of sanctioning and guest member participants for these clinics during this week. The deadline for clubs to register to participate is March 31, 2020.

**Relocation of USA-WSWS Web Site to USOPC/Team USA Web Site Platform – Scott Atkinson, Sr. Director, Communications & External Relations**
Atkinson gave a brief overview of the new website and answered BOD questions. Boudreaux encouraged each sport disciplines to share as much content as possible with HQ, including video, which this new website will now support.
14. Treasurer's Report – Robert Rhyne, Outgoing Secretary/Treasurer (Verbal)

a. 2019 Year-End Review: Rhyne noted that, due to Bobbie Razor’s absence, we only have October 2019 YTD financials available for BOD review currently. Altruic, the new third-party accounting firm, will be working to get November and December financials entered and the year-end closed. Once completed, the 2019 year-end financials will be distributed to the BOD.

b. 2020 Proposed Budget: Nate indicated that the 2020 proposed budget was developed using October 2019 YTD financials and November/December 2018 financials. Additional documentation and explanations have been provided on specific budget items in the budget notes of the BOD packet. Rhyne asked that the BOD approve the 2020 proposed budget based on this information.

- Motion to approve the 2020 proposed budget as presented – approved

Boudreaux indicated that, in 2020, financial reporting will be provided to the BOD monthly versus quarterly once Altruic has a firm hold on everything (the monthly reporting may not start until February/March). Future reports may also look different than the current P&Ls shared with the board as these reports were created in Excel by manually inputting information from QuickBooks. Our QuickBooks account has been moved from the desktop version to online so that additional key officers in the organization (president and treasurer) have read-only access to this information moving forward. Altruic has been provided read-only access to our bank accounts.

15. Insurance Report – Nate Boudreaux, Executive Director

The written report from EPIC (formerly Integro) was included in the BOD packet. Robbins talked about the insurance task force that was convened to review potential brokers and ultimately selected EPIC.

EPIC marketed our program to a handful of carriers but the existing carriers each came back with the best policy and price. The only change for 2020 was with the deductible on the participant accident policy. The deductible level ($1,000 to the member) did not change but the type of deductible changed from an integrated deductible to a corridor deductible.

16. Committee Reports

All committee reports were unanimously approved by the BOD as submitted unless otherwise indicated.

- Awards – Lori Krueger, Chair (absent): The written report was included in the BOD packet. Robbins congratulated all the recipients and thanked USA-WSWS staff for a wonderful event.
• **Bylaws** – Jeff Clark, Chair: The written report was included in the BOD packet.
  
  • Action Item #1 – Updated Seating Chart 3.2.5 for AWSA Directors for 2020-2021.
    
  • **Motion** to approve Action Item #1 – **approved**
  
  • Action Item #2 – USA-WSWS Bylaws Rev 11 Proposed New Article IX.
    
  • **Motion** to approve Action Item #2 – **approved**
  
    
  • **Motion** to approve Action Item #3 – **approved**
  
    
  • **Motion** to approve Action Item #4 – **approved**
  
  • Action Item #5 – ABC Bylaws Revisions
    
  • **Motion** to approve Action Item #5 – **approved**
  
  • Action Item #6 – NCWSA Bylaws Revisions
    
  • **Motion** to approve Action Item #6 – **approved**
  
  • Action Item #7 – AKA, AWSA, NSSA, NWSRA, USA-AWSWS, USA-WB, USHA Bylaws Revisions
    
  • **Motion** to approve Action Item #7 – **approved**

Boudreaux informed the BOD that we have added the USA-WSWS code of conduct verbiage to the annual membership waiver that is signed by each member when joining/renewing as well as the specific event waiver that is signed when participating in sanctioned events.

• **Ethics** – Dale Stevens, Chair: No report.
• **International Activities** – Jim Grew, Chair (absent): No Report / No Activity

• **Judicial** – Jeff Smith, Chair: No Report

• **Risk Management/Safety** – Leon Larson for Harley Wallace, Chair (absent): The written report was included in the BOD packet.
  
  • **Action Item #1** – Changes to Safety Clinic Instructor Trainer
    
    • **Motion** to approve Action Item #1 – **approved**

  • **Action Item #2** – SafeSport certification recommendations
    
    • **Motion** to approve Action Item #2 – **approved**

  • **Action Item #3** – Safety Director Renewal Requirements
    
    • **Motion** to approve Action Item #3 – **approved**

  • **Action Item #4** – Policy for sharing incident reports with Sports disciplines
    
    • **Motion** to approve Action Item #4 – **approved**

  • **Action Item #5** – Updates to Safety Manual and Policy Handbook
    
    • **Motion** to approve Action Item #5 – **approved**

Larson noted that the annual Safety Report overview will be compiled and presented by March 1 as in the recent past.

Bob Archambeau added that he is working with the Risk Management Committee to put together a webinar for the classroom portion of safety clinics to reduce the time required for on-site instruction. Practical on-water instruction will still be required to complete the clinic requirement.

• **Towboat** – George Lindy and Will Bush, Co-Chairs (absent): The written report was included in the BOD packet.

• **USOC AAC** - Andrew Adkison, AAC/USOC Representative (absent): The written report was included in the BOD packet.
• **Waterways** – Leon Larson, Chair: The written report was included in the BOD packet. Larson indicated that he would like to see additional (and more prominent) information included on the new USA-WSWS website regarding waterways advocacy. He noted that there has been a reduction in the volume of communication from members on waterways issues which could mean they are reaching out directly to WSIA.

17. **Sports Disciplines’ and Related Organizations’ Reports**

• **Athlete Advisory Council (AAC)** – Alex Lauretano, Chair: No Report

• **USA Water Ski & Wake Sports Foundation (USA-WWF)** – Tracy Mattes, Executive Director (Verbal): Mattes gave an update on the Foundation’s upcoming Hall of Fame ceremony as well as the ongoing fundraising efforts for the Hall of Fame museum and office building at Lake Myrtle. Mattes suggested the project would be completed sometime in 2022.

  A question was raised by the BOD about the USA-WSWS’ share of the building sale ($145,000) and how those funds were spent by the Foundation. Mattes confirmed the funds were used to help offset the cost of phase 1 (infrastructure and cable park) of the Lake Myrtle project. Another question regarding USA-WSWS’ rent in the new building was posed, and Mattes stated that the intention has always been for USA-WSWS to have a no rent cost at the new HQ location.

  The USA-WSWS member discount was discussed at the new cable park, and the inquiry made to work together to increase USA-WSWS membership with an iPad on site for participants to join as we currently have in place at ski schools. Mattes’ response was receptive, and she extended an offer to hold a meeting with Boudreaux for the two organizations to work out the details.

• **Water Sports Industry Association (WSIA)** – Kevin Michael, Executive Director (Verbal): Michael thanked USA-WSWS for our support of the annual WSIA Summit and updated the board on pressing WSIA issues, including several waterways challenges and the Wake Responsibly program.

• **American Kneeboard Association (AKA)** – Kenny Stuart, President: The written report was included in the BOD packet.

• **USA Wakeboard (USA-WB)** – Cathy Williams, President: The written report was included in the BOD packet.

• **American Barefoot Club (ABC)** – Betsy Gilman, President: The written report was included in the BOD packet. Gilman added that she will be stepping down as ABC President in 2020.
• **National Collegiate Water Ski Association (NCWSA)** – Jeff Surdej, President: The written report was included in the BOD packet. Surdej stated that, at their recent BOD meeting, they removed rules regarding transfers which should boost participation.

• **National Show Ski Association (NSSA)** – Doug Ribley, President: The written report was included in the BOD packet. Ribley introduced Joel Johanningmeier, first time NSSA representative on the USA-WSWS BOD.

• **National Water Ski Racing Association (NWSRA)** – Cheryl Ruston: The written report was included in the BOD packet. Ruston congratulated Debbie Nordblad, the first ski racer to be inducted into the IWWF Hall of Fame.

• **USA Adaptive Water Ski & Wake Sports (USA-AWSWS)** – Matt Oberholtz, President: The written report was included in the BOD packet.

• **U.S. Hydrofoil Association (USHA)** – Charlie Buckley, President (Verbal): USHA is trying to coordinate a national or world event for 2022 in conjunction with the centennial celebration. They have received interest from several countries. The organization is working to consolidate/streamline efforts among the organization, clubs and participants. USHA is challenged in getting organizers to sanction their events and require participants to be USA-WSWS members. They would like to collaborate with other sport disciplines or other organizations not related to water skiing on an event for 2022.

• **American Water Ski Association (AWSA)** – Jeff Surdej, President: The written report was included in the BOD packet. The implementation of mini courses and zero-based scoring have helped to grow grassroots tournament skiing. Many ex-members, however, still ski but not at tournaments. Therefore, AWSA is investigating the feasibility of allowing scores from practices to be submitted for inclusion in the AWSA rankings list with a minimal membership requirement.

• **Pan Am and IWWF Updates** – Jose Antonio Perez-Priego, IWSF President: The written reports were included in the BOD packet. Perez-Priego provided information on the new event management system (EMS) that IWWF has in beta production for 2021, which will also be available for other organizations to use. IWWF has created a SafeSport Commission and is working closely with USA-WSWS.

**18. Old Business**

None

**19. New Business**
Jeff Surdej wants to see more guest members becoming annual members.

**ACTION ITEM:** Based on feedback from the BOD, Boudreaux will work with USA-WSWS staff to put together some ideas/options for transitioning guest members to annual membership as well as membership requirements for allowing AWSA practice scores to be included in AWSA’s rankings list.

**20. Next Meeting**

The next meeting of the Board of Directors will be held at 8 a.m. on Sunday, Jan. 31, 2021 at the Lake Myrtle Sports Complex in Auburndale, FL.

**ADJOURN**

- **Motion** to adjourn at 4:03 p.m. – **approved**
Board of Directors Call Regarding Membership System
August 12, 2020

In attendance:
Dave Rezin
Bob Archambeau
Connie Bergmark
Don Bucher
Doug Ribley
Gerry Luiting
Joel Johanningsmeier
Jeff Surdej
John Dubrock (for Cathy Williams)
Jessica Van Dyk (for Matt Oberholtz)
Doug Robbins
Tim Cullen
Dale Stevens
Rob Rhyne
Jim Grew
Nate Boudreaux

Not in attendance:
Andrew Adkison
Alex Lauretano
Betsy Gilman
Cheryl Ruston
Charlie Buckley
Kenny Stuart

BOD Call Minutes
Cullen called the meeting to order at 7 p.m. ET and thanked the board for attending before turning it over to Boudreaux, who conducted a 30-minute overview presentation (see attached slides). The presentation covered the organization’s current financial outlook and cash flow situation for the next four months.

Additionally, the presentation reviewed two membership system proposals from Integras Sports – a subscription-based model and a transaction-based model. Boudreaux walked the board through each model, including the costs to USA-WSWS and a plan to pay for the system (e.g. adding a small processing fee to each membership transaction to generate revenue to cover the cost of either model).

Once the presentation concluded, the board was asked for questions/comments.

John Dubrock - Commented that, as an outsider and after reviewing all the materials, he favored the transaction model.

Joel Johanningsmeier - Asked the questions as to what model was better financially, and, if both models are breakeven or if one has more financial upside than the other. Boudreaux suggested both models were close to breakeven in terms of cost to USA-WSWS and that the necessary money would be raised
from the processing fees. Johanningmeier later asked about APIs and who would be responsible for configuring those (Integrass? And at additional cost to USA-WSWS?). Boudreaux mentioned that there is a $5,000 startup fee payable in 2020 to cover the costs of the APIs (Application Programming Interface) to our existing legacy systems (rankings, sanctioning, officials, etc.) as well as to SafeSport and NCSI background checks. This $5,000 is in the revised Covid-19 budget for 2020.

Dave Rezin - Asked what is the “con”. Commented there are numerous “pros” to moving forward with a new membership system. Boudreaux mentioned the only real “con” is the unknown around the 2021 budget and how the organization will look financially.

Doug Ribley – Thinks the current system is unsustainable and now is a time for change. Agrees the auto renewal feature will be a huge asset to the organization.

Jeff Surdej – Was skeptical on the transaction model at first but, after reviewing, is on board with that model. Thinks there is a huge need for auto renewal, something AWSA has been asking for. Would like to take some stuff off the plate of volunteer developers and thinks a new membership system is a move in the right direction. Commented how he feels it is a “no brainer” and is fully convinced we need to move forward.

Don Bucher – Is aware that we have problems with the current aging membership system. Was initially concerned about overall cost but feels comfortable with the processing fee model as he does not think the cost is that much of a burden on the member.

Bob Archambeau – Feels all the ROIs are dead on and the organization needs to move forward with the system. Auto renewal is a big need. Is supportive of the processing fee structure but would like to analyze in 2-3 years to see if it is still needed.

Doug Robbins – Suggested that, based on what is going on with Covid-19, there are some financial risks to the organization. However, the system should be treated as an investment. Wanted to bring this decision (to move forward or not) to the full board as this was something the BOD had asked for years ago. We have found the right partner in Integrass. Now it is just a matter of timing and if it is financially sustainable. There is reason to be optimistic as WSIA has suggested boat and water sports sales have been good throughout the pandemic.

Dale Stevens – Mentioned that software as a solution (SAS) could come with additional costs down the road as they add on new features, etc. Has some concern about where the organization is financially. Clarified that the auto renewal feature will not be a financial benefit until 2022.

Gerry Luiting – Noted that historically NSSA takes about two years to gain back lost members when unique situations arise (for example when flooding canceled all or parts of the season in some areas). Mentioned that NSSA had a good individual Nationals event and that we need to look at ways to move the sport forward. Suggested a new membership system is something we need and long overdue. As an “old school” guy does not like the idea of a processing fee but thinks the younger generation member is used to additional fees like that when they make purchases and does not think we would get much pushback.

Tim Cullen – Mentioned that the need for a new membership system is something that was agreed to by the board a few years ago and is still important now.
MOTION
By John Dubrock, second by Gerry Luiting (this is what the BOD will be voting on):

Move forward with Integrass membership system based on the 3% transaction model (2% directly to Integrass; 1% to USA-WSWS). The 1% to USA-WSWS will be used to cover the $500 service fee/month.

Motion passed.

Dale Stevens suggested we add into the Integrass agreement that we can switch to the subscription model at the conclusion of the 3-year transaction model term if we felt the need to do so.

Next steps will include a 10-day discussion period over email and then an email ballot by Aug. 22.

Tim Cullen concluded the meeting at 8:45 p.m. ET.
Emergency meeting of the USA Water Ski & Wake Sports Board of Directors was called via conference call by President Tim Cullen for the following two action items that were approved unanimously by the Executive Committee for Board action.

1. To discuss, approve and authorize Executive Director Nate Boudreaux to apply for a Paycheck Protection Program (PPP) loan under the federal CARES Act in response to the Novel Coronavirus pandemic.

2. To discuss and approve Rob Rhyne as USA-WSWS Secretary / Treasurer to replace Gordon Hall.

Meeting was called to order at 4:03 p.m. by Chairman of the Board, Doug Robbins.

Roll call attendance was taken for action items. Board of Directors present were as follows: Andrew Adkison (AAC), David Rezin (AAC), Bob Archambeau (AWSA), Connie Bergmark (AWSA), Doug Ribley (NSSA), Jeff Surdej (NCWSA), Cathy Williams (USA-WB), Betsy Gilman (ABC), Cheryl Ruston (NWSRA), Kenny Stuart (AKA), Matt Oberholtz (USA-AWSWS), Doug Robbins (COB), Dale Stevens (VP), Rob Rhyne (Secretary/Treasurer), Jim Grew (Past President / HND).

A quorum was announced.

After brief description and discussion, Board vote on Action Item #1 from the EC was taken by roll call vote. Motion passed unanimously.

After brief description and discussion, Board vote on Action Item #2 from the EC was taken by roll call vote. Motion passed unanimously.

Alex Lauretano (AAC), Joel Johanningmeier (NSSA), Gerry Luiting (NSSA), Cheryl Ruston (NWSRA), Charlie Buckley (USHA), Kenny Stuart (AKA) and Matt Oberholtz (USA-AWSWS), submitted votes via email due to short notice of emergency meeting.

USA-WSWS Executive Director Nate Boudreaux gave a brief update on business operations and the 2019 Financial Reports.

Motion to adjourn made by Bob Archambeau and seconded by Doug Ribley. Motion passed. Meeting adjourned at 4:22 p.m.
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| 17 Voting Members  | Totals     | 100   | 98   | 1    | 87.3 | 11.7 | 86.9 | 0    | 85.9 | 0    | 92   | 6.66 | 64   | 0    | 91.3 | 7.66 | 80.2 | 0    | 80.2 | 18.7 |

* nonvoting  
A = abstain  
Issue(s) Date appr.  

| #1 | EB 1 - Pinkerton  | 1/29/2020 |  
| #2 | EB 2 - IAC Code   | 3/6/2020  |  
| #3 | CARES Act Fl.     | 4/8/2020  |  
| #4 | * Rob Rhyne Se.   | 4/8/2020  |  
| #5 | EB 3 - Risk Man    | 6/6/2020  |  
| #6 | Meeting motion    | 8/12/2020 |  
| #7 | EB 4 - New Mem    | 8/28/2020 |  
| #8 | EB 5 - $19.95 in  | 12/11/2020|  
| #9 | EB 6 - Fee Mat    | 12/11/2020|  

**2020 USA-WSWS BOARD OF DIRECTORS ELECTRONIC BALLOTS**
Nominating Committee

January 8, 2021

The committee report for people running for USA-WSWS office are as follows;

Open for Nominations from the floor...

Chairman of the Board
- Doug Robbins

President
- Bob Archambeau
- Dale Stevens

Vice President
- TBD

Treasurer
- TBD

Past President (Following Election)
Tim Cullen

Thanks
Dale Stevens
Vice President USA-WSWS
After 4 years as President of USA Water Ski & Wake Sports, I believe it’s time for me to step aside and allow for some new perspectives to be brought into the position. I really appreciate all the help and guidance I’ve received along the way as President and the 3 years prior to that as Treasurer when I was brought in by Jim Grew and Tom Ghiloni. My time was spent learning the nuances of our organization—from membership levels and insurance details to our computer system. Most of the time I felt it was a second full time job! As I exit, I am comforted knowing the organization is in good hands. I’ve had regular discussions with our Executive Director and Chairman of the Board about strategy, day-to-day decision making and the upcoming challenges we face.

Our Executive Committee (EC) monthly meetings have been a very helpful place to share information and discuss budgets, SafeSport, memberships and more. Besides those on the EC, I’ve added some non-voting consultants during my time. We’ve welcomed Kate Knafla from AWSA and Doug Ribley from NSSA. Having the two largest sports disciplines represented is crucial; I’m glad they are both participating. Minutes of these meetings are sent to the Board of Directors, so please read your emails to ensure you stay informed.

In addition, I’d like to thank Nate Boudreaux for being a stable hand in a very unstable year. I give him praise for finding ways to keep us afloat after being faced with a membership decrease due to the pandemic. He’s found ways to cut expenses, and has also applied for USOPC grants and government loans.

As I leave this position, there are two things I’d like for us and my successor to tackle next. The first is to find a way to work closer with the Foundation. Most members and sponsors see us as one organization, so I believe it’s crucial for us to find a way to build a closer relationship. The other priority should be looking to implement SafeSport across all members. Nobody wants water skiing to be on the front pages of newspapers and social media for the wrong reasons. Protecting our young members should be at the forefront of our actions. Although it may not be the easiest to implement, we must find an effective way to roll this out to our membership base.

As for a bounce back in 2021 membership numbers—there are no guarantees. It’s up to each sports discipline, each club, and each existing member to find ways to attract new members. A rising tide raises all boats – so keep an open mind and be creative in how we approach our 2021 membership outreach initiatives.

To the next President: remember, if the problem was easy then it would already be resolved. There will be those members who disagree with any decision, but keep your goals in mind, ask good questions and stay focused.

Good luck USA-WSWS. Thank you for your continued support. It’s been an honor to lead this organization!

Sincerely,

Tim Cullen, USA-WSWS President
Executive Committee Report  
USA-WSWS Board of Directors Meeting

Submitted by: Tim Cullen / Nate Boudreaux

The Executive Committee began meeting by phone/GoToMeeting once a month in October 2019. The 1-hour calls are used to gain insight into USA-WSWS business operations and provide guidance, as necessary.

The Executive Committee is made up of Tim Cullen (President); Doug Robbins (Chairman of the Board); Dale Stevens (Vice President); Rob Rhyne (Treasurer/Secretary); Alex Lauretano (AAC Rep); Jim Grew (Immediate Past President, nonvoting); Nate Boudreaux (Executive Director, nonvoting); Kate Knafla (AWSA VP, nonvoting) and Doug Ribley (NSSA President, nonvoting).

Minutes for each EC meeting are shared with the board of directors and USA-WSWS staff. In addition, the EC and Executive Director formed two advisory groups in 2020 (a third Insurance Advisory Group was active in 2019 to help select our current insurance broker).

IT Advisory Group
- Advisory Group consisted of Tim Cullen, Doug Robbins, Dale Stevens, Mark Crone, Dave Allen (and consulting from Torch Designs)
- The advisory group was formed to help select a new membership system developer/provider. After an RFP process and presentations by numerous vendors, Integrass Sports was selected as the vendor, using their subscription-based model. The biggest challenge will be migrating our existing data (from a 30-year-old legacy system) and ensuring all of our various downstream volunteer developer systems (sanctioning, officials, AWSA online registration, AWSA rankings, etc.) all continue to function.

Banking/Financial Services Advisory Group
- Advisory Group consisted of Tim Cullen, Doug Robbins, Rob Rhyne, Brian Staver, Mike Molepske
- The advisory group was formed to review our current merchant services and banking needs. After review and an RFP process, the group selected a new merchant services and new banking provider.
  - Banking - Bank First (Wisconsin) – although there are no branches in Florida, all of our banking needs can be done remotely. Banking at Wells Fargo proved to be a challenge with lack of customer service support and high fees.
  - Merchant Services - Precision Payments - the new merchant services provider will save the organization $10,000+ annually in credit card processing fees. After an analysis we found we were paying an effective rate of 3.12% with Wells Fargo merchant services. With Precision our effective rate will be between 1.65-1.85%.
Executive Director Update
USA-WSWS Board of Directors Meeting
January 31, 2021

Overview

1- Headquarters/Administration
2- Financial
3- Membership
4- Sanctioning
5- Communications
6- Marketing
7- Sponsorship
8- SafeSport
9- Miscellaneous

1- Headquarters/Administration

• **Staffing** – In 2020 we made a few staffing changes, including eliminating the positions of Bobbie Razor (accounting) and Kristina Jervik (sponsorship sales and account management/activation director). Through a grant from the USOPC, Altruic Advisors was contracted to handle all the accounting duties for the organization. Additionally, we hired Jessica Modrak as manager of business operations. Kristina’s role was absorbed by Nate Boudreaux (sponsorship sales) and Jennifer Walker (account management/activation). Jessica’s role is new and partially funded by a grant from the USOPC to assist the organization with SafeSport implementation/compliance and USOPC governance and compliance. Jessica also manages our third-party merchandise vendor (TeamIP) and assists the Executive Director with special projects (e.g. applying for grants, taking the lead on the development of our new learning management system and working to update and revamp our drivers training course, coach level 1 course, safety course, etc.).

• **IT/Membership System** – Currently working with Integrass (membership system vendor) to migrate existing USA-WSWS membership data. In addition to migrating data, a key challenge will be ensuring all our downstream volunteer-built systems (sanctioning, officials, AWSA online registration, AWSA rankings, etc.) continue to function within a new membership system. A test environment has been created and the hope is to launch the new membership system by April 1, 2021.
  o Key features of the new system include auto-renewal in addition to a better overall user experience during the “membership join” process.

• **Independent Board Position** – Per the new USOPC/NGB standards, each NGB must have at least one voting Board member who can provide an independent perspective as defined by the NGB’s bylaws or policies and procedures. We are currently seeking individuals through the Nominating Committee.

2- Financial

• **Overall** – Considering all major revenue streams (membership, sanctioning, sponsorship, etc.) were down in 2020 due to Covid-19 and the organization lost $350,000+ in revenue vs. 2019, we are still in decent financial shape. The addition of the PPP loan and USOPC grants added to revenue and we reduced overall expenses by more than $345,000 vs. 2019.
• **Operating Account Balances ($227,752 total as of 12-31-20)**
  o Wells Fargo - $83,813 (will be closing this account)
    ▪ Will continue to use this account for payroll and payables until funds expire (currently no income goes into this account). Will keep the account open for another 2-3 months to ensure all direct deposits have been moved over.
  o Bank First - $143,939
    ▪ All income from Stripe (membership), Authorize.net (sanctioning, OLR, clubs), PayPal (donations, etc.) and sponsorship checks are going to this account. Once the Wells Fargo account gets close to zero, we will move payroll and payables (bill.com) over to this account.
    ▪ Closed out Wells Fargo credit cards and now using Bank First corporate credit cards.

• **Investment Account (UBS)** – Our investment account balance is $422,251 as of December 31, 2020. We moved $150,000 from the Wells Fargo operating account to the investment account (liquidity bucket; low-risk) in September 2020, and plan to keep those funds in the investment account until needed (has earned roughly 1.5% over the last 5 months). The plan is to only take back what is needed for operating expenses allowing us to “pay back” the investment account for monies we borrowed for operating expenses in 2019 ($50,000) and 2020 ($25,000).
  o Balance as of Jan 1, 2020 - $277,284 (balance as of Dec. 31, 2020 - $422,251)
  o Net deposits/withdrawals - $121,948
  o Investment return - $23,018
    ▪ Dividend & interest - $4,328
    ▪ Change in market value - $18,690

• **Payroll Protection Program (PPP) Loan** – We were awarded a PPP loan in the amount of $95,500 from Florida Home Bank which was used for payroll and utilities from April 28 – October 12, 2020 (24 total weeks). We used 100% of the funds for payroll expenses and the loan was 100% forgiven by the Small Business Administration (SBA).
  o We have also applied for a second round of PPP funding based on the criteria of showing 25% or more loss in revenue in any quarter of 2020 vs. 2019. We showed a greater than 25% loss in total revenue in Q1 2020.

• **USOPC Funding** – In 2020, we received a total of $132,415 in funding from the USOPC.
  o Digital Media Agreement - $50,000 for moving our website to the USOPC/Team USA platform. This agreement is also in place for 2021 but will not be extended after Dec. 31, 2021 (see article in Sports Business Journal – USOPC working with NGBs to try to find an outside sales agency beyond 2021).
  o Grants - $72,415 in total grant funding
    ▪ $50,000 share services restrictive grant for accounting firm ($25,000) and a staff person dedicated to compliance and operations ($25,000).
    ▪ $32,415 in a Covid Relief Grant with a restriction that half of those funds ($16,207) be allocated to high performance/elite athlete development and the other half for operational expenses. The operating expense half will be applied to 2020 and the high-performance half in 2021.
• Later this year we will be launching a new elite athlete “training grant” to help offset some of the costs of competing in water ski and wakeboard events at the elite level. Allocations to selected elite athletes in the form of $500, $750 and $1,000 grants ($16,207 total to distribute). Currently working on the criteria, selection process, etc.

3- Membership

• 2020 Year End Membership Statistics – Our total membership as of Dec. 31, 2020 was 11,348. Due to the Covid-19 situation, we have seen a drop in membership of 22.08% (14,565 year-end 2019) compared to this same time last year (December 2019 vs. December 2020). See membership statistics report for additional detail.

<table>
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<tr>
<th>Sport Discipline</th>
<th>Membership (as of Dec. 31, 2020)</th>
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</thead>
<tbody>
<tr>
<td>ABC</td>
<td>323 (-12.4%); 369 on Dec. 31, 2019</td>
</tr>
<tr>
<td>AKA</td>
<td>68 (-17.0%); 82 on Dec. 31, 2019</td>
</tr>
<tr>
<td>AWSA</td>
<td>5,856 (-12.6%); 6,701 on Dec. 31, 2019</td>
</tr>
<tr>
<td>NCWSA</td>
<td>402 (-50.1%); 827 on Dec. 31, 2019</td>
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<tr>
<td>No Preference</td>
<td>120 (-4.7%); 126 on Dec. 31, 2019</td>
</tr>
<tr>
<td>NSSA</td>
<td>3,998 (-28.8%); 5,622 on Dec. 31, 2019</td>
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<tr>
<td>NWSRA</td>
<td>217 (-6.4%); 232 on Dec. 31, 2019</td>
</tr>
<tr>
<td>USH</td>
<td>23 (-34.2%); 35 on Dec. 31, 2019</td>
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<tr>
<td>UWB</td>
<td>221 (-47.0%); 417 on Dec. 31, 2019</td>
</tr>
<tr>
<td>Adaptive</td>
<td>84 (-26.0%); 115 on Dec. 31, 2019</td>
</tr>
</tbody>
</table>

4- Sanctioning

• In 2020, we sanctioned the below number of events:
  o SD Tournaments, 412 (539 in ’19)
  o Grassroots Events, 28 (39 in ’19)
  o Basic Skills Clinics, 28 (124 in ’19)
  o Get on the Water Week Clinics, 26 (new program for 2020)
  o 138 total sanctioned events were cancelled in 2020 due to Covid-19

• Major Events
  o AWSA - relocated the GOODE U.S. Water Ski National Championships from West Palm Beach, Fla. to Zachary, La. due to Covid-19. Totaled 531 skiers (averages about 700 typically). Event was webcast and streamed live on usawaterki.org.
  o NSSA - relocated from Rockford, Ill. to Janesville, Wisc. due to Covid-19. Offered a revised format with mostly individual acts. Totaled more than 125 skiers. Event was webcast and streamed live on usawaterski.org.

5- Communications

• Magazine – In an effort to reduce expenses due to Covid-19, the July and October 2020 issues of The Water Skier were digital only (no printing or postage which saved a little more than $20,000). Starting with the January 2021 winter issue, we will resume both printed/mailed and digital versions of the magazine.
  o Magazine mailed quarterly in January (Winter), April (Spring), July (Summer) and October (Fall)
Website – The new website on the USOPC/Team USA platform launched in late July (the launch was delayed by the USOPC from April to July).
  - [https://www.teamusa.org/USA-Water-Ski](https://www.teamusa.org/USA-Water-Ski)
  - YTD Unique visitors (old site + new site) – 117,900
  - Top pages
    - /USA-Water-Ski/
    - /usa-water-ski/events-items/events-search-3-event/
    - /usa-water-ski/rankings-items/rankings-awsa/

E-newsletters – Each month we send three different customized e-newsletters to target audiences for AWSA, NSSA and rest of USA-WSWS membership.
  - AWSA – avg. open rate of 37.5%
  - NSSA – avg. open rate of 29.5%
  - USA-WSWS – avg. open rate of 26.2%
  - According to SalesForce, average open rate across all industries for email newsletters/marketing averages 20%; 21% according to MailChimp - our open rates are above industry average

2021 AWSA Regional Tournament Guides – No AWSA regions will be printing/mailing a Regional Guide via HQ in 2021 (no more HQ funding for this beginning in 2021). Two AWSA regions (West and Midwest) will be opting for a Digimag version of their Regional Guide similar to the digital Water Skier Magazine.

6- Marketing

Get on the Water Week – Promotional campaign for clubs, held from June 28-July 3, 2020 in order to introduce potential new members to water skiing. During the promotion, all sanction fees and guest membership fees for clubs were waived.
  - 28 clubs registered to host events
  - 317 participants / guest members
  - Participant quotes from our survey:
    - “First opportunity I had ever heard of to affordably introduce my 8-year old granddaughter and my husband to water skiing, which my granddaughter has taken to like a duck... both of them have now joined the local ski club!”
    - “Loved this opportunity...just happened across it in a Things to Do this weekend in Worcester email list I'm on...has turned out great and something we are now actively getting involved in with the local ski club.”
    - “We were able to get our kids to start skiing on our own so this did help us get started. We will try to join the ski club at Lake Lotawana and then will hopefully be able to do this next year.”
    - Added an additional weekend
    - All sanction fees and guest membership fees for clubs are waived
    - Presenting sponsor Radar is donating skis to the first 20 clubs to sanction an event.
• *Club Membership Growth Contest* sponsored by Polk County Sports Marketing – A contest designed to encourage clubs to help grow the sport by introducing more people to skiing. There are three contest categories; most basic skills clinics, most GrassRoots events and the most new active members. The winning clubs in each category will win a free 2022 club membership ($125 value each).

• *Virtual Video Challenge* – Hosted a “virtual challenge” presented by Indmar Marine Engines during the month of July 2020 asking members to submit their best water ski, wakeboard, wake surf, big spray, etc. video for a chance to win a standup paddle board and other prizes valued at $1,000. The videos were judged by a panel of “celebrity water ski judges” as well as sponsors and HQ staff.
  - Total of 44 entries
  - Winning video was promoted on social media and went viral
    - 4.2 million views on Facebook with 16k reactions (like/love/etc.), 6.5K total comments and 4k shares
  - Planning a similar video contest in 2021 based on the success of the first one. This was a great way to get user-generated video content that we used on social media channels and also was good exposure for the sponsors (Indmar Marine Engines and Connelly).

• *PerkSpot* (membership discount portal) – In response to 2018 and 2019 member surveys, we enhanced our discount program with PerkSpot in April 2020. Our new PerkSpot discount portal mirrors USA-WSWS branding and offers hundreds of discounts that we could not offer on our own, while enabling us to retain and promote our own exclusive industry discount partners. PerkSpot also sends out USA-WSWS branded weekly emails to those who have opted in, highlighting current discounts on the site. See full PerkSpot stats in the board packet.
  - The total estimated savings for our members in 2020 is $58,017
  - Averaged 2,534 engaged users per month
  - Average of 102 merchants a month viewed

• *Girls Inc. Learn to Ski Program* – We have been working with Sports 4 Life and the Women’s Sports Foundation on a diversity and inclusion program to assist young women of color to learn to water ski. In 2019, we received a $5,000 grant from the Women’s Sports Foundation to facilitate the Girls Inc. Learn to Ski program hosted by Cypress Gardens Water Ski Team’s training site in Central Florida. Although 2020 challenges precluded us from being awarded the grant, the Women’s Sports Foundation has indicated that they are very eager to work with us again in 2021. If awarded the grant again in 2021 (will know in April), we are looking to expand the program to up to three locations.

• *2021 Virtual Raffle* – Due to the cancellation of our 2021 USA-WSWS Awards Banquet, the annual fundraising raffle will be held online rather than in person. Holding an online raffle will hopefully expand our reach and increase donations over last year (raised $1,440 in 2019). Sponsors will also receive additional exposure
through our promotion of the raffle via e blasts, e-newsletters, and social media. The virtual raffle will take place the last week of January through mid-February.

7- Sponsorship

• Overall, 2020 was a challenging year from a sponsorship perspective and 2021 is shaping up to be just as challenging as many water sport industry companies are cutting marketing/promotions budgets. Many of the endemic water sports companies are small businesses and have been affected by Covid-19.
  o Ended 2020 with $180,147 in sponsorship revenue (had $203,500 budgeted). In 2020, saw a reduction in sponsorship support from Nautique and MasterCraft. In 2021, D3 Skis has reduced its commitment and we lost ShoulderSphere, World Barefoot Center, Valensin Ski Ranch and Rosewater Estates.
  o Budgeting for $162,000 in sponsorship in 2021
  o Current list of sponsors (as of January 15, 2021) - $119,500 under contract:
    ▪ Bart’s Water Sports
    ▪ Correct Craft/Nautique
    ▪ D3 Skis
    ▪ Goode Ski Technology
    ▪ HO Sports
    ▪ Johnson Propellor (OJ Props)
    ▪ Masterline
    ▪ Polk County Sports Marketing/Visit Central Florida
    ▪ Radar Skis
    ▪ Ski Safe
  o Waiting on renewal:
    ▪ Connelly Skis
    ▪ Discount Marine Engines
    ▪ Indmar Marine Engines
    ▪ Lake On Company
    ▪ Malibu Boats
  o Although we are not budgeting for any additional sponsorship growth in 2021, we are still prospecting, pitching and trying to sell. Below is a list of companies in the pipeline:
    ▪ Enovation Controls (Zero Off)
    ▪ Flyman Skis
    ▪ SeaDek
    ▪ Airhead Sports Group
    ▪ Hobie Sunglasses
    ▪ ZUP Boards
    ▪ Body Glove
    ▪ Heyday Boats
    ▪ Non endemic potentials:
      • Wawa (convenience store/gas station; big on East Coast)
      • ToYouBars
      • Keystone RV
      • Progressive Insurance
• The USOPC is also looking at working with a third-party digital and sponsorship sales agency (Playfly) to assist NGBs to sell collective assets (packaging all NGBs together). In 2021, the agency will sell digital assets tied to NGB websites and could also look to sell sponsorship assets in the future (similar to the IMG/Learfield college model where properties get a fixed guarantee in sponsorship dollars each year and the agency keeps whatever they sell over that – see story in Sports Business Journal at the end of the packet.

8- Safe Sport

• Currently two (2) open cases with the U.S. Center for Safe Sport
• 13 total USA-WSWS specific cases since 2018 (11 closed; 2 open)
• With the implementation of the new membership system, we have a better way to track Safesport training within our membership database.
• Currently 15 NGBs require Safesport training as a part of membership and we will be looking at a similar concept moving forward since all adults 18 years or older within NSSA will need to be Safesport trained starting in 2022 (due to the team environment with close contact to minor athletes).

9- Miscellaneous

• Discussion with Competitive Wake Surf Association (CWSA): Have had numerous discussions with CWSA, formerly USA Wake Surf, and IWWF about a potential partnership. Talks are still ongoing; however, somewhat at an impasse trying to find something that works for USA-WSWS, CWSA and IWWF. IWWF is looking to stage a cash prize tour of wake surf events in 2022 (likely in Asia/Middle East) to attract wake surf participants and build up the IWWF brand in the wake surf community.
  o CWSA has 1,700 total members across the globe (700 in the U.S.).
  o Hosts 46 events around the world each year in 10-12 countries.
  o Expressed some interest in having USA-WSWS be the “U.S. branch of CWSA”.
  o Has their own membership, sanctioning and events (their question to us is “Why do we need you? We do the same thing”).
  o Our biggest value (along with IWWF’s) is we are the recognized governing body by IWWF, who is the recognized International Federation by the IOC, GAISF and ARISF.
  o Outside of CWSA, we have begun to reach out to current USA-WSWS members who identified wake surf as their primary discipline and have found 3-4 folks who have expressed interest in taking a leadership role in the potential formation of a new sports discipline.
  o USA-WSWS next steps – Assist the volunteer group with creating infrastructure (board, bylaws, etc.) and begin to map out a plan for 2021 and beyond (getting drivers, safety personnel, judges, etc. certified before we can think about hosting any grassroots type of wake surf events).

• Membership Survey Results/Executive Summary
- 457 respondents; 76% AWSA, 18% NSSA, 6% Other
- Overall membership satisfaction score of 78 (scored 78 in 2019; 79 in 2018)
- Demographics - 80% of the respondents were over the age of 40 (including 52% over 55)
- Communications - Direct email communications (28%) are the preferred method of communication followed by providing information on the website.
- Perkspot - 35% of our members were fully aware of the membership benefits from Perkspot. Most have at least heard about it while just 15% were not familiar with Perkspot at all.
- Magazine - More than a third of members wanted the printed magazine returned in 2021; 44% said they preferred the printed version but would accept digital while 25% was in favor of digital only
- Membership Renewal - 68% said they intended to renew their membership and fully participate in events if offered; 24% said they intended to renew but would take a wait and see attitude towards event participation.
- Additional Benefits (suggestions from members):
  - Offer a membership type for non-competitors (judges, scorers, volunteers) - This has come up before; we would like to offer something, but we struggle because we cannot tell which officials compete and which do not. We risk some selecting this membership when they do in fact compete. We plan to offer a discount code to all officials to use ($10-$15 off membership) when the new system is up and running.
  - Waterways advocacy
  - More coaching and instructional content (videos, etc.)
Treasurers Report

Will be sent when available.
INSURANCE PROPOSAL

PREPARED FOR:

USA
WATER SKI & WAKE SPORTS

Effective Date:
January 1, 2021 – January 1, 2022

Lines of Coverage:
Commercial General Liability (incl. EBL)
Auto Liability & Physical Damage (Hired & Non-owned Autos Only)
Workers’ Compensation & Employer’s Liability
Umbrella/Excess Liability
Participant Accident (Excess Accident Medical and AD&D)
Property Policy (incl. Inland Marine, EDP)
Executive Protection Policy (incl. D&O, EPL, Fiduciary)
Crime, K&R
Coaches General Liability

PRESENTED BY:

EPIC Entertainment & Sports
2727 Paces Ferry Road, Building Two, Suite 1500
Atlanta, Georgia 30339
678.324.3300 (Telephone)
678.324.3303 (Fax)
sports.epicbrokers.com

This insurance proposal is based upon the underwriting and exposure information provided by the insured as part of the application process. This proposal is only a brief representation of the policy terms and conditions offered by the insurance companies. The actual insurance policies issued by the carriers will contain the complete coverage terms and conditions.
# MARKETING RESULTS

## General Liability/Excess Liability

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<td>Alive Risk</td>
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<tr>
<td>Allianz</td>
<td>Declined to quote – no appetite for sports risks</td>
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<tr>
<td>Arch / American Specialty</td>
<td>Declined to quote – would exclude all head trauma</td>
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<tr>
<td>Everest Insurance / Specialty Insurance Group</td>
<td>Declined to quote – Everest can only write coverage in FL on a non-admitted basis; manuscript endorsements would require legal review and approval; policy subject to surplus lines taxes in addition to premium; coverage would exclude traumatic brain injury/concussion</td>
</tr>
<tr>
<td>Markel / RPS Bollinger</td>
<td>Declined to quote – carrier is no longer writing new business coverage for NGBs</td>
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<tr>
<td>National Casualty / K&amp;K</td>
<td>Declined to quote – cannot offer the manuscript watercraft endorsements (excess boat owner liability, NWSRA primary watercraft coverage); would exclude abuse coverage in excess policy</td>
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<td>ProSight</td>
<td>Declined to quote – currently not writing new sports risks</td>
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<td>Safehold Special Risks</td>
<td>Declined to quote – Not currently filed in FL</td>
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<td>Tokio Marine/Houston Casualty</td>
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USA-WSWS Awards Report

No report
To: USA-Water Ski & Wake Sports (USA-WSWS) Board of Directors
From: USA-WSWS Bylaws Committee, Jeff Clark, Chair
Re: 2020 Bylaws Committee Annual Report

On behalf of the USA-WSWS Bylaws Committee we thank you for the opportunity to serve and present the following Action items for your consideration.

**Action Item # 1:** Approve all Housekeeping items highlighted in GREEN as a group.

**RATIONALE:** In the attached copy of the proposed Rev 12 of the USA-WSWS Bylaws I have highlighted the housekeeping issues in GREEN and these are organization titles and acronyms or sections that were previously approved by the board and for the purposes of clarifications we have added wording to accomplish this task and have not changed the content of the section. I would ask that you accept all of the items highlighted in GREEN as stated and approve them as a group Action Item. If any director would like to pull out a section for individual consideration, it should be done now or we can move on the approval of the housekeeping items.

The following Action Items are those highlighted in YELLOW.

**Action Item # 2:** Article IV USOPC & IWWF Compliance - add new sections 5 through 8

**RATIONALE:** The new sections addresses the NGB compliance with zero tolerance policies and SafeSport initiatives, conducting fair competitions at all times, and our compliance with the athlete membership on Sport Discipline boards and committees per the requirements of the USOPC Bylaws.

5. **USA-WSWS and its affiliated Sport Disciplines will not tolerate any form of harassment, unlawful discrimination, abuse or misconduct and will uphold a zero-tolerance policy, consistent with these Bylaws, the USOPC SafeSport initiative (which is an addendum to the USA-WSWS Policies and Procedures Manual), and such other Policies and Procedures as are in effect from time to time.**
6. Comply (including all USA-WSWS Sport Disciplines) with all conditions and requirements stated in the “Olympic Movement Code on the Prevention of the Manipulation of Competitions” as published by the International Olympic Committee from time to time, and as attached in the USA-WSWS Policies and Procedures Manual.

7. Ensure the membership of the USA-WSWS Board, committees and task forces include sufficient athlete representatives to comply with all USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).

8. Ensure the membership of the Sport Discipline Boards, committees and task forces include sufficient athlete representatives to comply with all USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).

Action Item # 3: ARTICLE V MEMBERSHIP, VOTING RIGHTS AND AFFILIATION Revised section A

RATIONALE: Adding membership categories for our NGB and any IWWF requirements. This will also apply to all board and committee members.

A. USA-WSWS shall be a membership organization of individuals open to all who subscribe to the vision, mission and objectives of USA-WSWS, regardless of gender, race, color, religion, national origin, age, or sex, are United States citizens or are otherwise qualified for membership in USA-WSWS in accordance with IWWF’s policies and procedures, and who pay such membership fees as the Board shall approve from time to time. The selection of all Directors, Committee and all Task Force Members shall be made without regard to gender, race, color, religion, national origin, age, or sex.

Action Item # 4: ARTICLE V new section G and revised section H.

RATIONALE: Section G addresses the AAC established standards and operation in detail. The AAC will be presenting an updated AAC P & P Manual during their report. Section H added a sentence for compliance clarification for the NGB.

G. There shall be an Athlete Advisory Council that shall broaden communication between USA-WSWS and the athletes, and represent
on the Board the interests of the athletes. Subject to any restrictions stated expressly in, or necessarily implied by these bylaws, and subject to approval by the Board, the Athlete Advisory Council shall be entitled to establish its' own bylaws and operational policies and procedures enabling it to conduct its' affairs in any manner approved by a majority of its' members. The Athlete Advisory Council shall determine the type and number of its' Directors, Committee Representatives and Task Force members, all of whom shall be selected and qualified as set forth in USOPC Bylaws Section 8.5.

H. USA-WSWS shall permit and recognize “affiliated” with clubs, water ski industry trade associations, and other organizations involved in water skiing. Affiliations must have Charters and/or bylaws that support the purposes of USA-WSWS and enhance water skiing and comply with these Bylaws and all of USA-WSWS' applicable Policies and Procedures and requirements. An affiliation shall only entitle the club, sport association or organization to those rights specifically granted by the Board in the resolution granting the affiliation, subject to conditions and payment of fees set from time to time by the Board.

**Action Item # 5: ARTICLE VI GOVERNANCE AND OPERATION** – second portion of A section f, revises section 4 a & f

**RATIONALE:** Section f applies to the election of alternates for each voting Director and the addition of Independent Director. Section 4 a sets the terms of all directors and sets the standards for election cycles.

f. Sport Disciplines, the Athlete Advisory Council may elect a designated alternate(s) for each voting Director allocated, and the Board may elect a designated alternate for the Independent Director. Alternates must meet the same qualifications required for the designated Director. Alternates may attend all Board meetings (regular or special) with no voice nor vote. In the event an elected Sport Discipline, Athlete Advisory Council or Independent Director is unable to attend a meeting, the designated alternate for the absent Director will have both voice and vote for that Director.
4. Director terms shall be subject to the following provisions:

   a. The term of each Sport Discipline Director, Independent Director and Athlete Advisory Council Director shall be no less than two (2) years, except where reallocation eliminates a Director with an unexpired term. The terms of Sport Discipline Directors and Athlete Advisory Council Directors (or Independent Director, in the event that more than one Independent Director is a member of the Board) shall be arranged so that not more than 50% (+/- one Director) of these terms expire in one year;

   f. In the event an Independent Director seat is vacated prior to the expiration of the regular term for such seat, such seat shall be filled with a qualified replacement in accordance USA-WSWS Policies and Procedures, and shall serve for the duration of the vacated term;

Action Item # 6: ARTICLE VI GOVERNANCE AND OPERATION – section 5 added elected officer requirements

RATIONALE: Prohibits an elected director from participating in another USOPC-designated NGB as an officer.

5. The Board shall elect the following officers; Chairman of the Board, President, Vice President, Treasurer, and Secretary, each of whose terms of office shall be one year. Any member of the Board may nominate any other member for an office. Nominations and elections shall occur at the annual meeting of the Board in January of the year in which elections are scheduled to occur. The Chairman shall have voice and vote. Remaining Officers shall have voice but no vote unless they are a current Sport Discipline or Athlete Advisory Council Director. The elected officers shall not be officers in another USOPC-designated NGB. The election and duties of these officers shall be as set forth below:

Action Item # 7: ARTICLE VI GOVERNANCE AND OPERATION – section 6 through 9 added and/or revised to identify the new committee structure for the NGB.
RATIONALE: This change will comply with the USOPC committee structure for all USOPC NGB.

6. The following committees shall be deemed “Designated Committees” as defined by USOPC Bylaws Section 8.5.1(d) whose make up, selection, duties and responsibilities shall be defined herein or in USA-WSWS Policies and Procedures Manual.

- Executive
- Judicial
- Ethics
- Nominating
- Bylaws
- International Activities Committee

7. The following committees shall be deemed “Special Committees” which shall be “Other NGB Committees” as defined by USOPC Bylaws Section 8.5.1(e) whose make up, selection, duties and responsibilities shall be defined herein or in USA-WSWS Policies and Procedures Manual.

- Risk Management
- Waterways
- Towboat
- Awards
- Time and Place

8. The President, the Executive Committee, or the Board may establish Special Committees from time to time, which shall be deemed “Other NGB Committees” as defined by USOPC Bylaws Section 8.5.1(e), and subject to the above requirements regarding AAC representation.

9. The makeup and selection of the members of all Designated Committees (which shall include the above permanent standing committees) and Special Committees and Task Forces shall conform to the requirements and provisions of the Ted Stevens Olympic and Amateur Sports Act and the USOPC Bylaws, including all
applicable Athlete Representation Requirements as may be in effect from time to time.

Action Item # 8: ARTICLE VI GOVERNANCE AND OPERATION – section 10 a Executive Committee revised membership.

RATIONALE: The changes will give the executive committee an odd membership number so that there will not be any tie votes that are occurring with the current membership. The addition of another athlete has created this issue and this will solve the issue.

a. The Executive Committee shall consist of seven (7) voting members, including the Chairman of the Board; President; Vice President, Treasurer; two (2) athletes meeting the qualifications set forth in the USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5)) selected by the Athlete Advisory Council; and one (1) “at large” USA-WSWS member selected by the President in accordance with USA-WSWS’ Policies and Procedures. The President shall chair the committee. The Executive Director and the immediate past President shall be non-voting ex-officio members of the committee and may participate in all meetings.

Action Item # 9: ARTICLE VI GOVERNANCE AND OPERATION – section D 1 a Athlete Representatives from Sport Disciplines selections.

RATIONALE: Clarification of athletes selections.

a. Athlete Representatives from the Sport Discipline shall be selected by the Athlete Advisory Council, such that not less than one-third of the membership and voting power of the Sport Discipline Board is held by such Athlete Representatives. All such Athlete Representatives shall be qualified in accordance with and as required by USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).
**Action Item # 10: ARTICLE VII MEETINGS** Revised section B

**RATIONALE:** Revised wording to include the USOPC standards for recording the minutes of the meetings of the board, adding Conflict of Interest (per their previously submitted Conflict of Interest form before the meeting of the board has commenced) which is in Appendix III in the USA-WSWS P & P Manual.

B. The Chairman shall arrange for the taking of minutes at all meetings of the Board and will certify that they represent an accurate meeting and record of all matters coming before or acted upon by the Board, including when a director abstains due to a conflict of interest or for any other reason on a matter before the Board. The minutes shall specifically include a compilation of all Roll Call votes taken at any meeting, including each Director’s vote (“yes,” “no,” or “abstain”) taken on all such issues. Minutes of all meetings will be distributed to all directors and made available upon request to any member within thirty (30) days of each meeting. Meeting minutes shall be publicly available for at least the three most recent years, and shall be posted and available at least quarterly (in the event a Board meeting is held during any quarter).

**Action Item # 11: ARTICLE VIII CONFLICT OF INTEREST AND ETHICAL PRACTICE** section B

**RATIONALE:** The Judicial committee is better suited to address any violations of the Code of Conduct and Ethics.

A. The Code of Conduct and Ethics shall be administered by the Ethics Committee (except that any proceedings alleging a violation thereof shall be heard by the Judicial Committee), and shall include at least the following restrictions:

**Action Item # 12: ARTICLE IX COMPLAINT AND APPEAL PROCEDURES** – sections A 3 through 5 added designated representative and section B early disposition of issues
RATIONALE: The addition of a “designated representative could be a lawyer for an adult or a parent/legal guardian for a member under the age of 18.

Section A

3. Complaints under this sub-section may only be filed by persons who are directly affected by the action complained of, or their designated representative.

4. A Claim of Appeal from decisions reserved to a USA-WSWS Sport Discipline. Appeals under this sub-section may only be filed by persons who are directly affected by the action complained of, or their designated representative.

5. In all proceedings before the Judicial Committee, the parties-in-interest shall have the right to be represented by an attorney (who may serve as the party’s designated representative in connection with the filing of a Complaint or Claim of Appeal).

B. The Board shall adopt policies and procedures implementing the provision of this Article IX (see Appendix I), which shall (i) provide procedures for the prompt and equitable resolution of Complaints and Appeals, (ii) include provisions for the early disposition of Complaints and Appeals, such as by motion to dismiss or otherwise, (iii) provide for fair notice and an opportunity for a hearing to the parties (including athletes, coaches, trainers, managers, administrators and officials before declaring them ineligible to participate and/or before suspending a member on a provisional or permanent basis).

This ends the revisions to the USA-WSWS Bylaws Rev 12. The following are revisions to the USA-WSWS Policies and Procedures Manual Rev 22.

Action Item # 13: add new Section 1.4 Construction

RATIONALE: This new section defines and clarifies the standards for maintaining the USA-WSWS Policies and Procedures Manual.
1.4 Construction

1.4.1 These Policies and Procedures shall be applied and construed consistently and not in conflict with the USA-WSWS Articles of Incorporation and Bylaws, and with the Bylaws and all requirements of the United States Olympic & Paralympic Committee (USOPC) as are in effect from time to time.

1.4.2 Throughout these Policies and Procedures, the USA-WSWS Board of Directors shall be referred to as the “Board,” and the USA-WSWS Bylaws shall be referred to as the “Bylaws.”

**Action Item # 14:** add new Section 1.5 Non-Discrimination and Gender Equity

**RATIONALE:** This new section defines the standards for the Non-Discrimination and Gender Equity for the membership and its affects on team selection and finances.

1.5 Non-Discrimination and Gender Equity

1.5.1 USA-WSWS and its members shall conduct the affairs of USA-WSWS without unlawful discrimination on the basis of gender, race, color, religion, national origin, age, or sex.

1.5.1.1 The selection of national and international teams in accordance with IWWF selection criteria which require certain gender “mixes,” or which impose certain age restrictions or requirements, shall not be deemed a violation of this policy.

1.5.2 USA-WSWS shall provide equitable support and encouragement for participation by women in the event separate programs for male and female athletes are conducted on a national basis.

1.5.2.1 International team budgets and funding shall be reviewed by the International Activities Committee to ensure that all such funds have been equitably distributed in accordance with the policies set forth in this Section 1.5.

1.5.2.2 Information regarding USOPC Elite Athlete Health Insurance, support criteria and other benefits available to eligible athletes shall be available for athlete reference online.
Action Item # 15: add new Section 3.2.6.1 Standards for forming a partnership to enhance our teams in international competitions.

**RATIONALE**: This is a new section that defines the procedures to partner with an organization to assist us with our team training.

3.2.6.1 In the event USA-WSWS or its Sport Disciplines utilize or partner with any amateur sports organization that conducts a national program or regular national amateur athletic competition on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athletic competition, the Board shall adopt policies and procedures to ensure the direct representation of those sports organizations on the Board as Partner Directors (but with both voice and vote) such that the representation reflects the nature, scope, quality and strength of the programs of those sports organizations in relation to all other programs and competitions in the sport in the United States. Other Partner Directors (with voice, but no vote) may be selected from time to time based on their involvement in industries and other activities affecting or impacting the interests of USA-WSWS and its members.

Action Item # 16: add new Section 3.8 Removal of a Director for cause.

**RATIONALE**: This is a new section that the USOPC required us to add to define the standards for replacing a Director for cause.

3.3 Each Sport Discipline and the AAC, and the Board in the case of the Independent Director or Affiliated Organization Director, shall have the authority to remove and replace a director elected or selected by them, for “cause.” “Cause” shall include the failure of the director to attend or participate in more than two (2) meetings during any calendar year, the failure to fulfill the duties of director as generally set forth in USA-WSWS Bylaws, and Policies and Procedures, or the violation of in USA-WSWS Bylaws, and Policies and Procedures. Any decision regarding the removal or replacement of a director shall require a majority vote of the USA-WSWS or Sport Discipline Board or AAC, as applicable. Notice of any such proposed action shall be
provided to the responding director, and to all other members of the USA-WSWS or Sport Discipline Board or AAC (as applicable), at least fourteen (14) days prior to a vote on any such proposal. The responding director shall have an opportunity to provide a written response to any such proposal, at least seven (7) days prior to a vote on any such proposal.

**Action Item # 16:** add new Section 3.11 Board and Committee Attendance, Goals and Information.

**RATIONALE:** This is a new section that the USOPC required us to add to define the standards for Board and Committee members attendance requirements and participation goals.

3.11 Board and Committee Attendance, Goals and Information.

3.11.1 In performing its duties under the USA-WSWS Bylaws, the Board shall:

3.11.1.1 Focus on long-term objectives and impacts.

3.11.1.2 Oversee the financial activities of USA-WSWS throughout the fiscal year.

3.11.1.3 Review and approve the financial statements, annual reports, financial and control policies, and select or approve USA-WSWS independent auditors.

3.11.1.4 Ensure that athlete safety rules, policies, and procedures comply with the requirements of the USOPC and U.S. Center for SafeSport.

3.11.2 Board and Committee Members are expected to attend or otherwise participate in board and committee meetings, and to fulfill their duties in accordance with USA-WSWS Bylaws, and Policies and Procedures.

3.11.3 A list of current Board members shall be available on USA-WSWS website. The list shall include each member's role on the Board (position) and Board term. Any individual with an officer position (chair, president, etc.) shall also be listed.
**Action Item # 17:** completely revised Section 5.0 Committee Membership and 6 Committee Operation section 6.1.2.

**RATIONALE:** This revised section reorganizes our committees to comply with the USOPC Bylaws standards in order to reduce the confusion in nomenclature and committee definitions by the new categories.

### 5.0 COMMITTEE MEMBERSHIP

5.1 The following committees shall be deemed “Designated Committees” as defined by USOPC Bylaws Section 8.5.1(d):

- Executive
- Judicial
- Ethics
- Nominating
- Bylaws
- International Activities Committee

All Boards of Sports Disciplines which competed in the most recent Pan Am Games shall comply with the 5.2.

5.2 Sufficient representatives shall be appointed by the AAC to each Designated Committee to ensure that not less than thirty-three and one-third percent (33.3%) of the membership and voting power of each Designated Committee consists of AAC representatives, in accordance with and as required by USOPC Bylaws regarding Athlete Representation (see USOPC Bylaws Section 8.5.4).

5.3 The following committees shall be deemed “Special Committees” which shall be “Other NGB Committees” as defined by USOPC Bylaws Section 8.5.1(e):

- Risk Management
- Waterways
- Towboat
Awards

Time and Place

5.4 Sufficient representatives shall be appointed by the AAC to each Standing Committee to ensure that not less than thirty-three and one-third percent (33.3%) of the membership and voting power of each Standing Committee consists of AAC representatives, in accordance with and as required by USOPC Bylaws regarding Athlete Representation (see USOPC Bylaws Section 8.5.5).

5.5 The President, the Executive Committee, or the Board may establish Special Committees from time to time, which shall be deemed “Other NGB Committees” as defined by USOPC Bylaws Section 8.5.1(e), and subject to the above requirements regarding AAC representation.

5.6 Except for AAC representatives or as otherwise expressly set forth in the Bylaws or these Policies and Procedures, the President of USA-WSWS shall appoint committee members and the committee chair. Each Sports Discipline and the AAC shall make membership recommendations for the President’s consideration. These recommendations shall be predicated on those who are best qualified and who have the desire to serve. The President will consider such recommendations but will not be bound by them. Except for AAC representatives, Designated Committee and Standing Committee appointments require Board approval.

5.7 The Committee Chairman of any committee can be a voting or non-voting member of the committee. Additionally, the President may appoint non-voting committee representatives to any committee, who shall serve in an advisory (non-voting) capacity.

5.8 Sport Discipline boards shall comply with all athlete representation requirements applicable to USA-WSWS committees.

6 COMMITTEE OPERATION

6.1 Term

6.1.1 The term of all Designated Committees is one year and starts with adjournment of the Annual January Board meeting.

6.1.2 The term of all Special Committees shall also start with the adjournment of the Annual January Board meeting, except as
Action Item # 18: completely revised Section 7.2 Judicial Committee.

RATIONALE: This revised section clarifies the committees operating standards and responsibilities.

7.1 Judicial

7.2.1 Purpose: The purpose of the Judicial Committee is to administer and decide complaints, disciplinary actions and appeals in accordance with the USA-WSWS Bylaws.

7.2.2 Membership and Administration: The membership of the Judicial Committee shall consist of five (5) voting members including one (1) member certified by USA-WSWS as an official, one (1) member certified by USA-WSWS as a coach, two (2) athletes meeting USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5) selected by the AAC, and one (1) Sport Discipline Representative from the discipline most closely involved in the particular issues, all in accordance with the Bylaws. The Chair shall be appointed by the President.

7.2.3 Responsibilities: The responsibilities of the Judicial Committee are set forth in the USA-WSWS Bylaws. Specifically, the committee is required to investigate, conduct hearings, make preliminary rulings and issue final orders on complaints under the USA-WSWS Bylaws; and to decide appeals to the President of USA-WSWS of adverse actions taken against members. The Judicial Committee’s jurisdiction shall include the investigation, conduct of hearings, the issuance of preliminary rulings and final orders as to all
complaints arising out of: any USA-WSWS Policies and Procedures, or any other duly adopted rule or regulation, including but to USA-WSWS Code of Conduct and Ethics; any provision of the USA-WSWS Bylaws; any applicable provisions of the USOPC Bylaws; or any provision of the Ted Stevens Olympic and Amateur Sports Act relating to USA-WSWS recognition as a National Governing Body, but specifically excluding Complaints over which a USA-WSWS Sport Discipline has exclusive jurisdiction pursuant to the Sport Discipline’s Bylaws. The Judicial Committee shall also have jurisdiction over “opportunity to compete or participate” proceedings, and appeals from decisions reserved to a USA-WSWS Sport Discipline, as set forth in USA-WSWS’ Bylaws.

7.2.4 Procedural Rules: The Board shall establish policies and procedures for the operation of the Judicial Committee consistent with the Bylaws.

7.2.5 The Judicial Committee shall report the pendency and outcome of all matters coming before it, to the Executive Director. The Executive Director or her/his designee shall maintain a permanent record of all such proceedings and the outcome thereof. Those records shall be confidential in all cases which are dismissed by the Judicial Committee whether based on procedural grounds or the merits of the underlying matter.

Action Item # 19: Revised Section 7.3 Ethics Committee.

RATIONALE: This revised section clarifies the committees operating standards and responsibilities.

7.3 Ethics

7.3.1 Purpose: USA-WSWS requires its volunteers and staff to conduct business with integrity, to maintain a standard of ethical conduct consistent with the laws and regulations of the United States and other countries and jurisdictions in which USA-WSWS conducts business.

7.3.2 Membership and Administration: In addition to AAC representation in accordance with the USA-WSWS Bylaws,
there shall be at least one representative from each USA-WSWS Sports Discipline as selected by the Sports Discipline Presidents and approved by the President of USA-WSWS, in both numbers and voting power. The Chair shall be appointed by the President.

7.3.3 Responsibilities: The Ethics Committee shall be responsible for promulgating and administering the USA-WSWS' Code of Conduct and Ethics, except for hearings on Complaints arising under the Code of Conduct and Ethics which shall be referred to and decided by the Judicial Committee. The Code of Ethics shall include standards addressing or requiring certain standards of conduct for all members, employees and others subject to USA-WSWS' jurisdiction as to the following:

7.3.3.1 All dealings must be conducted with transparency, honesty and fairness.

7.3.3.2 The rights of all volunteers, employees and others affiliated or associated with USA-WSWS to fair treatment and equal opportunity, free from discrimination and/or harassment must be respected.

7.3.3.3 All laws, rules regulations, and policies governing relating to the conduct of USA-WSWS, both domestic and foreign, must be known and complied with, and it shall be the affirmative obligation of all persons subject to the Code of Conduct and Ethics to know and Comply therewith.

7.3.3.4 All transactions must be handled honestly and recorded accurately.

7.3.3.5 All confidential and proprietary information that belongs to USA Water Ski & Wake Sports, our donors, sponsors, suppliers and fellow workers must be protected.

7.3.3.6 Conflicts of interest, both real and perceived, shall not be permitted.

7.3.3.7 USA-WSWS assets or information shall not be used for personal gain or benefit.

7.3.3.8 Actions must be taken to avoid the appearance of misconduct or impropriety, or any actions which may adversely affect the reputation of USA Water Ski & Wake Sports.
7.3.3.9 USA-WSWS, as a National Governing Body of the USOPC, is subject to the USOPC Code of Ethics.

**Action Item # 20:** Revised Section 7.4.2 Nominating Committee.

**RATIONALE:** This revised section defines the committee membership numbers as requested by the USOPC.

7.4.2 Membership and Administration: In addition to AAC representation in accordance with the USA-WSWS Bylaws, there shall be at least one representative from each USA-WSWS Sports Discipline as selected by the Sports Discipline Presidents and approved by the President of USA-WSWS. The Chair shall be appointed by the President.

**Action Item # 21:** Revised Section 7.5 Bylaws Committee.

**RATIONALE:** This revised section defines the committee membership numbers and responsibilities as requested by the USOPC.

7.5 Bylaws

7.5.1 Purpose: The committee shall review and maintain the USA-WSWS Bylaws and the USA-WSWS Policies and Procedures Manual. They will make recommendations for changes in these documents to the USA-WSWS Board of Directors.

7.5.2 Membership and Administration: In addition to AAC representation in accordance with the USA-WSWS Bylaws, there shall be at least one representative from each USA-WSWS Sports Discipline as selected by the Sports Discipline Presidents and approved by the President of USA-WSWS. The Chair shall be appointed by the President.

7.5.3 Responsibilities: The committee will review and revise these Bylaws, these Policies and Procedures, and the Bylaws and any Policies and Procedures of the Sports Disciplines to ensure that they are in compliance with and not in conflict with the USA-WSWS Bylaws and any applicable Bylaws and requirements of the USOPC.
Action Item # 22: Revised Section 7.6 International Activities Committee.

RATIONALE: This revised section defines the Purpose, committee membership numbers and responsibilities as requested by the USOPC.

7.6 International Activities

7.6.1 Purpose: This will be the principal committee dealing with all aspects of USA-WSWS participation in International competitions and our relations with organizations such as the USOPC, International Waterski and Wakeboard Federation, and the Pan American Sports Organization. This committee shall make recommendations to the USA-WSWS Executive Committee and to the USA-WSWS Board of Directors regarding policies and procedures governing our participation in International competition. Although each Sport Discipline shall be responsible for adopting qualifications and procedures governing the selection of teams and athletes to compete in international events, all such qualifications and procedures shall be subject to review by the International Activities Committee.

7.6.2 Membership and Administration: In addition to AAC representation in accordance with the USA-WSWS Bylaws, there shall be at least one representative from each USA-WSWS Sports Discipline as selected by the Sports Discipline Presidents and approved by the President of USA-WSWS. The Chair shall be appointed by the President.

7.6.3 Responsibilities: The committee shall work closely with the USA-WSWS Executive Committee in coordinating efforts to provide competent officials and competitors to international competitions. They shall also work closely with the USOC through the USA-WSWS Headquarters staff to coordinate the financial grants to support our training and competition programs for the international teams that we train and select for international competitions. They shall be responsible for promulgating requirements and procedures for athletes, team staff and others participating in international competitions. They shall work with the USA-WSWS
Headquarters staff to review all aspects of international activities, to assure consistency with the requirements of the Board of Directors, USA-WSWS, IWWF, PASO, and USOPC. They will make recommendations to the USA-WSWS Board of Directors where conflicting requirements exist. They shall have complete oversight over all representatives of USA-WSWS participating in international competitions, including skiers, officials, coaches, managers, and other members of the official USA-WSWS delegation.

**Action Item # 23:** Revised Section 8.1 Risk Management Committee.

**RATIONALE:** This revised section defines the committee membership numbers and responsibilities as requested by the USOPC.

### 8.1 Risk Management

#### 8.1.1 Purpose:
Risk Management, which is the management of the risks involved in the competitions of our athletes, shall be the primary concern of the committee.

#### 8.1.2 Membership and Administration:
There shall be 9 members of this Committee. In addition to AAC representation in accordance with the USA-WSWS Bylaws, the President shall seek recommendations from the Sport Disciplines, and appoint, representatives having knowledge of the risks and safety principles applicable to participation in the activities of the Sport Disciplines. The Chair shall be appointed by the President. Other persons, such as the Chairman of Board, President, Executive Director, legal counsel, insurance council and other consultants may be appointed.

#### 8.1.3 Responsibilities:
The committee shall work closely with the USA-WSWS Board of Directors, Executive Committee and the Executive Director, and with the USA-WSWS Sports Disciplines to create, implement and promote programs and activities that impact the safety of all USA-WSWS athletes and participants. The committee is responsible for all Board approved USA-WSWS Risk Management policies and shall

**Action Item # 24:** Revised Section 8.1 Waterways Committee.

**RATIONALE:** This revised section defines the committee membership numbers and responsibilities as requested by the USOPC.

8.2 Waterways

8.2.1 Purpose: The purpose of the committee is to research the possibility of and work towards complete access to all public waters for our members for usage in the sport of recreational and competitive water skiing.

8.2.2 Membership and Administration: There shall be five (5) members of this Committee. In addition to AAC representation in accordance with the USA-WSWS Bylaws, the President shall seek recommendations from the Sport Disciplines, and appoint, representatives having knowledge of public and private water access, regulations and requirements applicable to participation in the activities of the Sport Disciplines. The Chair shall be appointed by the President. Other persons, such as the Chairman of Board, President, Executive Director, legal counsel, insurance council and other consultants may be appointed. Consideration should be given to the geographic diversity of committee representatives so as to have a nationwide cross-sectional view of the matters within the Committee’s responsibility.

8.2.3 Responsibilities: The Committee shall review, update and make the Waterways Education Manual available to USA-WSWS’ members, in addition to providing general information and support to the Board and Sport Disciplines as to these issues.

**Action Item # 25:** Revised Section 8.4 Awards Committee.

**RATIONALE:** This revised section defines the committee membership numbers as requested by the USOPC.

8.4 Awards

8.4.2 Membership and Administration: In addition to AAC representation in accordance with the USA-WSWS Bylaws,
there shall be at least one representative from each USA-WSWS Sports Discipline as selected by the Sports Discipline Presidents and approved by the President of USA-WSWS. The Chair shall be appointed by the President.

**Action Item # 26:** Revised Section 8.5.2 Time and Place Committee.

**RATIONALE:** This revised section defines the committee membership numbers as requested by the USOPC.

8.5.2 Membership: In addition to AAC representation in accordance with the USA-WSWS Bylaws, there shall be at least one representative from each USA-WSWS Sports Discipline as selected by the Sports Discipline Presidents and approved by the President of USA-WSWS. The Chair shall be appointed by the President.

**Action Item # 27:** Added new 9.0 Other Committees.

**RATIONALE:** This is the new category for appointment of committees for short term work as needed and defines the appointment and responsibilities of the committee.

9.0 OTHER COMMITTEES

9.1 The Executive Committee, Board, or President may establish other committees from time to time. The Purpose, Membership and Administration, and Responsibilities of all such other committees shall be determined in connection with the establishment of each other committee. AAC representation on each such committee shall be in accordance with the USA-WSWS Bylaws.

**Action Item # 28:** Added 10.1.2 and 10.1.3 to 10.0 Meetings

**RATIONALE:** Added to define and clarify who may attend meetings of the board as requested by the USOPC.

10.1.2 Committee chairs (or their alternates, if the chair is unable to attend) may attend Board meetings to present the report of their committee, and to respond to questions otherwise relating thereto.
The Board may allow other persons to attend Board meetings as determined by the Board in connection with any Board meeting.

Action Item # 29: Appendix I: PROCEEDINGS UNDER USA-WSWS BYLAWS ARTICLE IX (COMPLAINT PROCEDURES) 1/2021

RATIONALE: The USOPC required us to update the legal language and clarify various processing issues in the document.

APPENDIX I

Policies and Procedures for Proceedings Under
Bylaws Article IX (Complaint and Appeal Procedures)

Effective January 31, 2021

USA-Water Ski & Wake Sports (USA-WSWS) hereby adopts the following Policies and Procedures for all proceedings under USA-WSWS Bylaws Article IX (Complaint Procedures).

1. Complaints and Appeals may be filed with USA-WSWS in accordance with Article IX of USA-WSWS’ Bylaws. Throughout these procedures (whether a Complaint or an Appeal) a party initiating the proceeding shall be referred to as a Complainant, and a party responding to the proceeding shall be referred to as a Respondent. All parties to any Complaint or appeal before the Judicial Committee shall have the right to be represented by an attorney (or parent or legal guardian, in the case of a minor) throughout the proceeding.


1. The Complainant or their attorney:
   a. shall file the Complaint or Appeal with the Judicial Committee, with a copy to the USA-WSWS Executive Director and the President of the Sport Discipline most closely involved in the issue(s) raised in the Complaint or Appeal.
   b. In any proceeding where the Complainant designates an attorney to represent the Complainant’s interest, the Complainant shall file a “power of attorney” or other written authorization signed by the Complainant and expressly authorizing the attorney to act as the Complainant’s attorney with respect to the proceeding. A minor’s parent or legal guardian shall be rebuttably presumed to have authority to act as the designated representative of the minor, with or without representation of the minor by an attorney.
   c. The Complaint or Appeal shall set forth in clear and concise language:
      i. The full name and identifying membership information (if known) of the Complainant and Respondent(s);
      ii. the alleged violation, grievance, denial or threat to deny, or issue from which any appeal is sought;
      iii. the remedy requested; and,
      iv. whether emergency or expedited action is necessary, the reasons therefor, and the requested deadline by which any emergency or expedited action should be taken.
d. The Complainant or the Complainant’s attorney shall sign the Complaint or Appeal.

e. Within fourteen (14) business days after it its filing (absent just cause for any delay), a copy of the Complaint or Appeal shall be provided by the USA-WSWS Executive Director to the party(ies) against whom the Complaint has been filed (the “Respondent(s)”), and to the Chair of the Judicial Committee. Additionally, USA-WSWS shall provide the parties (Complainant(s) and Respondent(s)) and the Chair of the Judicial Committee with all materials filed with any relevant documents otherwise in the possession of USA-WSWS.

f. The Judicial Committee shall then appoint a Hearing Panel (which may include members of the Judicial Committee) of five (5) disinterested persons which includes not less than one-third (33.3%) representation by qualified Athletes (as defined by the USOPC Bylaws), to investigate, administer and decide the issues raised in the Complaint or Appeal. Notice of the proposed Hearing Panel appointees shall be provided to the parties, with an opportunity to object to any appointee for a conflict of interest or actual bias or prejudice. Any dispute relating to the appointments shall be resolved by the USA-WSWS Judicial Committee chair (or the chair’s designee, in the event the chair has a conflict of interest or is otherwise disqualified).

g. The Judicial Committee or the designated Hearing Panel may also determine that individuals or others not listed as either a Complainant or Respondent are interested parties to whom notice of the proceedings (and an opportunity to be added or intervene as a party) should be given.

h. Throughout all such proceedings, all parties shall have the right to submit additional relevant documents for consideration by the Hearing Panel. Copies of all materials provided by any party shall be promptly provided to all other parties, including the Respondent(s)’ response to the Complaint, any preliminary motions or other filings with the Hearing Panel, and all documents and evidence submitted by either party. All parties, including any affected or intervening party, shall be eligible to participate fully in the proceedings, including any hearing.

i. All parties, including any affected or intervening party, shall be bound by the decision of the Hearing Panel, even if she/he chooses not to participate.

3. Investigation and Hearing Procedures for Complaints

a. Following its appointment, the Hearing Panel shall (after seeking input from the parties) first enter a scheduling order setting forth the procedures to be followed throughout the proceedings, which may include addressing and deciding some or all of the matters (including rendering a final decision) on an expedited basis. The scheduling order shall be entered within thirty (30) days after the Complaint has been filed, and shall provide for the resolution of the Complaint within ninety (90) days after any response to the Complaint has been filed. The timelines set forth in this Section 3 may be extended for good cause shown, as determined by the Hearing Panel. The scheduling order shall address the following:

i. a date by which the Respondent(s) shall be required to formally respond to the Complaint, not to exceed fourteen (14) days after the service of the Complaint on the Respondent(s);

ii. A date by which any informal or formal mediation process shall be completed (if the parties agree to mediation to be conducted by a neutral third-party mutually agreeable to the parties; no mediation shall be conducted unless all parties agree). Any mediation shall be conducted before a mediator certified in the state or federal courts of the State of Florida, and the Hearing Panel Chair shall be advised of the name of the selected mediator, and the mediator’s acceptance of that selection. All mediation communications shall be confidential, and any mediation communications shall not be admissible in any subsequent proceeding. The mediation shall be conducted in good faith. The mediator shall inform the Hearing Panel Chair of the terms of any settlement agreement, or if the parties do not settle.

iii. A date by which the parties must submit and exchange all written evidence. The first disclosure shall occur within thirty (30) days after the service of the Complaint
iv. whether any additional discovery, if any, shall be allowed, and (if additional discovery is to be allowed) the nature and format of that discovery and the date by which it shall be completed;

v. A date by which the parties shall raise any preliminary motions or other matters, which shall be within thirty (30) days after the service of the Complaint on the Respondent(s), as well as the date for any subsequent or final hearing(s), which shall be within ninety (90) days after the service of the Complaint on the Respondent(s);

vi. A date by which all documents to be used at any final hearing shall be disclosed and exchanged (which shall be at least fifteen (15) days before any final hearing to enable the parties a reasonable opportunity to prepare for any final hearing); and,

vii. A date by which the identity of all witnesses to be called to testify at any final hearing shall be disclosed (which shall be at least fifteen (15) days before any final hearing to enable the parties a reasonable opportunity to prepare for any final hearing);

viii. A date by which any written arguments must be submitted; and,

ix. Any other matters the Hearing Panel determines may promote the efficient administration of the matter, consistent with general principles of due process and fairness.

b. If interim measures (such as a temporary suspension or limitation of a member’s membership privileges) are requested in any Complaint proceeding under Article IX(A)(1) (prior to any assumption of jurisdiction by the U.S. Center for SafeSport over matters arising under USA-WSWS’ SafeSport Policy), or (2)(a), of USA-WSWS’ Bylaws, and the immediate consideration of that request is determined by the Hearing Panel to be necessary and appropriate, the Hearing Panel may conduct expedited proceedings and impose interim measures during the pendency of the proceeding. Interim measures may be imposed on an ex parte emergency basis, but only if the Hearing Panel determines that there is not sufficient time to hold a hearing before such interim measures should be effective (such as to protect the health, safety and wellbeing of other athletes) and if there is sufficient evidence when taken as a whole supports the need for the entry of any interim measures on an emergency basis; if ex parte emergency measures are imposed, the affected member shall have the right to a hearing on any such interim measures within 48 hours after notice to the affected member that those interim measures have been imposed. In all other cases, a hearing must be held prior to the imposition of interim measures if those interim measures limit or prohibit the affected member’s eligibility to compete or participate in a USA-WSWS sanctioned competition or as a member of a USA-WSWS team. Under all circumstances, an affected member shall have a right to a hearing in connection with the imposition of interim measures. Interim measures may include temporary suspensions or limitations on a member’s membership rights and privileges, or other measures, but no membership shall be terminated until a final decision has been rendered in accordance with the Policies and Procedures set forth in this Appendix 1. Interim measures may be imposed before a scheduling order has been entered.

c. The Hearing Panel shall have the right to conduct its own investigation as to the matters at issue, but shall provide all parties with the results of that investigation.

d. The Hearing Panel will address preliminary motions and matters which may include motions to dismiss the complaint (e.g., issues relating to standing, statute of limitations, and so forth) before proceeding to a determination on the merits. As to all preliminary motions and matters, either the parties or the Hearing Panel shall have the right to raise any such issues. The parties shall be advised of the nature of any preliminary motions, and shall be given an opportunity to be heard (either by written submissions, oral presentations or arguments, or a combination thereof, as determined in the sole discretion of the Hearing Panel) relevant to those preliminary motions and matters. The Hearing
Panel shall issue a written decision on all such issues, as determined by a majority of the Hearing Panel.

e. Following the resolution of any preliminary motions and other matters, a hearing shall then be had on any matters which remain unresolved. At any hearing, all parties shall be given an opportunity to be heard, including the submission of evidence and the presentation of witnesses (unless the Hearing Panel determines that the presentation of evidence or witnesses is not relevant to the matters at issue), and the presentation of arguments relevant to the matters at issue. In the case of expedited proceedings, the Hearing Panel may dispense with the procedures set forth in this paragraph, except that all proceedings must comply with general principles of due process and fairness.

f. At any preliminary or final hearing, any party may require that a record be made of those proceedings by a certified court reporter, by reasonable prior notice to the Hearing Panel and other parties. The cost shall be borne solely by the party requiring that a record be made.

g. Hearings may be held in person, or by video or telephonic conference, at the discretion of the Hearing Panel. Hearings shall be held in "real time," with all parties-in-interest being given reasonable prior notice to allow for their attendance or participation.

h. Following the Final Hearing (including any post-hearing filings that may be allowed by the Hearing Panel), the Hearing Panel shall issue a written decision resolving the issues in the case, with each issue being determined by a majority of the Hearing Panel members.

4. Hearing Procedures for Appeals

a. Appeals shall be determined solely based on the record presented in the proceeding from which the appeal arises. The record shall consist of any written evidence or information presented to or considered by the decision maker in the underlying proceeding, any record of that proceeding (including any preliminary motions or matters) by a certified court reporter, and any written decision(s) rendered in that proceeding.

b. Following its appointment (using the member selection procedures in 2 E), the Hearing Panel shall (after seeking input from the parties) first enter a scheduling order setting forth the procedures to be followed throughout the proceedings. The scheduling order shall address the following:

i. whether the Respondents shall be required to formally respond to the Appeal, and if so, the date by which that response shall be filed;

ii. a date by which the parties must agree upon and submit all documents and information making up the record on appeal;

iii. A date by which the parties shall raise any preliminary motions or other matters, as well as the date for any subsequent or final hearing(s); and,

iv. Any other matters the Hearing Panel determines may promote the efficient administration of the matter, consistent with general principles of due process and fairness.

The Hearing Panel shall have the right to amend the scheduling order from time to time, in its discretion.

c. The Hearing Panel will address preliminary motions and matters, which may include motions to dismiss the appeal (e.g., issues relating to standing, statute of limitations, and so forth) before proceeding to a determination on the merits. As to all preliminary motions and matters, either the parties or the Hearing Panel shall have the right to raise any such issues. The parties shall be advised of the nature of any preliminary motions, and shall be given an opportunity to be heard (either by written submissions, oral presentations or arguments, or a combination thereof, as determined in the sole discretion of the Hearing Panel) relevant to those preliminary motions and matters. The Hearing Panel shall issue a written decision on all such issues, as determined by a majority of the Hearing Panel.

d. Following the resolution of any preliminary motions and other matters, a hearing shall then be had on any matters which remain unresolved. At any hearing, all parties shall be given
an opportunity to be heard, (either by written submissions, oral presentations or arguments, or a combination thereof, as determined in the sole discretion of the Hearing Panel). In the case of expedited proceedings, the Hearing Panel may dispense with the procedures set forth in this Paragraph 5, except that all proceedings must comply with general principles of due process and fairness.

e. At any preliminary or final hearing, any party may require that a record be made of those proceedings by a certified court reporter, by reasonable prior notice to the Hearing Panel and other parties. The cost shall be borne solely by the party requiring that a record be made.

f. Hearings may be held in person, or by video or telephonic conference, at the discretion of the Hearing Panel.

5. Any further appeal of a final decision rendered as to any Complaint or Appeal shall be pursuant USA-WSWS Bylaws Article IX(E).

6. All proceedings before the Judicial Committee shall be subject to the Whistleblower and Anti-Retaliation protections set forth in USA-WSWS Code of Conduct and Ethics.

**Action Item # 30: Appendix II: SPORT DISCIPLINE BYLAWS - REQUIRED CONTENT (Rev 5) 1/2021**

**RATIONALE:** The USOPC required us to update the language changes that are necessary for the Sport Discipline Bylaws to be in compliance with the USOPC new requirements.

**Appendix II** Sport Discipline Bylaw Requirements Rev 5

**TO:** USA WATER SKI & WAKE SPORTS (USA-WSWS) SPORT DISCIPLINES

**FROM:** USA-WSWS (NGB) BYLAWS COMMITTEE

**RE:** SPORT DISCIPLINE BYLAWS - REQUIRED CONTENT (Rev 5) 1/2021

**NEW PARAGRAPH THREE**

In January 2021, the athlete representation on committees and Board of Directors was changed to thirty three and one/third % (33.3%) of the participation on the committees and voting power on the Board of Directors of the Sport Disciplines that participate in PASO and IWWF World Championship Team competitions.

To assist in this effort the Bylaws committee has prepared the following list of items that must be addressed in your Bylaws to be in compliance with the USA-WSWS Bylaws. **XXXX** equals the name and **XXX** the abbreviation of the Sport Discipline. The numbers in ( ) reference the appropriate USA-WSWS Bylaws section and where appropriate, sample and/or the required language has been provided.
REVISED THIS SECTION

MEMBERSHIP

Must include statement that membership is open to all USA-WSWS members without prejudice. (Article V. A)

Sample: Membership in XXX shall be open to any individual member of USA-WSWS, without discrimination on the basis of gender, race, color, religion, national origin, age, or sex: subject only to payment of dues as the USA-WSWS and XXX may prescribe from time to time.

REVISED THIS SECTION

GOVERNANCE

Must describe the method that will be used to select the USA-WSWS Director(s) allocated to the Sport Discipline. It should also address selection of alternates should the Sport Discipline choose to provide for alternates. (Article VI.2(a))

Must provide for athlete participation on the Board and on standing committees. (Article IV. A 7)

If the Sport Discipline is a Pan Am Sport Organization (PASO), the Bylaws must provide for “eligible athlete” participation on the Board and on standing committees and this participation must be thirty three and one/third % (33.3%) of the membership and voting power. (Article IV. A 7 & 8)

MANDATORY LANGUAGE TO BE INSERTED IN ALL SPORT DISCIPLINE BYLAWS

[Sport Discipline/acronym] hereby adopts the following Policies and Procedures for all proceedings under [Sport Discipline’s] Bylaws Article ### (Complaint Procedures).

1. Complaints.
   [Sport Discipline/acronym] shall have exclusive jurisdiction over complaints relating to the following:
   a. The application or interpretation of any of [Sport Discipline’s] rules of competition including administrative rules relating thereto;
   b. The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution;

A. Suspension or Expulsion may be appealed and/or a complaint filed to the AWSA per ARTICLE XIII and it shall be sent directly to the USA-WSWS Judicial Committee and resolved in accordance with USA-WSWS Bylaws Article IX.
The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution:

Any alleged or actual denial, or threat to deny, an individuals’ opportunity to compete or participate (including as an athlete, coach, manager or otherwise) in a USA-WSWS sanctioned competition or as a member of an official U.S. team designated to participate in international competition relating to [Sport Discipline’s] activities.

REVISED THIS SECTION


A complaint may be filed by any person who claims direct and actual harm as a result of the actions complained of. The complainant shall file a Complaint with the XXXX ACRONYM President, with a copy to all members of [Sport Discipline's] Executive Committee, and also with a copy to the Executive Director of USA-WSWS.

The Complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation, grievance, denial or threat to deny, and (ii) the remedy requested. The complainant shall sign the complaint.

Promptly following receipt of the Complaint, the President shall send a copy of the Complaint, together with all materials filed with the Complaint and any relevant documents otherwise in the possession of XXXX ACRONYM to the party(ies) against whom the Complaint has been filed (the “Respondent(s)”).

Following receipt of the Complaint, the Executive Committee shall promptly designate a Hearing Panel (which may be the Executive Committee itself) to investigate and decide the Complaint (subject to ratification or amendment of the Hearing Panel’s decision by the [Sport Discipline’s] Board of Directors. The parties shall be given notice of the hearing panel appointees, and a reasonable opportunity to object to any hearing panel appointees because of any conflicts of interest or actual bias or prejudice. The Hearing Panel shall designate a chair to preside over all matters and hearings relating to the Compliant. If the Hearing Panel determines that any individual(s) not listed as either as a Complainant or Respondent are interested parties to whom notice of the proceedings (and an opportunity to be added or intervene as a party) should be given, the Hearing Panel Chair shall provide notice of the proceedings (which shall include a copy of the complaint and all other materials and relevant documents to the third-party(ies); the third-party(ies) shall thereafter inform the Hearing Panel of their intent to participate in the proceedings within a time period established by the Hearing Panel, except that the proceedings shall continue even in the absence of any such third-party(ies) who do not give notice of their intent to participate.

The Hearing Panel shall generally follow Policies and Procedures established for the USA-WSWS Judicial Committee (see USA-WSWs Policies and Procedures, App. 1), except as
Throughout all such proceedings, all parties shall have the right to submit additional relevant documents for consideration by the Hearing Panel. Copies of all materials provided by any party, or any other communications, shall be provided to all other parties, and there shall be no *ex parte* communications between the parties and the Hearing Panel. All parties, including any affected or intervening party, shall be eligible to participate fully in the proceedings, including any hearing. All parties, including any affected or intervening party, shall be bound by the decision of the Hearing Panel, even if she/he chooses not to participate, subject only to the ratification or amendment of the Hearing Panel’s decision by the [Sport Discipline’s] Board of Directors.

Must provide for a minimum of one Annual Membership meeting.

**Action Item # 31: Appendix III CODE OF CONDUCT AND ETHICS 1/2021**

**RATIONALE:** The USOPC required us to update the legal language and clarify various issues in the document.

APPENDIX III

**CODE OF CONDUCT AND ETHICS**

**USA WATER SKI & WAKE SPORTS**

**EFFECTIVE JANUARY 31, 2021**

USA Water Ski & Wake Sports (USA-WSWS) is committed to providing a safe and ethical environment for all of its members, affiliated clubs, **independent contractors**, athletes, volunteers and employees (collectively “Colleagues” for purposes of this Code of Conduct and Ethics). USA-WSWS has adopted this Code of Conduct and Ethics (“Code of Conduct”) which governs all Colleagues (except as expressly limited, such as the annual reporting obligation) in USA-WSWS activities. This Code of Conduct and Ethics is intended to provide general concepts and guidance to all Colleagues, so they understand what types of behavior and decisions are acceptable and encouraged by USA-WSWS. General concepts include common principles of ethics based on USA-WSWS’ organizational values, such as respect for others, integrity and honesty, competence and accountability, and teamwork.

**I. PRINCIPLES OF ACCEPTABLE AND ETHICAL CONDUCT**

As a part of this Code of Conduct and Ethics, all Colleagues must:

1. Be knowledgeable of, and abide by USA-WSWS’s Bylaws, Policies (including USA-WSWS’s SafeSport policies), Competition Rules, and other member requirements as adopted and in effect from time to time.
2. Be knowledgeable of, and abide by USOPC’s Rules, Policies and Procedures as adopted and in effect from time to time.
3. Be knowledgeable of, and abide by the Olympic Movement Code on the Prevention of the Manipulation of Competitions, as adopted and in effect from time to time.
4. Be knowledgeable and abide by all federal, state and local laws and regulations governing or applicable to USA-WSWS activities.
5. Resolve all alleged ethical and conduct violations in a fair, direct and prompt manner.
6. Preserve USA-WSWS’ stewardship role for water ski and wake sports.
7. Handle and engage in all USA-WSWS activities honestly and ethically, and in accordance with this Code of Conduct of Conduct.

Additionally, all Colleagues must exercise any duties and responsibilities undertaken on behalf of USA-WSWS (such as being an official, coach, director, officer, committee representative, or as an employee) (a) in good faith, (b) with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and (c) in a manner that the Colleague reasonably believes to be in the best interests of USA-WSWS. This Code of Conduct establishes minimum standards of acceptable conduct, and all Colleagues are expected to seek clarification or direction from the Ethics Committee Chair (who shall respond in consultation with the Ethics Committee) if they are uncertain about what is required or if they have any questions as to how this Code of Conduct may apply to their circumstances.

This Code of Conduct is intended to set forth the principles and procedures for defining, preventing, and addressing violations of USA-WSWS’ ethical and conduct standards, consistent with USA-WSWS’ Bylaws, Competition Rules, and other member requirements which may be adopted from time to time. The standards set forth in this Code of Conduct are mandatory, and must be followed by all USA-WSWS Colleagues. This Code of Conduct applies to all USA-WSWS Members and all other Colleagues. USA-WSWS national team athletes will also be required to sign a team Code of Conduct and U.S. Team Agreement, which will apply in addition to this Code of Conduct (and which extend from this Code of Conduct to the extent that any higher or stricter standard applies under the team Code of Conduct or U.S. Team Agreement). USA-WSWS employees may also be subject to additional requirements as set forth in USA-WSWS’ employee policies.

II. SCOPE OF THE CODE OF CONDUCT

The standards set forth in the Code of Conduct are mandatory; they must be followed by all Colleagues.

III. LEADERSHIP RESPONSIBILITIES

USA-WSWS Colleagues holding positions of leadership, specifically including all persons in positions of influence and authority, must exercise their responsibility in a manner that ensures that Colleagues have sufficient information to comply with applicable laws, regulations, and policies, provides the resources required to resolve ethical concerns, creates a culture that promotes the highest standards of ethics and conduct, and never sacrifices ethical and compliant behavior in the pursuit of other organization objectives.

In exercising any duties and responsibilities undertaken on behalf of USA-WSWS, officers, directors, committee persons and employees, and all persons in positions of influence and authority, of USA-WSWS are subject to the laws of the State of Florida relating to the exercise of those duties in good faith, with ordinary and prudent care, and in a manner reasonably believed to be in the best interests of USA-WSWS. No such person shall be personally responsible to USA-WSWS for monetary damages for breach of fiduciary duty to USA-WSWS unless any such damages result from (a) a breach of loyalty, (b) acts or omissions not in good faith or that involve intentional misconduct or a knowing violation of law,
or (c) transactions from which the director, officer, or committee member directly or indirectly derives an improper personal benefit.

IV. OPEN COMMUNICATIONS

USA-WSWS recognizes that open and honest communication is essential to achieving the productive and transparent environment necessary to protect the integrity of sport. All USA-WSWS Colleagues are encouraged to create an environment and culture in which asking questions and challenging the status quo is encouraged and rewarded.

V. LEGAL AND REGULATORY COMPLIANCE

USA-WSWS requires all Colleagues to abide by all applicable USA-WSWS Bylaws, Policies and Procedures, USOPC Rules, Policies and Procedures, and all United States federal, state, and local laws, including the Ted Stevens Olympic and Amateur Sports Act, and foreign laws, as applicable. The Code of Conduct operates in tandem with the policies and procedures of USA-WSWS, USA-WSWS’s staff, and with all applicable U.S. and foreign laws and regulations. Where more than one set of laws, regulations, local customs, or norms exist, USA-WSWS Colleagues shall use the highest standard of behavior or the most restrictive requirement that applies.

Officers of USA-WSWS cannot also serve as officers of another National Governing Body designated and recognized by USOPC.

All questions regarding conflicts of law, such as a conflict between any United States and foreign law, or regarding the legality of any action should be directed immediately to the USA-WSWS Executive Director and President for information and guidance.

VII. CONFLICTS OF INTEREST

USA-WSWS has instituted a strict policy regarding conflicts of interest which applies to all Colleagues, including but not limited to all USA-WSWS employees, Board of Directors members and officers, all members of any committee or task force, all hearing panel members, and all independent contractors and volunteers when acting in any capacity or role relating to USA-WSWS. All Colleagues must maintain their independence when acting in an official capacity for USA-WSWS (including a volunteer capacity, such as work as a board or committee member, or as an event official) and conduct all such activities ethically, and never use their position to further their own (or an immediate member of their family or household) or a friend’s personal interest.

All USA-WSWS Colleagues must refrain from any activity or investment that creates, or that might appear to create, a Conflict of Interest. This policy requires all Conflicts of Interest, either actual or perceived, to be immediately reported following the procedures detailed below. This policy is intended to supplement but not replace all applicable state and federal laws governing conflicts of interest in nonprofit or charitable organizations.

Specifically, all Colleagues must be free from any influence which might interfere with the proper and efficient discharge of their duties, or which might be inconsistent with their loyalty to USA-WSWS. It is the duty of USA-WSWS Colleagues not to use their position with USA-WSWS for personal
Colleagues shall not accept monetary compensation or benefit other than normal salaries and business expense reimbursement for services within the scope of their duties to USA-WSWS. In addition, no Colleagues, except for athletes speaking on the subject of their competitive experiences, shall accept honoraria for speaking engagements where the subject of the discussion relates to activities of a USA-WSWS sports discipline.

B. It is normal and acceptable for a Colleague to be provided meals, lodging and event clothing when acting in an official capacity at a USA-WSWS sanctioned event. It is also normal and expected that members and staff of a competition team representing a USA-WSWS sports discipline will be provided travel expenses and clothing. It is expected that exceptions to this rule will be made where no actual or perceived conflict of interest exists. USA-WSWS Colleagues shall submit requests for exceptions to the Chairman of the Ethics Committee who, in consultation with the Ethics Committee, shall have the authority to approve or disapprove of any such request.

C. No Colleague shall engage in outside activities that are in clear and direct conflict with the interests of the USA-WSWS.

D. Colleagues should act with honesty and integrity in all actions taken in any official USA-WSWS capacity.

E. Colleagues shall attempt to remain free from obligations to, or relationships with, any person or concern with which USA-WSWS has a business or other relationship. Where a Colleague has such an obligation or relationship, he or she shall disclose it to the Ethics Committee Chairman, who in consultation with the Ethics Committee, shall have the authority to approve or disapprove of the obligation or relationship. The Ethics Committee could request the individual to:

1. Excuse himself or herself from any formal or informal discussions related to the relationship between the USA-WSWS and the person or concern; and
2. Abstain from voting and from seeking to influence the vote on any matter related to the person or concern.

F. USA-WSWS volunteers and employees shall not use assets, intellectual property or confidential or personal information for personal gain.

G. Colleagues should recognize and attempt to avoid any activity or investment that constitutes or might constitute a Conflict of Interest.

H. When a matter comes before the Board or any Committee as to which a Director or Committee Representative has a conflict of interest, an alternate without a conflict of interest may be designated (either a designated alternate selected in advance, or by the AAC, the Sport Discipline, or the President, as appropriate) to participate and vote with respect to that matter. If no alternate is designated, the vote shall be reapportioned such that the conflicted Director’s or Committee Representative’s vote...
shall not be given any weight vis-à-vis the outcome of the vote (to avoid abstentions being counted as “no” votes).

The procedures for reporting violations of this Conflict of Interest Policy are set forth below (see Section XIII). USA-WSWS’ anti-retaliation and whistleblower policies (see below) are applicable to all reports or complaints relating to this Conflict of Interest Policy.

All USA-WSWS Employees, Officers, Directors and Committee Members (including Sport Discipline Officers, Directors and Committee Members) must annually complete and return to USA-WSWS a “Code of Ethics and Conflict of Interest Reporting Statement”. As new conflicts arise, a new or revised Code of Ethics and Conflict of Interest Reporting Statement must be promptly filed. All Reporting Statements will be promptly reviewed by the Chairman of the Ethics Committee (who shall advise and consult with the entire Ethics Committee in the event a Reporting Statement discloses a potential violation of this Code of Conduct and Ethics Policy).

VIII. GIFTS

USA-WSWS has instituted a strict policy regarding gifts, which applies to all Colleagues, including but not limited to all USA-WSWS employees, Board of Directors members and officers, all members of any committee or task force, all hearing panel members, and all volunteers when acting in any capacity or role relating to USA-WSWS. All USA-WSWS Colleagues must refrain from accepting or offering any gift in violation of this Code of Conduct and Ethics, when that gift may influence, or be perceived to influence, their independence or actions when acting in an official capacity for USA-WSWS (including a volunteer capacity, such as work as a board or committee member, or as an event official). Care must also be taken not to influence, or appear to influence, the decision-making processes of third parties through gift giving. To that end, the same restrictions that apply to the receipt of gifts shall apply to the delivery of gifts to third parties. This policy requires all improper gifts (or offers to make improper gifts) to be immediately reported following the procedures detailed below. This policy is intended to supplement but not replace all applicable state and federal laws governing conflicts of interest in nonprofit or charitable organizations.

Except as permitted in this Code of Conduct and Ethics, no Colleague shall accept any gift as a result of their position, including travel and entertainment. The gift policy will also apply to the purchase of goods and services at a price less than would be available to them if it were not for their position with USA-WSWS. Specifically:

A. Gifts which the recipient reasonably and in good faith believes to have a value of less than $150, and provided that the cumulative value of gifts from one source in any calendar year does not exceed $300, may be accepted. In no event, however, may any such gift influence or appear to influence the recipient in the discharge of his or her official duties. No gift with a value of less than $50 will count toward the $300 annual limit.

B. The following gifts shall be permitted:

1. Gifts from relatives.

2. Gifts from personal friends, unless the gift is provided because of a USA-WSWS affiliation.
3. Gifts from USA-WSWS.
4. Gifts provided as a result of the recipient’s outside business or employment activities.
5. Awards or prizes given to competitors in contests or events open to the public.
6. Honorary degrees and other bona fide, non-monetary awards presented in recognition of service.
7. Gifts of personal hospitality.
8. Commemorative plaques or trophies
9. Food or refreshments offered as a part of a meal.
10. Hospitality (e.g., tours, event tickets, meals) provided to groups in conjunction with USA-WSWS board and committee meetings.
11. Gifts of tickets to athletic events shall also be permitted. This exception shall only apply to spectator events and shall not apply to events in which the recipient participates (e.g., the exception will not apply to a gift of lift tickets). Any gift of tickets with a value in excess of $150 must be disclosed to the Chairman of the Ethics Committee no later than thirty (30) days after the event in question unless it is exempt by virtue of one of the exceptions listed above.

Questions regarding the application of the gift policy will be addressed by the Ethics Committee. The Committee will have the authority to waive the application of the gift policy on a case by case basis, if no actual or perceived conflict of interest or potential for actual or perceived improper influence exists.

The procedures for reporting violations of this Gifts Policy are set forth below (see Section XIII). USA-WSWS’ anti-retaliation and whistleblower policies (see below) are applicable to all reports or complaints relating to this Gifts Policy.

All USA-WSWS Employees, Officers, Directors and Committee Members (including Sport Discipline Officers, Directors and Committee Members) must annually complete and return to USA-WSWS a “Code of Ethics and Conflict of Interest Reporting Statement”, which includes the reporting of gifts or offers of gifts. As new situations arise under this Gifts Policy, a new or revised Code of Ethics and Conflict of Interest Reporting Statement” must be promptly filed.

IX. USA-WSWS INFORMATION

All USA-WSWS Colleagues are responsible for the integrity and accuracy of organization documents, communications and financial records. USA-WSWS records serve as a basis for managing its activities and are important in meeting its obligations to vendors, sponsors, government regulators, creditors, the Board, and its members.

USA-WSWS shall maintain a system of internal controls to assure appropriate authorization, recording and accountability of USA-WSWS’s assets. USA-WSWS shall maintain high standards of accuracy and completeness in documenting, maintaining, and reporting financial information. USA-WSWS shall also comply with tax and financial reporting requirements. All USA-WSWS financial
documentation must reflect actual USA-WSWS funds, assets, and transactions. It must also conform to accounting principles generally accepted in the United States of America.

All responses to requests by internal auditors, legal staff, independent accountants, the Board, and outside counsel, must be complete and truthful. Colleagues must include all relevant information, even if the request does not specifically ask that that be done.

It is a violation of this Code of Conduct to alter or falsify information on any record or document, to intentionally make a false or exaggerated claim to anyone, or to mislead anyone about USA-WSWS activities. USA-WSWS documents and records must be retained according to the law, and our own record retention policies. No one may remove or destroy records before the specified date without first obtaining permission as outlined in USA-WSWS’s records management policy.

X. CONDUCT

Any one or more of the following shall constitute violations of this Code of Conduct or the USA-WSWS Code of Conduct of Ethics:

A. Drugs and Alcohol. It is the duty of individual members of USA-WSWS to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), IWWF, the USOPC National Anti-Coping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, IWWF, the USOPC and USADA. Athlete members agree to submit to drug testing by the IF and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the IWWF, if applicable or referred by USADA. This includes participation in out of competition testing as required by the IWWF, USOPC, USADA and/or WADA Rules.

B. Athlete Team Agreements. All members of USA-WSWS teams and independent athletes entered into international events by USA-WSWS must also adhere to the requirements and obligations set forth in any athlete team Code of Conduct of Conduct and U.S. Team Agreement.

C. Equal Treatment. USA-WSWS strictly prohibits unlawful discrimination or unlawful harassment of any kind. Treating someone in an unlawful discriminatory or harassing manner is a violation of this Code of Conduct and Ethics.

D. SafeSport Policy. Any violation of the USA Water Ski & Wake Sports SafeSport Policy (to be implemented shall be a violation of this Code of Conduct.

E. Fraud, Deception. Any act of fraud, deception, improper use of USA-WSWS assets, or dishonesty in connection with any USA-WSWS-related activity.
F. **Inappropriate Conduct.** Any non-consensual physical contact, obscene language or gesture, or other defamatory, demeaning, or threatening language (whether written or oral) or conduct directed towards a Colleague is a violation of this Code of Conduct.

G. **Conduct Detrimental.** Any other material and intentional wrongful act, conduct or failure to act not provided for above, which is detrimental to the image or reputation of USA-WSWS or its Objects and Purposes.

H. **Disclosure of Confidential Information.** Any intentional or reckless disclosure of material USA-WSWS confidential information.

I. **Retaliation.** Any retaliation against any person who reports or participates in an investigation of a possible violation of our Code of Conduct and Ethics, including Whistleblowers (see below). Retaliation shall include (by way of example; other actions may also constitute retaliation) threats or actions of physical harm, threats or actions (including social media postings) which constitute bullying or other misconduct under USA-WSWS’ SafeSport Policy, and actions taken to prevent or restrict another person from fully participating as a member of USA-WSWS and its Sports Disciplines.

J. **Failing to Report Violations and False Accusations.** Any knowing or intentional failure to report a violation of this Code of Conduct or USA-WSWS’ Code of Conduct of Ethics, or any false accusation which is knowing or intentional.

XI. **RESOLVING ETHICAL AND CONDUCT ISSUES**

Colleagues have an obligation to be familiar with this Code of Conduct and Ethics. Lack of awareness or misunderstanding of an ethical or conduct standard is not itself a defense to a charge of unethical conduct that violates the Code of Conduct. USA-WSWS Colleagues should direct all conduct and ethics questions and concerns to the Ethics Committee or to other appropriate authorities in order to choose a proper response. It is the responsibility of all Colleagues to resolve any issues arising under this Code of Conduct and Ethics before the Colleague takes any action which may be a violation of this Code of Conduct and Ethics. It is intended that this Code of Conduct and Ethics will be strictly enforced.

The following persons shall be required to deliver an annual certification (which can be satisfied by email statement) to the Executive Director of USA-WSWS or her/his designee regarding compliance with this Code of Conduct and Ethics:

1. USA-WSWS and Sport Discipline Board Directors;
2. Members of the USA-WSWS AAC;
3. Members of Designated Committees;
4. Employees of USA-WSWS.

The Ethics Committee shall report all issues, interpretations, and decisions (including guidance provided to Colleagues under this policy) to the Executive Director or her/his designee. All such records shall be permanently maintained as a record of those actions. Those records
shall be confidential except for any matters which are reported to the Judicial Committee or for other required reporting activities.

XII. WHISTLEBLOWER AND ANTI-RETAILIATION POLICY

All Colleagues have the right to report violations of this Code of Conduct and Ethics, or other violations of USA-WSWS’ Bylaws, Policies and Rules. Retaliation or threats of reprisal against a Colleague (including any “whistleblower”) for reporting or filing a Complaint in good faith are not permitted and shall be an independent violation of this Code of Conduct and Ethics. These protections include any reports or complaints of violations (whether filed with the Ethics Committee, the Judicial Committee, or otherwise) under (1) this Code of Conduct and Ethics; (2) any Bylaw, Policy or Rule of USA-WSWS or its Sport Disciplines; (3) the Ted Stevens Olympic and Amateur Sports Act; (4) the USOPC Bylaws; or (5) any applicable state of federal law.

These protections include “whistleblowers.” A "whistleblower" as defined by this policy is any USA-WSWS Colleague who reports an activity to one or more of the parties specified in this policy that they consider to be illegal, dishonest, unethical or in conflict with the interests of USA-WSWS. Reports should be made as set forth below. All Colleagues must exercise sound judgment to avoid baseless allegations. A Colleague who intentionally files a false report of wrongdoing will be subject to sanctions up to and including termination.

"Whistleblower" protections provide confidentiality and prevent retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense, disclosure of identity may be required. USA-WSWS will not retaliate against a whistleblower. Any "whistleblower" who believes he or she is being retaliated against must contact the USA-WSWS Executive Director immediately, with copies to USA-WSWS' President and the chair of the committee having jurisdiction (Ethics Committee or Judicial Committee).

The right of the "whistleblower" to protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated. USA-WSWS Colleagues with any questions regarding this policy should contact the Ethics Committee.

XIII. INVESTIGATION AND ADJUDICATION

To report a concern or complaint under this Code of Conduct and Ethics, you may contact USA-WSWS’ Executive Director, with copies to USA-WSWS’ President and the chair of USA-WSWS’ Judicial Committee (see contact information on USA-WSWS’ website), each of whom shall confirm that receipt of such reports by the others.

All reports and claims of violations under this Code of Conduct and Ethics shall be referred to the Judicial Committee except as follows:

A. Jurisdiction over issues arising under USA-WSWS’ SafeSport Policy shall be as set forth in the Bylaws of USA-WSWS and its SafeSport policy.

B. Alleged violations involving USA-WSWS employees may be addressed if/as appropriate by USA-WSWS’ Executive Director and USA-WSWS’ President.

Matters referred to the USA-WSWS Judicial Committee shall be investigated and resolved in accordance with all Bylaws, and Policies and Procedures, relating to the Judicial Committee.
Although USA-WSW will review all reports under this Code of Conduct and Ethics, anonymous reporting may make it difficult to properly investigate allegations. To the extent permitted by law, and as appropriate, USA-WSWS will keep confidential the reporter’s/complainant’s name on request. USA-WSWS will support the reporter/complainant and her/his right to express concerns in good faith, including as set forth in the above Whistleblower Policy (see Code of Conduct and Ethics, § XII. However, false complaints or complaints made in bad faith are prohibited, and may subject the reporter/complainant to disciplinary action depending on the nature of the allegation or complaint.

In certain circumstances, issues may be resolved informally. Any informal resolution must be agreed to by all parties-in-interest, and approved by the Executive Director, the Chair of the Judicial Committee, and the President of the Sport Discipline most closely connected to the matter at issue. All informal resolutions must be in writing, and retained as a part of the records of USA-WSWS. If an information resolution is not agreed upon or is otherwise inappropriate, a formal proceeding shall be commenced as set forth above.

Anyone who violates this Code of Conduct and Ethics is subject to disciplinary measures, which may include termination of employment, suspension or expulsion from USA-WSWS. Disciplinary measures may also be taken with respect to senior staff who condone improper conduct by their associates or who do not take measures to correct problems that are brought to their attention.

This policy serves as a framework to guide ethical conduct, but by no means covers every situation. If you are unclear about the requirements of this policy, please consult your supervisor or contact the Chairman of the Ethics Committee. You have a responsibility to ask questions if you have doubts about a situation or proposed course of action.

Resources available for Colleagues having questions, concerns or issues relating to this Code of Conduct and Ethics, include USA-WSWS’ Executive Director or the Chairman of the Ethics Committee (see contact information on USA-WSWS’ website). Athletes may also contact the USOPC’s Athlete Ombuds Office (see contact information at https://www.teamusa.org/athlete-ombuds).

USA WATER SKI & WAKE SPORTS

Code of Conduct and Ethics Reporting Statement

Name: _______________________________________   Date: ________________
Position (Employee, Director, Officer, Committee Member): _________________________

I have reviewed USA-WSWS’ Code of Conduct and Ethics, and I understand my obligation to comply with that Code of Conduct and Ethics, including the duty to report any Conflict of Interest involving myself, or a member of my immediate family or household.

My disclosures under USA-WSWS Conflict of Interest Policy and Gifts Policy are:

1. Circumstances, relationships, or positions that constitute, may constitute, or may contribute to a conflict (business or other relationship with USA-WSWS, financial interest in any transaction with USA-WSWS, affiliations, and so forth):
2. Identify by name and relationship any member of your immediate family or household whose relationships are disclosed:

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

3. Gifts made or offered to me within the scope of the Gifts Policy:

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

I understand that it is my responsibility to update this information if there are any changes under USA-WSWS Conflict of Interest Policy or Gifts Policy. I further understand that the information I have provided in this Statement (or in any supplement) may be provided to USA-WSWS’ Executive Director, Executive Committee, or Ethics Committee.

I hereby certify that the information set forth above is true and complete to the best of my knowledge. I have received, and agree to abide by, the USA-WSWS Code of Conduct and Ethics that is currently in effect.

Date: ___________________

_____________________________________
Signature

Action Item # 32: Appendix IV USOC NATIONAL ANTI-DOPING POLICIES AND USADA PROTOCOL 1/2021

RATIONALE: The USOPC required us to update the legal language and clarify various issues in the document.

APPENDIX IV
Policies and Procedures
for
Notification of Athletes and Others of USOPC National Anti-Doping Policies and USADA Protocol

USA-Water Ski & Wake Sports (USA-WSWS) hereby adopts the following Statement of Policy relating to the USOPC’s National Anti-Doping Policies and related USADA protocols. It
is the responsibility of all Athletes, Athlete Support Personnel, and other Persons (as defined in the World Anti-Doping Code) to know and comply with all applicable anti-doping rules and requirements.

It is the duty of individual members of USA-WSWS to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), International Water Ski & Wake Sports Federation (IWWF), the United States Olympic & Paralympic Committee (USOPC), including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol), and all other policies and rules adopted by WADA, IWWF, USOPC, and USADA. Athlete members agree to submit to drug testing by IWWF and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of IWWF and/or USA-WSWS, if applicable or referred by USADA.

**Action Item # 33: Appendix V QUALIFICATIONS AND SELECTION PROCEDURES FOR INDEPENDENT USOPC DIRECTOR 1/21**

**RATIONALE:** The USOPC required us to have this director position.

**Appendix V: QUALIFICATIONS AND SELECTION PROCEDURES FOR INDEPENDENT DIRECTOR**

1. One (1) voting "independent" Board member shall be appointed who meets the following qualifying standards.
   1. The independent director must be able to provide an independent perspective as defined by the USA-WSWS Bylaws Article VI 2 (c), and any applicable USOPC rules.
   2. The independent director must not be disqualified under the following criteria (as determined by the two (2) year period preceding the independent director’s appointment, and continuing through the independent director’s tenure as a Board member):
      a. The individual or an immediate family member was employed by or held any governance position (whether a paid or volunteer position) with USA-WSWS, IWWF, PASO, or affiliate of USA-WSWS;
      b. The individual or an immediate family member was affiliated with or employed by the USA-WSWS outside auditor or outside counsel;
      c. The individual was a member of the USA-WSWS Athletes’ Advisory Council;
      d. The individual was a member of any constituent or affiliated group or with representation on the Board;
      e. The individual receives any compensation from USA-WSWS, directly or indirectly, except for reimbursement for her/his expenses in accordance with USA-WSWs’ Bylaws;
f. The individual is an executive officer, controlling shareholder, or partner of a corporation or partnership or other business entity that does business with USA-WSWS, or if the individual has any other business relationship with USA-WSWS;
g. The individual is the parent or close family member or coach of an athlete that has competed in a protected competition; or,
h. The individual is a member of USA-WSWS in a membership category that participates in competitions.

2. Candidates for the independent Board seat shall submit a complete resume of their qualifications to the current Chair of the USA-WSWS Board of Directors. The Chair shall determine the qualifications of all candidates, and shall present a slate which includes all qualified candidates to the Board. The Chair may make a recommendation from candidates on the slate. The Board shall elect the Independent Director (by majority vote) from the slate.

3. The selected director will serve a two-year term.

Action Item # 34: Appendix VI OLYMPIC MOVEMENT CODE ON THE PREVENTION OF THE MANIPULATION OF COMPETITIONS 1/21

RATIONALE: The USOPC is requiring us to comply with this new policy.

INSERT NEW DOCUMENT.

APPENDIX VI

“Olympic Movement Code on the Prevention of the Manipulation of Competitions”
PREAMBLE

a. Acknowledging the danger to sports integrity from the manipulation of sports competitions, all sports organisations, in particular the International Olympic Committee, all International Federations, National Olympic Committees and their respective members at the Continental, Regional and National level and IOC recognised organisations (hereinafter, ‘Sports Organisations’), restate their commitment to safeguarding the integrity of sport, including the protection of clean athletes and competitions as stated in Olympic Agenda 2020;

b. Due to the complex nature of this threat, Sports Organisations recognise that they cannot tackle this threat alone, and hence cooperation with public authorities, in particular law enforcement and sports betting entities, is crucial;

c. The purpose of this Code is to provide all Sports Organisations and their members with harmonised regulations to protect all competitions from the risk of manipulation. This Code establishes regulations that are in compliance with
the *Council of Europe Convention on the Manipulation of Sports Competitions* \(^1\), in particular Article 7. This does not prevent Sports Organisations from having more stringent regulations in place;

d. In the framework of its jurisdiction as determined by Rule 2.8 of the Olympic Charter, the IOC establishes the present Olympic Movement Code on the Prevention of the Manipulation of Competitions, hereinafter the Code;

e. Sports Organisations bound by the Olympic Charter and the IOC Code of Ethics declare their commitment to support the integrity of sport and fight against the manipulation of competitions by adhering to the standards set out in this Code and by requiring their members to do likewise. Sports Organisations are committed to take all appropriate steps within their powers to incorporate this Code by reference, or to implement regulations consistent with or more stringent than this Code.

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\(^1\) The *Council of Europe Convention on the Manipulation of Sports Competitions* is open for signatories from non-European States.
Article 1
Definitions

1.1 “Benefit” means the direct or indirect receipt or provision of money or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts;

1.2 “Competition” means any sports competition, tournament, match or event, organised in accordance with the rules of a Sports Organisation or its affiliated organisations, or, where appropriate, in accordance with the rules of any other competent sports organisation;

1.3 “Inside Information” means information relating to any competition that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition;

1.4 “Participant” means any natural or legal person belonging to one of the following categories:
   a. “athlete” means any person or group of persons, participating in sports competitions;
   b. “athlete support personnel” means any coach, trainer, manager, agent, team staff, team official, medical or paramedical personnel working with or treating athletes participating in or preparing for sports competitions, and all other persons working with the athletes;

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2 When definitions are provided by the Council of Europe Convention on the Manipulation of Sports Competitions, such definitions are used in this Code to minimise the risk of misinterpretation.
c. “official” means any person who is the owner of, a shareholder in, an executive or a staff member of the entities which organise and/or promote sports competitions, as well as referees, jury members and any other accredited persons. The term also covers the executives and staff of the sports organisation, or where appropriate, other competent sports organisation or club that recognises the competition.

1.5 “Sports Betting, Bet or Betting” means any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to a sports competition.

**Article 2**

**Violations**

The following conduct as defined in this Article constitutes a violation of this Code:

2.1 Betting

Betting in relation either:

a. to a Competition in which the Participant is directly participating; or
b. to the Participant’s sport; or
c. to any event of a multisport Competition in which he/she is a participant.

2.2 Manipulation of sports competitions

An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition in order to remove all or part of the unpredictable nature of the sports competition with a view to obtaining an undue Benefit for oneself or for others.
2.3 Corrupt conduct

Providing, requesting, receiving, seeking, or accepting a Benefit related to the manipulation of a competition or any other form of corruption.

2.4 Inside information

1. Using Inside Information for the purposes of Betting, any form of manipulation of sports competitions or any other corrupt purposes whether by the Participant or via another person and/or entity.

2. Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Participant knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of competitions or any other corrupt purposes.

3. Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.

2.5 Failure to report

1. Failing to report to the Sports Organisation concerned or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any approaches or invitations received by the Participant to engage in conduct or incidents that could amount to a violation of this Code.

2. Failing to report to the Sports Organisation concerned or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any incident, fact or matter that comes to the attention of the Participant (or of which they ought to have been reasonably aware) including approaches or invitations that have been received by another Participant to engage in conduct that could amount to a violation of this Code.
2.6 Failure to cooperate

1. Failing to cooperate with any investigation carried out by the Sports Organisation in relation to a possible breach of this Code, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by the competent Sports Organisation as part of such investigation.

2. Obstructing or delaying any investigation that may be carried out by the Sports Organisation in relation to a possible violation of this Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

2.7 Application of Articles 2.1 to 2.6

1. For the determination of whether a violation has been committed, the following are not relevant:
   a. Whether or not the Participant is participating in the Competition concerned;
   b. Whether or not the outcome of the Competition on which the Bet was made or intended to be made;
   c. Whether or not any Benefit or other consideration was actually given or received;
   d. The nature or outcome of the Bet;
   e. Whether or not the Participant’s effort or performance in the Competition concerned were (or could be expected to be) affected by the acts or omission in question;
   f. Whether or not the result of the Competition concerned was (or could be expected to be) affected by the acts or omission in question;
g. Whether or not the manipulation included a violation of a technical rule of the respective Sports Organisation;

h. Whether or not the competition was attended by the competent national or international representative of the Sports Organisation.

2. Any form of aid, abetment or attempt by a Participant that could culminate in a violation of this Code shall be treated as if a violation had been committed, whether or not such an act in fact resulted in a violation and/or whether that violation was committed deliberately or negligently.

**Article 3**

**Disciplinary Procedure**

The contents of this Article are minimum standards which must be respected by all Sports Organisations.

**3.1 Investigation**

1. The Participant who is alleged to have committed a violation of this Code must be informed of the alleged violations that have been committed, details of the alleged acts and/or omissions, and the range of possible sanctions.

2. Upon request by the competent Sports Organisation, the concerned Participant must provide any information which the Organisation considers may be relevant to investigate the alleged violation, including records relating to the alleged violation (such as betting account numbers and information, itemised telephone bills, bank statements, internet service records, computers, hard drives and other electronic information storage devices), and/or a statement setting out the relevant facts and circumstances around the alleged violation.
3.2 Rights of the concerned person

In all procedures linked to violations of the present Code, the following rights must be respected:

1. The right to be informed of the charges; and
2. The right to a fair, timely and impartial hearing either by appearing personally in front of the competent Sports Organisation and/or submitting a defence in writing; and
3. The right to be accompanied and/or represented.

3.3 Burden and standard of proof

The Sports Organisation shall have the burden of establishing that a violation has been committed. The standard of proof in all matters under this Code shall be the balance of probabilities, a standard that implies that on the preponderance of the evidence it is more likely than not that a breach of this Code has occurred.

3.4 Confidentiality

The principle of confidentiality must be strictly respected by the Sports Organisation during all the procedure; information should only be exchanged with entities on a need to know basis. Confidentiality must also be strictly respected by any person concerned by the procedure until there is public disclosure of the case.

3.5 Anonymity of the person making a report

Anonymous reporting must be facilitated.
3.6 Appeal

1. The Sports Organisation shall have an appropriate appeal framework within their organisation or recourse to an external arbitration mechanism (such as a court of arbitration).

2. The general procedure of the appeal framework shall include provisions such as, but not limited to, the time limit for filing an appeal and the notification procedure for the appeal.

Article 4

Provisional Measures

4.1 The Sports Organisation may impose provisional measures, including a provisional suspension, on the participant where there is a particular risk to the reputation of the sport, while ensuring respect for Articles 3.1 to 3.4 of this Code.

4.2 Where a provisional measure is imposed, this shall be taken into consideration in the determination of any sanction which may ultimately be imposed.

Article 5

Sanctions

5.1 Where it is determined that a violation has been committed, the competent Sports Organisation shall impose an appropriate sanction upon the Participant from the range of permissible sanctions, which may range from a minimum of a warning to a maximum of life ban.
5.2 When determining the appropriate sanctions applicable, the Sports Organisation shall take into consideration all aggravating and mitigating circumstances and shall detail the effect of such circumstances on the final sanction in the written decision.

5.3 Substantial assistance provided by a Participant that results in the discovery or establishment of an offence by another Participant may reduce any sanction applied under this Code.

Article 6
Mutual recognition

6.1 Subject to the right of appeal, any decision in compliance with this Code by a Sporting Organisations must be recognised and respected by all other Sporting Organisations.

6.2 All Sporting Organisations must recognise and respect the decision(s) made by any other sporting body or court of competent jurisdiction which is not a Sporting Organisation as defined under this Code.
Article 7
Implementation

7.1 Pursuant to Rule 1.4 of the Olympic Charter, all Sports Organisations bound by the Olympic Charter agree to respect this Code.\(^3\)

7.2 These Sports Organisations are responsible for the implementation of the present Code within their own jurisdiction, including educational measures.

7.3 Any amendment to this Code must be approved by the IOC Executive Board following an appropriate consultation process and all Sports Organisations will be informed.\(^4\)

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3 This Code was approved by the IOC Executive Board on 8 December 2015.
4 For all information concerning this Code, contact IOC Ethics and Compliance.
Action Item # 35: APPENDIX VII USA WATER SKI & WAKE SPORTS SAFESPORT PROGRAM HANDBOOK

RATIONALE: The USOPC has created MAAPP procedures for our minor participants and required us to update other sections in the manual.

SAFESPORT PROGRAM HANDBOOK

Effective January 2021
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USA Water Ski & Wake Sports (USA-WSWS) strives to provide a safe environment for its members and is committed to create an atmosphere that is free of harassment and abusive practices. **USA-WSWS and its affiliated Sport Disciplines will not tolerate any form of harassment, abuse or misconduct and will uphold a zero tolerance policy.**

There are many positive reasons to participate in one of USA-WSWS’s nine Sport Disciplines, but like all sports, it can also be a high-risk environment for misconduct: emotional, physical, sexual, bullying, harassment and hazing. **All forms of harassment, abuse and misconduct are unacceptable and in direct conflict with USA-WSWS values and ideals.**

Misconduct may damage an athlete’s psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, and loss of self-esteem. Misconduct may also have a negative impact on family, friends and the sport. Misconduct often hurts an athlete’s competitive performance and may cause him or her to drop out of the sport entirely.

This SafeSport Handbook includes various policies that apply to all USA-WSWS members, clubs, programs, events and activities, and specifically includes abuse prevention policies relating to youth athletes and participants. It also acts as an educational tool for USA-WSWS members. This handbook focuses on the following:

- Recognizing and reducing circumstances for potential abuse to occur
- Information on USA-WSWS’s required screening and background check program
- The availability and procedures for any person to report suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting)
- The procedures and means by which USA-WSWS and its sport disciplines, member clubs and programs should respond to allegations of abuse and misconduct

Through the USA-WSWS SafeSport Program, USA-WSWS is committed to providing the safest possible environment for all participants.

### 3 SafeSport: Anti-Harassment and Abuse Policy

**What is SafeSport?**

SafeSport is an initiative of the United States Olympic and Paralympic Community and its National Governing Bodies to recognize, reduce and respond to misconduct in sport. USA-WSWS has adopted this policy as a part of that effort, and as a part of its effort to prevent harassment or abuse from occurring. This policy defines what conduct is prohibited, outlines the training that is available to help prevent misconduct (and who is required to complete that training), and outlines what action should be taken when suspicions or allegations of misconduct occur. **Individuals should not attempt to evaluate the credibility or validity of any harassment or abuse allegations before taking action under this policy; rather, this policy should be followed whenever those circumstances arise.** This is particularly important in cases involving the harassment or abuse of minors.
Who does this Policy apply to?

This policy applies to all “Participants” who are defined to include the following persons:

- Persons who are members of USA-WSWS, including coaches, volunteers, officials, athletes and others (including persons affiliated with USA-WSWs clubs, whether or not those persons are members of USA-WSWS);
- All USA-WSWS office staff and board members;
- Members of any national or international team staff;
- Anyone within the governance or disciplinary jurisdiction of USA-WSWS;
- Anyone who is authorized, approved, or appointed by USA-WSWS to have regular contact with or authority over Minor Athletes and Minor Participants.

Further information regarding the requirements for Participants, such as background screening and SafeSport training, are found in the “USA Water Ski SafeSport Certification Requirements” attachment to this policy.

Participants shall be subject to the jurisdiction of USA-WSWS and/or the U.S. Center for SafeSport with respect to the investigation and resolution of any allegations that such Participant may have violated this policy, and are subject to any actions taken by the U.S. Center for SafeSport or USA-WSWS relating to the enforcement of this policy.

More information about the SafeSport initiative and programs can be found at [www.safesport.org](http://www.safesport.org).

4 Prohibited Conduct

These “Prohibited Conduct” provisions apply to all Participants, irrespective of their age. These Prohibitions apply to everyone acting within USA-WSWS’ jurisdiction and are not restricted to “participant-athlete” contacts. Additional Minor Athlete and Minor Participant Protection Policies and Guidelines are discussed below.

Sexual Abuse and Misconduct: It is the policy of USA-WSWS that there shall be no sexual abuse or misconduct. This includes any sexual activity where consent is not or cannot be given is prohibited.

USA-WSWS members and Participants shall not engage in sexual harassment or abuse, which includes, and is not limited to, nonconsensual sexual solicitation, physical advances or contact, or verbal or nonverbal conduct that is sexual in nature. This prohibition includes sexual contact that is accomplished by deception, manipulation, force or threat of force (regardless of the age of the Participants), and all sexual interactions between an adult and a minor (regardless of whether there is a deception or the minor understands the sexual nature of the activity. Inappropriate touching or contact is prohibited, which includes, but not limited to, nonconsensual touching, hugging, kissing, sexually oriented behavior, sexually suggestive electronic or written communications, sexually stimulating or otherwise inappropriate games.

Any act or conduct described as sexual abuse or misconduct under federal or state law is also prohibited.
Sexual misconduct also includes any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority.

**Examples of Sexual Abuse and Misconduct**

- **Touching Offenses**
  - Fondling another person’s breasts or buttocks
  - Exchange of reward in sport (e.g., team placement, scores, feedback, free lessons/water time, etc.) for sexual acts
  - Genital contact – whether or not either party is clothed
  - Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants

- **Non-touching Offenses**
  - Sexually-oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior
  - An authority figure discussing his or her sex life with an athlete
  - An authority figure asking an athlete about his or her sex life
  - An authority figure requesting or sending a nude or partial-dress photo to athlete
  - Exposing others to pornographic material
  - Sending athletes sexually-explicit or suggestive electronic or written messages or photos (e.g., “sexting”)
  - Deliberately exposing an athlete to sexual acts
  - Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
  - Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature

**Physical Abuse and Misconduct:** It is the policy of USA-WSWS that there shall be no physical abuse or misconduct.

Physical abuse includes:

- Physical contact with a Participant that intentionally causes, or has the potential to cause, the participant to sustain bodily harm or personal injury.
- Physical contact with a Participant that intentionally creates a threat of immediate bodily harm or personal injury. Physical abuse may also include intentionally hitting or threatening to hit an athlete with objects or sports equipment.
- Providing of alcohol to a Participant under the age of 21 and the providing of illegal drugs or non-prescribed medications to any participant.
- Any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect and assault).
Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

Examples of Physical Abuse and Misconduct

| Contact Offenses | • Punching, beating, biting, striking, choking or slapping an athlete  
|                  | • Intentionally hitting an athlete with objects or sporting equipment  
|                  | • Providing alcohol to an athlete under the legal drinking age (under U.S. law)  
|                  | • Providing illegal drugs or non-prescribed medications to any athlete  
|                  | • Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, after a serious injury (e.g., a concussion)  
|                  | • Prescribed dieting or other weight-control methods (e.g., public weigh-ins, caliper tests for humiliation purposes)  
| Non-contact Offenses | • Isolating an athlete in a confined space (e.g., locking an athlete in a small space)  
|                  | • Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface)  
|                  | • Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.  

Emotional Abuse and Misconduct: It is the policy of USA-WSWS that there shall be no emotional abuse or misconduct.

Emotional abuse involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support.

Emotional abuse does not include generally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline or improving athletic performance.

Examples of Emotional Abuse and Misconduct

| Verbal Acts | A pattern of verbal behaviors that attack a participant personally (e.g., calling them worthless, fat or disgusting) or repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.  
|  
**Physical Acts**

A pattern of physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or punching walls, windows or other objects.

**Acts that Deny Attention & Support**

A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding a participant from practice.

**Bullying, Threats and Harassment: It is the policy of USA-WSWS that there shall be no bullying, threats and harassment.**

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone. A threat may be communicated directly to the intended victim or communicated to a third party.

Harassment in sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability. Harassment also includes the creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive. Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed. Harassment includes child abuse.

**Examples of Bullying**

<table>
<thead>
<tr>
<th>Physical Bullying</th>
<th>• Punching, kicking or choking an athlete</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal and</td>
<td>• Cyber bullying – Using electronic communication to harass, frighten, degrade, intimidate or humiliate</td>
</tr>
</tbody>
</table>
Emotional Bullying

- Using words to harass, frighten, degrade, intimidate or humiliate

### Examples of Threats

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Direct Threat</strong></td>
<td>• Communicating an intent to cause physical harm to another</td>
</tr>
<tr>
<td><strong>Indirect Threat</strong></td>
<td>• Communicating an intent to cause harm through a third party</td>
</tr>
</tbody>
</table>

### Examples of Harassment

<table>
<thead>
<tr>
<th>Context</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Environment</strong></td>
<td>• Harassing environment created by: name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed.</td>
</tr>
</tbody>
</table>
| **Sexual Harassment** | • Unwanted deliberate touching  
• Unwanted sexual teasing, jokes, remarks, or questions  
• Unwanted letters, telephone calls, or materials of a sexual nature |

**Hazing:** It is the policy of USA-WSWS that there shall be no hazing.

Hazing includes any conduct which is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group’s members.

### Examples of Hazing

- Requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs
- Tying, taping, or physically restraining a participant;
- Sexual simulations or sexual acts of any nature
- Sleep deprivation, or the withholding of water and/or food
- Social actions or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- Beating, paddling, or other forms of physical assault.

**Willfully Tolerating Misconduct:** It is a violation of this USA-WSWS policy if an instructor, coach, official, or any other member or affiliate of USA-WSWS knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member and/or volunteer.
These Minor Athlete and Participant Protection Policies and Guidelines apply to interactions under USA-WSWS’ jurisdiction with all minors, including athletes and other Participants. In addition to these Athlete and Participant Protection Policies and Guidelines, the above “Prohibited Conduct” provisions also apply to all interactions with minor athletes and other Participants.

Definitions:

The following definitions apply to these Minor Athlete Protection Policies and Guidelines:

“Adult Participant” is any Participant who is 18 years of age or older (see definition of Participant on p. 4).

“Minor Athlete” is an athlete or other Participant under 18 years of age, who participates in, or who has participated within the last 12 months in, an event, program, activity or competition that is part of, or partially or fully under the jurisdiction of USA-WSWS.

“Authority” exists when one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also, see the Power Imbalance definition in the U.S. Center for SafeSport’s Code.

“Partial or Full Jurisdiction” includes any event (including all travel and lodging in connection with the event) sanctioned by USA-WSWS or conducted by any of its affiliated clubs. Also included are any facilities that may be owned, leased, rented or used by USA-WSWS or any of its affiliated clubs for practice, training, or competition.

“In-Program Contact” is any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete related to sport, including (but not limited to) sanctioned events and facilities, and also includes any practices, camps or clinics, training or instructional sessions, pre/post event meals or outings, team travel, team or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

“Local Affiliated Organization” means any regional, state or local club affiliated with USA-WSWS.

“Regular contact” means ongoing interactions during a 12-month period wherein an Adopt Participant is in a role of direct and active engagement with any Minor Athlete. This includes coaches, and team managers, staff, physicians and trainers.

“USOPC” means the U.S. Olympic & Paralympic Committee.

Exceptions:

“Close-in-Age” Exceptions apply to certain policies and allow for In-Program Contact between an Adult Participant and a Minor Athlete if:

A. The Adult Participant has no authority over the Minor Athlete; and,

B. The Adult Participant is not more than four (4) years older than the Minor Athlete.
Note: these exceptions (under these Minor Athlete and Participant Protection Policies and Guidelines) are different than any close-in-age exception in the SafeSport Policy and Code pertaining to misconduct.

“Dual Relationships” Exceptions apply to certain policies where the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete’s parent/guardian at least annually.

“Personal Care Assistant” Exceptions apply to Adult Participants working as Personal Care Assistants with a Minor Athlete, as set forth in these Minor Athlete and Participant Protection Policies and Guidelines. Personal Care Assistants are persons to assist an athlete requiring help with activities of daily living and preparation for athletic participation. The support can be provided by a Guide for Blind or visually impaired athletes, or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant Personal Care Assistants must be authorized by the athlete’s parent/guardian.

Note that many of these exceptions (Close-in-Age, Personal Care, or Dual Relationship exceptions) require parent/guardian consent. USA-WSWS recommends that parents and guardians take training on child abuse prevention before providing consent under these policies. A free parent course is available at www.athletesafety.org.
Prohibited And Restricted Conduct

One-on-one interactions:

Observable and Interruptible

1. All one-on-one In-program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.

2. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
   A. When a Dual Relationship exists; or
   B. When the Close-in-Age Exception applies; or
   C. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
      a. The Minor Athlete's parent/guardian has provided written consent to USA-WSWS for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
      b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
      c. The Adult Participant Personal Care Assistant has complied with USA-WSWS' screening policy; or
      d. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA-WSWS receives parent/guardian consent.

Meetings and Training Sessions:

Observable and Interruptible

1. Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athletes are present.

Individual Training Sessions

2. Individual Training Sessions:
   A. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
      a. A Dual Relationship exists; or
      b. The Close-in-Age Exception applies; or
      c. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
         i. The Minor Athlete's parent/guardian has provided written consent to USA-WSWS for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
ii. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,

iii. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ screening policy.

B. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and,

C. Parents/guardians must be allowed to observe the individual training session.

Meetings with Licensed Mental Health Care Professionals and Health Care Providers

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers. Note: Athletic trainers who are covered under these policies must follow the “Athletic Training Modalities, Massages, and Rubdowns” policy).

A. If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA-WSWS’ jurisdiction, the meeting must be observable and interruptible except:
   a. If the door remains unlocked; and
   b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity need not be disclosed; and
   c. USA-WSWS is notified that the provider will be meeting with a Minor Athlete; and
   d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

Athletic Training Modalities, Massages, and Rubdowns

Athletic Training Modality, Massage, or Rubdown

1. All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:
   A. Be observable and interruptible; and,
   B. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
   C. Have documented consent as explained below; and,
   D. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and,
   E. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
2. The provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

3. **Consent**

4. Providers of athletic training modalities, massages, or rubdowns, or USA-WSWS or USOPC, when applicable, must obtain consent at least annually from Minor Athlete’s parents/guardians before providing any athletic training modalities, massages, or rubdowns.

5. Minor Athletes or their parents/guardians can withdraw consent at any time.

**Locker Rooms and Changing Areas:**

**Observable and Interruptible**

1. Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athletes in a locker room, changing area, or similar space where Minor Athletes are present, is observable and interruptible, except if:
   A. A Dual Relationship exists;
   B. The Close-in-Age Exception applies; or
   C. A Minor Athlete needs a Personal Care Assistant and;
      a. The Minor Athlete’s parent/guardian has provided written consent to USA-WSWS for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
      b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
      c. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ screening policy.

**Conduct in Locker Rooms, Changing Areas, and Similar Spaces**

2. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.

3. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.

4. Adult Participants must not shower with Minor Athletes unless:
   A. The Adult Participant meets the Close-in-Age Exception; or
   B. The shower is part of a pre- or post-activity rinse while wearing swimwear.

5. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participants during In-Program Contact. USA-WSWS and the Adult Participant(s) must abide by this request.
Media and Championship Celebrations in Locker Rooms

6. USA-WSWS may permit recording or photograph in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
   A. Parent/guardian consent has been obtained; and,
   B. USA-WSWS approves the specific instance of recording or photograph; and,
   C. Two or more Adult Participants are present; and
   D. Everyone is fully clothed.

Personal Care Assistants

7. Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athletes in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in Section 1(C)(3) above.

Availability and Monitoring of Locker Rooms, changing Areas, and Similar Spaces

8. USA-WSWS must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA-WSWS’ jurisdiction.

9. USA-WSWS must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA-WSWS’ jurisdiction.

Electronic Communications:

Open and Transparent

1. Under this Policy, electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

2. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except when:
   A. A Dual Relationship exists;
   B. The Close-in-Age Exception applies; or
   C. A Minor Athlete needs a Personal Care Assistant and:
      a. The Minor Athlete’s parent/guardian has provided written consent to USA-WSWS for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
      b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
      c. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ screening policy.
3. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete’s parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.

A. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.

4. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

**Team Communication**

5. When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes’ parents/guardians.

**Content**

6. All electronic communication originating from an Adult Participant to a Minor Athlete must be professional in nature unless an exception in Section 2 exists.

**Requests to Discontinue, Other Requirements**

7. Parents/guardians may request in writing that USA-WSWS or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA-WSWS and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

8. Electronic communications should generally be sent only between the hours of 8:00 AM and 8:00 PM local time for the location of the Minor Athlete.

**Transportation:**

**Transportation**

1. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
   - A. A Dual Relationship exists;
   - B. The Close-in-Age Exception applies; or
   - C. A Minor Athlete needs a Personal Care Assistant and;
     - a. The Minor Athlete’s parent/guardian has provided written consent to USA-WSWS for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
     - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
     - c. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ screening policy; or
D. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.

2. Minor Athletes or their parent/guardian can withdraw consent at any time.

3. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.

4. Written consent from a Minor Athlete’s parent/guardian is required for all transportation sanctioned by USA-WSWS (or any of its local affiliated organizations), the Pan American Sports Organization, USOPC, at least annually.

**Lodging:**

**Hotel Rooms and Other Sleeping Arrangements**

1. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete, except if:
   A. A Dual Relationship exists;
   B. The Close-in-Age Exception applies; or
   C. A Minor Athlete needs a Personal Care Assistant and;
      a. The Minor Athlete’s parent/guardian has provided written consent to USA-WSWS for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
      b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
      c. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ screening policy.

2. Written consent from a Minor Athlete’s parent/guardian must be obtained for all In-Program lodging at least annually.

**Monitoring or Room checks During In-Program Travel**

3. If room checks are performed during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

**Additional Requirements for Lodging Authorized or Funded by USA-WSWS**

4. Adult Participants traveling with any USA-WSWS sanctioned or sponsored activities, or otherwise subject to this policy, must agree to and sign USA-WSWS’ lodging policy at least annually.

5. Adult Participants that travel overnight with Minor Athletes are assumed to have Authority over Minor Athletes and thus must comply with the Education & Training requirements of this Policy.
Additional Policies:

1. Adult Participants who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athletes except:
   a. With the express consent of the Minor Athlete’s parent/guardian; or
   b. If gifts are equally distributed to all athletes (such as on a team) and serve a motivational or educational purpose.

2. Adult Participants should not publicly share or post photos or videos of Minor Athletes if the Adult Participant has not obtained the consent of the Minor Athlete and their Parent/Guardian. Photographs or videos of Minor Athletes may only be taken in public view and must observe generally accepted standards of decency.

3. Adult Participants, who do not meet the close-in-age exception or have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with a Minor Athlete without the consent of the Minor Athlete's parent or guardian, even if the out-of-program contact is not one-on-one.

6 Screening and Background Check Program

USA-WSWS has implemented a background screen program, which is applicable to the persons listed in the attached “USA Water Ski SafeSport Certification Requirements” chart. These background checks have been implemented to promote a safe, nurturing and supportive environment for USA-WSWS athletes and members, including an environment that is safe and appropriate for minors. This background screen program also discourages the presence of those who may seek to harm athletes, and help protect USA-WSWS member clubs, programs, events and all members from liability that could arise from allowing a previous offender to have access to minor participants. Although no background screen program can guarantee that incidents of abuse or other violations will not occur, it is intended as a preventative risk management tool for the benefit of all participants.

USA-WSWS requires screening of the following members:

- USA-WSWS board of directors and sport discipline boards of directors
- All USA-WSWS certified instructors/coaches
- Any participant (athlete) or staff of national or international teams (Team USA representing USA-WSWS)
  - Includes coaches, team leaders, managers, medical support staff or persons in position of influence or authority, or any independent contractor serving in such a role.
- Show ski team show directors and assistant directors
- Junior development coaches and leadership, or any independent contractor serving in such a role.
- Employees of USA-WSWS

Screening Policy

It is USA-WSWS’s policy that prior to the hiring of staff, awarding certification of instructors or designating any member into a position of influence or authority that each individual give consent
to and passes a formal applicant screening process before performing or participating in USA-WSWS events and activities.

The background screen components will include a review of all criteria required under United States Olympic Committee criteria, including social security number validation, name and address history records, multi-jurisdictional criminal history searches, sex offender and national watch list checks, county criminal records for each location where the individual lives or has lived in the last seven years, federal district court records, and SafeSport disciplinary records. This background check is in addition to any motor vehicle records checks that may be required for USA-WSWS drivers. **Full background checks will be conducted on all applicable individuals every two years, and supplemental, partial background checks will be conducted in in the off-years. All “full” and “supplemental” background checks shall meet or exceed USOPC Background Check requirements and search components.**

Disqualifiers include the following:

A person should be disqualified and prohibited from serving as a volunteer if the person has been found guilty of the following crimes. Guilty means that a person was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by a court finding of guilty, regardless of whether there was an adjudication of guilt (conviction) or a withholding of guilt. This recommendation does not apply if criminal charges resulted in acquittal, Nolle Prosse, or dismissal.

**SEX OFFENSES**

- All Sex Offenses – Regardless of the amount of time since offense.  
  Examples include: child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, child pornography, possession and distribution of obscene material, public indecency and any sex offender registrant, or any offense involving harm to a minor or vulnerable person including but not limited to child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor.

**FELONIES**

- All Felony Violence – Regardless of the amount of time since offense.  
  Examples include: murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated Burglary, etc.

- All Felony offenses other than violence or sex within the past 10 years.  
  Examples include: drug offenses, theft, embezzlement, fraud, child endangerment, etc.

**MISDEMEANORS**

- All misdemeanor violence offenses within the past 7 years  
  Examples include: simple assault, battery, domestic violence, hit & run, stalking, harassment, blackmail or threats. (Including crimes involving firearms)

- Animal Abuse, cruelty or neglect.
- Destruction of Property including arson, vandalism, and criminal mischief.
- Multiple misdemeanor drug & alcohol offenses within the past 7 years.
Examples include: driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.

- **Any other misdemeanor** within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that volunteer.

Examples include: contributing to the delinquency of a minor, providing alcohol to a minor, theft – if person is handling monies, etc.

### 7 Education and Training

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant participants with information necessary to monitor their organization, minimize the opportunities for abuse and misconduct, and respond to concerns more effectively. It is also a strong public statement that the organization places a priority on the safety of its participants.

To maintain a safe environment for USA-WSWS Participants, it is a requirement that the following Participants complete the "SafeSport Trained" Core training program (see below):

- Adult Participants who have regular contact with any athlete or other Participant who is a minor;
- Adult Participants who have authority over any athlete or other Participant who is a minor;
- Adult Participants who are USA-WSWS employees or board members.

Whether or not included in these general categories, Participants serving in positions listed in the attached "USA Water Ski SafeSport Certification Requirements" chart must complete the “SafeSport Trained” Core training program (see [https://www.teamusa.org/usa-water-ski/athlete-safety](https://www.teamusa.org/usa-water-ski/athlete-safety)). It is also strongly encouraged that all USA-WSWS members familiarize themselves with the USA-WSWS SafeSport Program. The more awareness USA-WSWS members have about abuse and misconduct, the safer the sport will be.

USA-WSWS has adopted the U.S. Center for SafeSport’s Core training materials as the official education and certification program and as an available resource to its members. Any required SafeSport Core training must be completed immediately for the above listed Adult Participants:

- Before regular contact with an athlete or Participant who is a minor begins; or
- Within the first 45 days of initial membership, or upon beginning a new role subjecting the Adult Participant to this policy.

The above listed Adult Participants must (1) complete the SafeSport Trained Core training program (in its entirety) every four (4) years; and (2) complete a refresher course on an annual basis each other year, beginning the calendar year after first completing the SafeSport Trained core. Medical providers can take the Health Professionals Course (see [http:________]) in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis if they are listed in the above criteria.
Training is available to parents (including parents of minor athletes and Participants) and other Adult Participants regarding the prevention and reporting of child abuse. See https://athletesafety.org/training/index. Parents and other Participants are encouraged to take this training.

Training is available to minors regarding the prevention and reporting of child abuse, subject to parental consent. See https://athletesafety.org/training/index.

*Training other than the Core Center for SafeSport Training does not satisfy this policy.*

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at exemptions@safesport.org.

The Center will work with USA-WSWS regarding appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy the training requirements herein. USA-WSWS will provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

*Although USA-WSWS will track whether Adult Participants under its jurisdiction have completed the required SafeSport training, it is the personal responsibility of all Adult Participants to determine if they are required to complete and maintain SafeSport training as set forth above.*

Certain jurisdictions in the United States may have mandatory training and testing that may apply to those who work or volunteer with youth athletes. All Covered Individuals must also comply with any state-mandated training and testing requirements.
Reporting Abuse and Misconduct

USA-WSWS requires that violations of this policy, as well as suspicions or allegations of child physical or sexual abuse, be immediately reported. USA-WSWS members should not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility of validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

Reporting Child Physical or Sexual Abuse

All such allegations must be reported to the U.S. Center for SafeSport, as well as notification to USA-WSWS that the report was made. Contact your local law enforcement authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred, or have received a report of child sexual abuse or neglect. Reports or abuse not involving a minor may also be reported to local law enforcement authorities. Information regarding state mandatory reporting laws may be found at https://www.childwelfare.gov/topics/systemwide/laws-policies/state/.

Reporting Other Policy Violations

Any other allegations or reports of sexual-related misconduct should be reported to the U.S. Center for SafeSport, as well as notification to USA-WSWS that the report was made. Contact your local law enforcement authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred, or have received a report of child sexual abuse or neglect.

Other non-sexual related misconduct or inappropriate behavior should be reported to USA-WSWS.

Failure to Report

It is the obligation of USA-WSWS members and member clubs to report suspicions or allegations of abuse or misconduct, including compliance with all state mandatory reporting laws (see above link for more information). If a person in authority knows, or should reasonably have known, that harassment or abuse may have occurred and fails to report it or take appropriate action as set out in this policy statement, that person may be subject to disciplinary action.

Retaliations or Threats of Reprisal

Retaliation or threats of reprisal against an individual for filing a complaint under this policy or for participating or assisting in any procedure under this policy will be considered harassment for the purpose of this policy. Further, any person who makes groundless allegations or complaints of abuse or harassment may be subject to disciplinary action.
Reporting Procedure

If you are aware of or suspect any violation of USA-WSWS’s policies on abuse and misconduct, you should do all of the following:

1. **Report the abuse to authorities.**

   *If the abuse and misconduct is criminal in nature, contact the authorities immediately.*

   In most states, you are obligated to bring this matter to the attention of local law enforcement or public child welfare organization and make a report. **You must comply with all state mandatory reporting laws (see above link for more information).**

2. **How to Report:**

   To report to the U.S. Center for SafeSport, you may use the online reporting form at [www.safesport.org/report-a-concern](http://www.safesport.org/report-a-concern), or call (720) 531-0340.

   To report a concern to USA-WSWS, you may contact Executive Director Nate Boudreaux, at [nboudreaux@usawaterski.org](mailto:nboudreaux@usawaterski.org) or (863) 508-2095, with copies to USA-WSWS’ President and the chair of USA-WSWS’ Judicial Committee.

Protection for Reporting Parties

Although USA-WSWS will review all reports under this policy, anonymous reporting may make it difficult to properly investigate allegations. To the extent permitted by law, and as appropriate, USA-WSWS will keep confidential the complainant’s name on request, not make public the name(s) of potential victims, the accused perpetrator or the people who made a report of child physical or sexual abuse to local law enforcement authorities. Regardless of the outcome of a complaint, USA-WSWS will support the complainant and her/his right to express concerns in good faith. However, false complaints or complaints made in bad faith are prohibited, and may subject the complainant(s) to disciplinary action depending on the nature of the allegation or complaint.

Complaints, Investigations and Adjudications

All complaints or requests for investigations under USA-WSWS’s SafeSport policy *(including complaints relating to the failure to report violations of this policy or to comply with state mandatory reporting laws, as discussed above)* will be referred to the U.S. Center for SafeSport, which shall have the sole and exclusive authority and jurisdiction to investigate, conduct hearings, make preliminary rulings and issue final orders on complaints and requests for investigations under USA-WSWS’s SafeSport Policy. In certain cases, the U.S. Center for SafeSport may decline to exercise its jurisdiction over the matter, in which case the matter will be referred to the USA-WSWS Judicial Committee for handling under Article IX of the USA-WSWS Bylaws (including all due process requirements and policies thereunder). In cases where the U.S. Center for SafeSport has accepted jurisdiction, the final decision of the U.S. Center for SafeSport shall be reported to the President of USA-WSWS, and shall be binding upon and implemented by USA-WSWS.

For matters handled by USA-WSWS (in circumstances where the U.S. Center for SafeSport has declined to exercise jurisdiction over the matter), USA-WSWS may impose appropriate
sanctions and penalties, including interim suspensions and permanent expulsions from membership, following the procedures set forth in the USA-WSWS Bylaws and other applicable policies. Any sanctions imposed by USA-WSWS shall be proportionate and reasonable, relative to the findings and conclusions of USA-WSWS as to what has occurred, and given consideration of the interest of USA-WSWS and its members to provide a safe environment for all participants in USA-WSWS activities, the nature and seriousness of the offense and its impact on the victim, and other information provided and considered by USA-WSWS relating to the complaint. Appropriate disciplines may range from a warning, to a reprimand, to a membership suspension or limitation for a period of time, or to a permanent expulsion from membership, and any continued participation or reinstatement to USA-WSWS activities may be conditioned upon the completion of specified requirements.

Notification

Following USA-WSWS’s notice of a credible allegation that results in the imposition of sanctions against a member, USA-WSWS may provide such notifications as are deemed appropriate including notification of the other parties involved in the matter, publication of the sanctions, and/or notification of local law enforcement authorities.

Action Item # 36: Appendix VI: FINANCIAL STANDARDS AND REPORTING PRACTICES

RATIONALE:

NOT AVAILABLE YET FROM NATE & STAFF

Action Item # 37: AKA Bylaw Revisions

RATIONALE: Revisions to satisfy the USOPC new requirements.

1. Changed/revised US Olympic Committee (USOC) to US Olympic & Paralympic Committee (USOPC)

2. ARTICLE 6. BOARD OF DIRECTORS:

Section D.) The Board shall consist of not less than 6, nor more than 11 elected members and shall consist of a minimum of 33 1/3% “elite athletes”. For purposes of these Bylaws “elite athletes” are defined as athletes who have demonstrated their qualifications as athletes by:

a. Demonstrating within the five (5) preceding years, that they actively engaged in amateur athletic competition by competing in
the American Kneeboard Association National Championships
Open Age Division - OR

b. Demonstrating within the five (5) preceding years, that they
actively engaged in amateur athletic competition by finishing in
the top half of any age restricted division, excluding Jr. Girls, Jr.
Boys, Girls, Boys, at the American Kneeboard Association
National Championships - OR

c. Within the five (5) preceding years finished in the top half of
the National Overall Points System in any division, excluding Jr.

Action Item # 38: AWSA Bylaw Revisions

RATIONALE: Revisions to satisfy the USOPC new requirements.

1. Changed revised US Olympic Committee (USOC) to US Olympic &
Paralympic Committee (USOPC)

2. ARTICLE III - MEMBERSHIP AND VOTING PRIVILEGES

A. Membership in AWSA shall be open to any individual
member of USA-WSWS, without discrimination on the basis of
gender, race, color, religion, national origin, age, or sex; subject
only to payment of dues as the USA-WSWS and AWSA Boards
of Directors may prescribe from time to time.

3. ARTICLE V - BOARD OF DIRECTORS

B. (b) AAC Directors shall be allocated sufficient voting directors so
that not less than 33 1/3% of the membership and voting power
of the Board consists of AAC Directors.

4. ARTICLE IX COMMITTEES

C. The Executive Committee shall consist of the Chairman of the
Board, the President, the Vice President, the Treasurer, up to five
at large members appointed by the President, and sufficient AAC
“elite” athletes” to constitute 33 1/3% membership and voting
power. A majority of the Executive Committee shall be voting
members of the Board. This committee shall have representation
from each Region. The Executive Director (or his delegate) and
the immediate past President, shall be non-voting ex-officio members.

D. Standing Committees shall include 33 1/3% “elite” athlete membership and voting power.

5. ARTICLE XI - CONFLICT OF INTEREST AND ETHICAL PRACTICE

B. AWSA, an affiliated Sport Discipline of USA-WSWS, will not tolerate any form of harassment, unlawful discrimination, abuse or misconduct and will uphold a zero tolerance policy, consistent with the United States Olympic & Paralympic Committee (USOPC) SafeSport initiative. The USA Water Ski & Wake Sports SafeSport Program Handbook is an appendix to the USA Water Ski & Wake Sports Policies and Procedures Manual.

6. ARTICLE XII - SUSPENSION OR EXPULSION

The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution;

A Suspension or Expulsion may be appealed and/or a complaint filed to the AWSA per ARTICLE XIII and it shall be sent directly to the USA-WSWS Judicial Committee and resolved in accordance with USA-WSWS Bylaws Article IX.

6. ARTICLE XIII - COMPLAINTS

1. Complaints.

The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution;

Any alleged or actual denial, or threat to deny, an individuals’ opportunity to compete or participate (including as an athlete, coach, manager or otherwise) in a USA-WSWS sanctioned competition or as a member of an official U.S. team designated to participate in international competition relating to American Water Ski Association activities.
**Action Item # 39: NSSA Bylaw Revisions**

**RATIONALE:** Revisions to satisfy the USOPC new requirements.

1. Changed revised US Olympic Committee (USOC) to US Olympic & Paralympic Committee (USOPC)

2. **ARTICLE III – MEMBERSHIP**
   Membership in NSSA shall be open to all USA-WSWS members without discrimination on the basis of gender, race, color, religion, national origin, age, or sex; subject only to payment of dues as the USA-WSWS and NSSA may prescribe from time to time.

   **Section E** – NSSA, an affiliated Sport Discipline of USA–WSWS will not tolerate any form of harassment, unlawful discrimination, abuse, or misconduct and will uphold a zero tolerance policy, consistent with the United States Olympic Safe Sport initiative.

   **Section F** - The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution;

   Suspension or expulsion complaints shall be sent directly to the USA-WSWS Judicial Committee and resolved in accordance with USA-WSWS Bylaws Article IX.

3. **ARTICLE VII – COMMITTEES**

   The Executive Committee is made up of the current NSSA Officers (President, Vice-President, and Secretary-Treasurer), two Elite Competitor Director, and the Past President.

   (a) The Executive Committee shall consist of seven voting members including the President, Vice President, Secretary, Treasurer, two Elite Competitors selected from the Elite competitors on the full Board and the Past President. The President shall chair the committee. If the Secretary and Treasure is filled by one person, then the President will select an active NSSA / USA-WSWS member to be added to the Executive committee to bring the vote to an odd number.
Action Item # 40: USA-AWSWS Bylaw Revisions

RATIONALE: Revisions to satisfy the USOPC new requirements.

ARTICLE III – MEMBERSHIP

Section A: Voting rights are limited to those members’ eighteen (18) years of age or older.

Section B: The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution:
- Suspension or expulsion A member may be suspended or expelled for unsportsmanlike conduct; any willful violation of USA-AWSWS, and/or any other Sport Discipline, and/or USA-WSWS rules or procedures; criminal or fraudulent acts; failure to pay indebtedness; or any other act which is contrary to the objectives and purposes of USA-AWSWS, USA-WSWS, IWWF and/or USOPC.

Section C: Suspension or expulsion may be appealed directly to the USA-WSWS Judicial Committee and resolved in accordance with USA-WSWS Bylaws Article IX.

Section E: USA-WSWS and USA-AWSWS will not tolerate any form of harassment, unlawful discrimination, abuse or misconduct and will uphold a zero tolerance policy, consistent with the USOPC SafeSport initiative.

7.1 ARTICLE IV – BOARD OF DIRECTORS

The Board of Directors shall include sufficient "Elite Athletes" to constitute thirty three and one/third percent (33 1/3%) or more of the Board’s membership and voting power. If the percentage of "Elite Athletes" serving on the Board of Directors drops below, 33 1/3%, the President will recommend a sufficient number of "Elite Athletes" to bring that percentage to 33 1/3% or above. This recommendation must be approved by a majority vote of the Board.

ARTICLE VI – STANDING COMMITTEES

The President may appoint the following standing committees. These committees will submit their proposals to the Board at the annual Board meeting. The Board shall review each committee report and approve or disapprove recommendations from these committees by a majority vote, before such recommendations are implemented. The Board has the right to add or subtract any recommendations submitted by the committees, and the Board will decide on all final decisions by a
majority Board vote. The President has the right to call for a Board vote at any time during the year, as it pertains to decisions by the committees. "Elite Athletes" shall constitute twenty percent (33 1/3%) or more of the membership and voting power of all standing committees.

The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution:

- Any alleged or actual denial, or threat to deny, an individual’s opportunity to compete or participate (including as an athlete, coach, manager or otherwise) in a USA-WSWS sanctioned competition or as a member of an official U.S. team designated to participate in international competition relating to USA Adaptive Water Ski & Wake Sports activities.

Action Item # 41: USA-WB Bylaw Revisions

RATIONALE: Revisions to satisfy the USOPC new requirements.

1. Changed revised US Olympic Committee (USOC) to US Olympic & Paralympic Committee (USOPC)

2. ARTICLE II: MEMBERSHIP
   I. Membership in USA-WB shall be open to any individual member of USA-WSWS, without discrimination on the basis of gender, race, color, religion, national origin, age, or sex; subject only to payment of dues as the USA-WSWS and USA-WB Boards of Directors may prescribe from time to time. In no case shall the eligibility requirements of USA-WB be more restrictive than those of USA-WSWS.

3. ARTICLE III: OFFICERS AND DIRECTORS
   I. The officers shall be a President, a Vice President, a Treasurer, and a Secretary. Officers, when at all possible, shall be chosen from among current directors who have served for at least one year, past directors who have served at least three years or Honorary National Directors. The Vice President shall succeed to the Presidency for the current term in the event the President is unable to fulfill his duties.
II. There shall be (ten) fourteen (14) Directors each serving a two-year term so arranged that the term of half the Directors in each category shall expire each year.
   A. (two) Four shall be athletes;
   B. Six shall be "at large" members; and
   C. Two shall be industry representatives.

4. ARTICLE IX: DISCIPLINARY ACTION
   The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution:
   I. A member may be suspended or expelled for Unsportsmanlike conduct; any willful violation of USA-WB, and/or any other Sport Discipline, and/or USA-WSWS rules or procedures; criminal or fraudulent acts; failure to pay indebtedness; or any other act which is contrary to the objectives and purposes of USA-WB, USA-WSWS, IWWF and/or USOPC.

Suspension or expulsion may be appealed and/or a complaint filed and shall be sent directly to the USA-WSWS Judicial Committee and resolved in accordance with USA-WSWS Bylaws Article IX.

5. ARTICLE X: COMPLAINT PROCEDURES
   USA- Wakeboard/USA-WB hereby adopts the following Policies and Procedures for all proceedings under USA- Wakeboard Bylaws Article X (Complaint Procedures).

1. Complaints.
   USA- Wakeboard/USA-WB shall have exclusive jurisdiction over complaints relating to the following:
   a. The application or interpretation of any of USA- Wakeboard rules of competition including administrative rules relating thereto; The following complaints shall be sent to the USA-WSWS Judicial Committee relating to the following for resolution;
   b. Any alleged or actual denial, or threat to deny, an individuals’ opportunity to compete or participate (including as an athlete, coach, manager or otherwise) in a USA-WSWS sanctioned competition or as a member of an official U.S. team designated to participate in international competition relating to USA-Wakeboard activities.
6. **Manner of Filing, Notice and Binding Nature of the Proceedings.**
A complaint may be filed by any person or their legal representative who claims direct and actual harm as a result of the actions complained of. The complainant shall file a Complaint with the USA-WB President, with a copy to all members of the USA-Wakeboard Executive Committee, and also with a copy to the Executive Director of USA-WSWS.

7. **Other Complaints.**
The USA-WSWS Judicial Committee shall have the sole and exclusive jurisdiction with respect to all other complaints, which shall be administered as set forth in Article IX of USA-WSWS’ Bylaws and related Policies and Procedures.

8. **ARTICLE XII: CONFLICT OF INTEREST AND ETHICAL PRACTICE**
   
   I. The USA-WB Board shall subscribe to the USA-WSWS written Code of Conduct and Ethics which includes the requirement that each Officer, member of the Board, and each committee representative, annually agree in writing to abide by such code.

   II. USA-WB, an affiliated Sport Discipline of USA-WSWS, will not tolerate any form of harassment, unlawful discrimination, abuse or misconduct and will uphold a zero tolerance policy, consistent with the United States Olympic & Paralympic Committee SafeSport initiative.
ARTICLE I: AAC Qualifications

Athletes who are members of USA Water Ski & Wake Sports in good standing, citizens of the United States, and who satisfy at least one of the following criteria are qualified to serve as “elite” athlete members on and vote for the Athletes’ Advisory Council (AAC):

A) "10 Year Athlete Representative" means an athlete who, at the time of election/selection as a representative, has represented U.S. in the 10 years prior at:
   a Delegation event; or additional elite Protected Competitions (as defined by the NGB AAC and approved by the NGB Athlete Representation Review Working Group as set out below) or

B) "10 Year+ Athlete Representative" means an athlete who has, at any point but not within the 10 years prior to election/selection, met the definition of 10 Year Athlete Representative.

C) Meeting these qualifications by competing in “open age” classifications, not from age-restricted classifications, such as “juniors”, “seniors”, or “veterans”. Should a Sport Discipline not have an “open age” classification, qualification for this requirement shall be determined by the Athlete Advisory Council and approved by the USA-WSWS Board of Directors.

ARTICLE II: AAC Election Procedures

a. Number & Term – In accordance with USOC guidelines, the AAC shall consist of at least 50% “elite” athletes from Sport Disciplines with Pan American games program status. The AAC shall consist of ten (10) members from the AWSA Sport Discipline and one (1) member from all other Sport Disciplines. Each AAC member shall serve for a term of two (2) years, or until a successor has been duly elected.

b. Elections – Each Sport Discipline will elect their own representatives from within their respective Sport Disciplines to the Athlete Advisory Council. The respective election procedures must be in accordance with Article VII, and have athletes elect their own athlete representatives.

ARTICLE III: Election of Athlete Directors to USA-WSWS Board

a. Number & Term - The AAC members shall elect the appropriate number of Athlete Directors and alternates to the USA-WSWS Board, so as to meet the USOC guidelines for a minimum of 20% athlete representation and voting power as designated by the USA-WSWS Bylaws. Each Athlete Director elected to the USA-WSWS Board shall serve for a term of two (2) years. The term shall begin when the Annual Meeting of the USA-WSWS Board of Directors is called to order and end immediately preceding the Annual Meeting of the USA-WSWS Board nearest the end of the term, or until a successor has been duly elected.

b. Eligibility – At least one-half (1/2) of the individuals elected to the USA-WSWS Board must qualify as “elite” athletes in the Sport Disciplines with Pan American games program status.

c. USOC AAC Representative - The AAC member who has been elected to serve on the USOC Athlete Advisory Council shall be automatically elected and shall serve as an Athlete Director to the USA-WSWS Board.
d. **USA-WSWS Director Ballot** - A ballot containing the names of the AAC members, who wish to serve as Athlete Directors to the USA-WSWS Board, shall be distributed to all AAC members at least (60) days prior to the Annual Meeting of the USA-WSWS Board of Directors. Voting will be closed fifteen (15) days after the mailing and winners will be notified immediately.

**ARTICLE IV: Election of Athletes to USA-WSWS Executive Committee**

a. **Number & Term** - The AAC members shall elect the appropriate number of Athlete Representatives and alternates to the USA-WSWS Executive Committee, so as to meet the USOC guidelines for a minimum of 20% athlete representation and voting power as designated by the USA-WSWS bylaws. Each Athlete Representative elected to the USA-WSWS Executive Committee shall serve for a term of two (2) years. The term shall begin when the Annual Meeting of the USA-WSWS Board of Directors is called to order and end immediately preceding the Annual Meeting of the USA-WSWS Board nearest the end of the term, or until a successor has been duly elected.

b. **Eligibility** - At least one-half (1/2) of the individuals elected to the USA-WSWS Executive Committee must qualify as “elite” athletes in the Sport Disciplines on the Pan American games program status.

c. **USA-WSWS Executive Committee Representative Ballot** - A ballot containing the names of the AAC members, who wish to serve as Athlete Representatives to the USA-WSWS Executive Committee shall be distributed to all AAC members at least thirty (30) days prior to the Annual Meeting of the USA-WSWS Board of Directors. Voting will be closed fifteen (15) days after the mailing and winners will be notified immediately.

**ARTICLE V: Election of USOC Athletes’ Advisory Council Representative**

a. **Special Qualifications** - Only those AAC members from Sport Disciplines with Pan American games program status athletes are eligible to serve on the USOC AAC. To be eligible to serve on the USOC AAC, an athlete must have represented the United States in Pan American, or Operation Gold competition within the preceding ten years as measured from the first AAC meeting of the Quadrennium. Athletes cannot be paid employees of the USOC or the NGB and simultaneously serve on the USOC AAC.

b. **Number & Term** - The AAC members shall elect one (1) athlete representative and one (1) alternate to the USOC AAC. The alternate must be of the opposite sex. An athlete may serve as the USOC AAC representative from an NGB for a maximum of two terms. An athlete may serve for an additional term as an at-large member of the USOC AAC. The term of the USOC AAC representative shall begin when the first USOC AAC Meeting of the quadrennium is called to order and shall end immediately preceding the first USOC AAC Meeting of the succeeding quadrennium, until a successor has been duly elected.

c. **Ballot** - The election of the USOC AAC representative shall be performed in conjunction with the election of the Athlete Directors to the USA-WSWS Board (See Article III above). The ballot shall contain a separate voting area designating the names of the AAC members who meet the Special Qualifications, who wish to serve as the water ski representative to the USOC AAC. Only athletes eligible to run for the USOC AAC position are eligible to vote for the USOC AAC position.

d. **Grievances** - Athletes may resolve disputes regarding the election procedures according to Article IX of the USA Water Ski & Wake Sports Bylaws. Elections must be concluded by the end of the Quadrennium. (Chapter XXIV, Section 1 currently requires elections to be at the conclusion of the Summer Olympic Games.) All approved procedures must be codified in the NGB’s AAC documents and may be codified in the NGB organic documents.
ARTICLE VI: Appointments to USA-WSWS Committees

Athlete representatives shall be recommended by the AAC to equal at least 20% of all USA-WSWS Executive Committees, nominating and budget committees, panels empowered to resolve grievances, and committees which prepare, approve or implement programs in the following areas:

1. expenditures of funds allocated to USA-WSWS by the USOC; and
2. selection of international team members including athletes, coaches, administrators, and sports staff.

Interested athletes that meet the requirements of Article I will indicate such interest, and the AAC will use their experience to select which athletes to put forward for each committee. The names will be provided to the USA-WSWS President, who will work with the respective committee chairs and the AAC members to determine the most appropriate selections for each committee. Every effort will be made to match athletes with their stated preferences. There is, however, no guarantee that the USA-WSWS President will accept the AAC recommendations.

In the case where there are two or more athletes on a committee, the AAC Chair shall appoint one of the athletes to be the liaison between the committee and the other AAC members.

ARTICLE VII: Sport Discipline Athlete Selection Procedures

A. American Barefoot Club

1. Subject to any restrictions stated expressly in, or necessarily implied by these bylaws, and subject to approval by the board, the Athlete Advisory Council shall be entitled to establish its' own bylaws and operational policies and procedures enabling it to conduct its' affairs in any manner approved by a majority of its' members.

2. Subject to approval by the ABC Board, the Athlete Advisory Council shall determine the type and number of its' board members, except that at least 20% of the voting power may be with "Elite athletes'. The members of the Athlete Advisory Council shall select these board members.

3. The Athlete Advisory Council shall elect the 3 Advisory Council Directors to the ABC Board of Directors.

4. Qualifications of an "Elite athletes" for the ABC Athlete Advisory Council shall be by:

   (a) Representing the United States in international water ski competition, either as Team members or as individual qualifiers, within the preceding ten (10) years. Such international competitions shall include, but not be limited to, World Championships, Pan American Championships and Pan Am Games. OR,

   (b) Demonstrating within the two (2) preceding ski years, that they actively engaged in amateur athletic competition by competing in the ABC (i) National Championships Open Division; (ii) Elite Team Trials; or (iii) finishing in the top half of the ABC Open Division Ranking List.

B. American Kneeboard Association

1. The Board shall consist of not less than 6, nor more than 11 elected members and shall consist minimum of 20% “elite athletes”. For purposes of these Bylaws “elite athletes” are defined as athletes who have demonstrated their qualifications as athletes by:
a. Demonstrating within the five (5) preceding years, that they actively engaged in amateur athletic competition by competing in the American Kneeboard Association National Championships Open Age Division - OR

b. Demonstrating within the five (5) preceding years, that they actively engaged in amateur athletic competition by finishing in the top half of any age restricted division, excluding Jr. Girls, Jr. Boys, Girls, Boys, at the American Kneeboard Association National Championships - OR

c. Within the five (5) preceding years finished in the top half of the National Overall Points System in any division, excluding Jr. Girls, Jr. Boys, Girls, Boys.

2. Standard term for each director will be two (2) years, beginning at the annual AKA Winter Board of Directors meeting.

C. American Water Ski Association

1. Election of Athletes to Athlete Advisory Council

   a. Eligibility – Athletes must qualify as “elite” athletes according to Article I, USA-WSWS Bylaws, and in accordance with USOC Guidelines.

   b. Nominations - Nominations for the Athlete Advisory Council shall be accepted from the “elite” athletes (see Article I). The AAC shall appoint a nominating committee for the purpose of placing additional candidates on the ballot, if any of the following conditions are true:

      A) Fewer than twelve (12) nominations are received for AWSA (traditional slalom, trick, jump) athletes, or less than ten (10) of the nominated AWSA candidates are willing to serve.

      B) Less than one (1) nomination is received in each of the AWSA disciplines and overall.

   c. Number & Term – The AWSA Sport Discipline shall elect the number of members as designated by Article II. Each AAC member shall serve for a term of two (2) years, or until a successor has been duly elected.

   d. USA-WSWS AAC Ballot - A ballot containing the AAC nominees shall be distributed to all qualified athletes (as defined in Article I), at least ninety (90) days prior to the Summer Annual Meeting of the AWSA Board of Directors. Voting will be closed thirty (30) days after the mailing.

2. Election of Athlete Directors to AWSA Board

   a. Number & Term - The AAC members shall elect the appropriate number of Athlete Directors and alternates to the AWSA Board, so as to meet the USOC guidelines for a minimum of 20% athlete representation and voting power as designated by the AWSA bylaws. Each Athlete Director elected to the AWSA Board shall serve for a term of two (2) years. The term shall begin when the Summer Meeting of the AWSA Board of Directors is called to order and end immediately preceding the Summer Meeting of the AWSA Board nearest the end of the term, or until a successor has been duly elected.

   b. Eligibility – All of the individuals elected to the AWSA Board shall have competed as athletes in AWSA (slalom, tricks, and/or jump) competition.
c. **USOC AAC Representative** - The AAC member who has been elected to serve on the USOC Athlete Advisory Council shall be automatically elected and shall serve as an Athlete Director to the AWSA Board.

d. **AWSA Director Ballot** - A ballot containing the names of the AAC members, who wish to serve as Athlete Directors to the AWSA Board, shall be distributed to all AAC members at least (60) days prior to the Summer Meeting of the AWSA Board of Directors. Voting will be closed fifteen (15) days after the mailing and winners will be notified immediately.

3. **Election of Athlete Representatives to Executive Committee**

a. **Number & Term** - The AAC members shall elect the appropriate number of Athlete Representatives and alternates to the AWSA Executive Committee, so as to meet the USOC guidelines for a minimum of 20% athlete representation and voting power as designated by the AWSA Bylaws. Each Athlete Representative elected to the AWSA Executive Committee shall serve for a term of two (2) years. The term shall begin when the Summer Meeting of the AWSA Board of Directors is called to order and end immediately preceding the Summer Meeting of the AWSA Board nearest the end of the term, or until a successor has been duly elected.

b. **Eligibility** - All of the individuals elected to the AWSA Executive Committee shall have competed as athletes in AWSA competition.

c. **AWSA Executive Committee Representative Ballot** - A ballot containing the names of the AAC members, who wish to serve as Athlete Representatives to the AWSA Executive Committee, is distributed to the AAC members from the AWSA Sport Discipline at least thirty (30) days prior to the Summer Meeting of the AWSA Board of Directors. Voting will be closed fifteen (15) days after the mailing and winners will be notified immediately.

4. **Appointmen of Athlete Representatives to Committees**

Athlete representatives shall be recommended by the AAC to equal at least 20% of all AWSA Executive Committees, nominating and budget committees, panels empowered to resolve grievances, and committees which prepare, approve or implement programs in the following areas:

1. expenditures of funds allocated to AWSA by the USOC; and
2. selection of international team members including athletes, coaches, administrators, and sports staff.

Interested athletes that meet the requirements of Article I will indicate such interest, and the AAC will use their experience to select which athletes to put forward for each committee. The names will be provided to the AWSA President, who will work with the respective committee chairs and the AAC members to determine the most appropriate selections for each committee. Every effort will be made to match athletes with their stated preferences. There is, however, no guarantee that the AWSA President will accept the AAC recommendations.

In the case where there are two or more athletes on a committee, the AAC Chair shall appoint one of the athletes to be the liaison between the committee and the other AAC members.

**D. National Collegiate Water Ski Association**

1. **Election of Athletes to Athlete Advisory Council**

   a. **Eligibility and election** – The NCWSA AAC shall elect one (1) of its current AAC Directors to serve on the USA-WSWS AAC.

2. **Election of Athlete Directors to Board**
a. Number & Term - The NCWSA AAC will elect two of their members to sit on the NCWSA Board. The term of each Director shall be 1 year.

b. Eligibility - All AAC members must be current members of the NCWSA and competed within the last ski year. The minimum criteria for AAC consideration is a skier who finished in the top half of the NCWSA Nationals D1 or All Stars, or recorded a comparable score in the Nationals D2, or been a member of a World University Team.

E. National Show Ski Association

1. Election of Athletes to Athlete Advisory Council

   a. Eligibility - Athlete must qualify as a NSSA "elite" athlete according to the following NSSA Board of Directors guidelines, in addition to Article I - AAC Qualifications, USA-WSWS Bylaws, and in accordance with USOC guidelines. Athletes who are active members of USA Water Ski & Wake Sports in good standing, citizens of the United States of America, and who satisfy the following criteria, qualify to serve as NSSA "elite" athletes.

   2. Mandatory Qualifications:
      a. Competed as a skier, towboat driver, or announcer that placed in the top 50% at the Division I National Show Tournament in any of the last two (2) years in either the individual or team competitions.
      
      b. Current valid NSSA membership
      
      c. Minimum age of 18

3. Nominations –

   a. NSSA Elite Skier Director Ballot Nominations for the NSSA AAC member shall be accepted by the NSSA Nominating Committee from the NSSA "elite" athletes. All nominations will be due to the NSSA Nominating Committee by 1 August of each year. The NSSA Nominating Committee will verify all nominees. The NSSA Nominating Committee will then prepare ballots. A Ballot containing the NSSA Elite Skier Director nominees shall be available to all qualified NSSA "elite" athletes to vote from 11 AM to 1 PM on Saturday and Sunday at the Division 1 National Show Tournament. The NSSA Nominating Committee shall obtain the results and rosters from the past five NSSA Division I Show Nationals. All NSSA "elite" athletes that are voting must show picture identification card to vote. The election results will be announced at the award ceremonies at the conclusion of the NSSA Division I Show Nationals.

2. Election of Athlete Directors to the NSSA Board of Directors

   a. USA-WSWS - AAC Ballot - A Ballot containing the NSSA AAC member nominees shall be available to all qualified NSSA AA "elite" athletes to vote at the NSSA Division I National Show Tournament.
   
   b. Number & Term - The NSSA "elite" athletes (minimum age 18) shall elect the appropriate number of NSSA Elite Skier Directors to the NSSA Board of Directors, so as to meet USOC guidelines for a minimum of 20% athlete representation, voice and voting power as designated by NSSA bylaws. The three NSSA Elite Athlete Directors will designate who among them will serve as the one NSSA Elite Director Representative to the Athlete Advisory Council.

At this time, there is a total of three (3) NSSA Elite Skier Directors and one (1) alternate NSSA Elite Skier Director. The terms of all NSSA Elite Skier Directors shall be for two (2) years, and
shall start at the conclusion of the Division I National Show Tournament.

No more than two NSSA Elite Skier Directors may be a member of any one Region.

No more than one NSSA Elite Skier Director may be a member of any one team.

For the purposes of initiating these new positions, the following procedure shall be used:

For the year 2003, the candidate with the most votes will be awarded a three (3) year term. The next two candidates with the most votes will each be awarded a two (2) year term.

For subsequent odd year elections starting in 2005, the two candidates with the most votes will be awarded a two (2) year term.

For subsequent even year elections starting in 2006, the candidate with the most votes will be awarded a two (2) year term.

The candidate with the next highest vote total each year will serve as the alternate NSSA Elite Skier Director (1 year term).

c. Eligibility - Athletes who are active members of USA Water Ski & Wake Sports in good standing, citizens of the United States of America, and who satisfy the following criteria qualify to serve as NSSA Elite Skier Directors with full vote and voice rights on the NSSA Board of Directors.

3. Must attend the regular annual meeting of the NSSA Board of Directors.

4. Election of Athlete Representative to Executive Committee
   a. Number & Term - one Elite Competitor Director two (2) year term

   b. Eligibility – see Section 3 above

   c. Executive Ballot - one Elite Competitor Director

5. Appointment of Athlete Representatives to Committees - NSSA "elite" athletes shall compose at least 20% of all NSSA nominating and budget committees, panels empowered to resolve grievances, and committees which prepare, approve or implement programs in the following areas:
   a. expenditures of any funds that are allocated to the NSSA by the USOC; and
   b. future selections of international team members including athletes, coaches, administrators and sports staff.

F. National Water Ski Racing Association

The NWSRA does not currently have an Elite Athlete designation nor requirement in their organization. They do utilize Athletes as Directors and on their committees. The Elite Athlete designation and participation is not needed at this time.

G. US Hydrofoil Association

The USHA does not currently have an Elite Athlete designation nor requirement in their organization. They do utilize Athletes as Directors and on their committees. The Elite Athlete designation and participation is not needed at this time.
H. USA Wakeboard

1. Elite athletes are defined as athletes selected by the Athlete Advisory Council to represent the athletes on the USA-WB Board and committees.

2. At time of election, elite athletes shall have demonstrated their qualifications as athletes by:

3. Representing the United States in international Wakeboard competition, either as Team members or as individual qualifiers, within the proceeding ten (10) years. Such international competitions shall include, but not be limited to, World Championships, Pan American Championships, Pan Am Games, World Trophy and Operation Gold events; OR

4. Demonstrating within the two (2) preceding years, that they actively engaged in amateur athletic competition by finishing in the top half of the Sport Disciplines: (i) National Championships “Open Age” Division; (ii) Elite Team Trials; or (iii) finishing in the top half of the Open Age Division Ranking List; AND

5. Meeting these qualifications by competing in “open age” classifications, not from age-restricted classifications such as “juniors”, “seniors”, or “veterans”.

I. USA Adaptive Water Ski & Wake Sports (USA-AWSWS)

1. Eligibility. For the purposes of serving as Representative to the USA-WSWS Athlete Advisory Council, "Elite Athletes" are defined as athletes who at the time of election shall have demonstrated their qualifications as athletes by representing the United States in international water ski competitions, either as a team member or as an individual qualifier, within the preceding ten (10) years. Such international competition shall include, but not be limited to, World Championships, and World Trophy events.

2. Nominations. Nominations for the Athlete Advisory Council shall be accepted from the "Elite" athletes of USA-AWSWS.

3. Length of Term. The USA-AWSWS Representative to the Athlete Advisory Council shall serve for a term of two (2) years, or until a successor has been duly elected.

4. AAC Ballot. A ballot containing the AAC nominees shall be distributed to all elite athletes (as defined in Article VII subheading A above) in the bi-annual election held in the Spring of even years.

ARTICLE VIII: Chairperson

a. Duties - The Chairperson of the AAC shall preside at all meetings of the AAC. The Chairperson shall call all meetings of the AAC in accordance with the AAC Bylaws and may call special meetings at anytime needed. The Chairperson may call for a vote of the AAC by mail, fax, or email ballot. The Chairperson may appoint special AAC Committees provided they do not conflict with standing committee or special committee previously appointed by the President of USA Water Ski & Wake Sports. The Chairperson shall follow up on all actions taken by the AAC and ensure all plans are implemented and notify the AAC of failure to implement plans or actions. The Chairperson shall ensure all communications between the members of the AAC, all athletes, and the USA-WSWS Board of Directors.

b. Election Procedure & Term - The AAC shall hold an election at the Annual Meeting of the AAC. The term for the Chairperson shall be for two (2) years.
ARTICLE IX: Vacancies

In the event an Athletes’ Advisory Council Director or Executive Committee seat is vacated prior to the expiration of the regular term, such seat shall be filled by the designated alternate for such seat, and shall serve for the duration of the vacated term. Any AAC director may be removed for cause by the AAC by the affirmative vote of two-thirds (2/3) of the other members of the AAC, after due notice and opportunity to respond by the respective individual. Cause may include, but not be limited to, unexcused absence from two (2) consecutive meetings of the Board or Executive Committee.

Approved January 31, 2021
AGENDA ITEM 8; AAC REPRESENTATION AND INDEPENDENT DIRECTOR POSITION

ACTION ITEM #1; AAC REPRESENTATION ON BOARD AND COMMITTEES

RATIONALE: The USOPC has changed the AAC representation to 33 1/3% on the NGB and sport discipline boards and on committees that directly affect the athletes, notably financial (Executive Committee), Bylaws, International Team Selection and Rules committees. Change and add the following to Article 6 after section L.

ARTICLE VI   GOVERNANCE AND OPERATION

The Board shall consist of Sport Discipline Directors, Athlete Advisory Council Directors, and at least one (1) Independent Director, all with voice and vote; and Affiliate Organizations and USA-WSWS Honorary National Directors with voice but no vote. All Directors shall comply with USA-WSWS Policies and Procedures and requirements relating to Directors.

b. Athlete Advisory Council Directors shall be selected by the Athlete Advisory Council. The Athlete Advisory Council shall determine how to select its Directors allocated to the Board.

(1) The Athlete Advisory Council shall be allocated sufficient Directors so that not less than Thirty-Three and One-Third Percent (33.3%) of the membership and total voting power of the USA-WSWS Board consists of Athlete Advisory Council Directors, in accordance with and as required by USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).

(2) The allocation of Athlete Advisory Council Directors shall take effect in accordance with these Bylaws (as amended), and shall remain in effect as set forth in USA-WSWS’ Policies and Procedures. A biennial review shall be undertaken by the Board with sufficient time to allow the Athlete Advisory Council to comply with any changes in the allocation and number of Athlete Advisory Council Directors. Changes in the allocation and number of Athlete Advisory Council Directors shall be effective as set forth in USA-WSWS’ Policies and Procedures.

(3) Athlete Representatives will equal at least Thirty-Three and One-Third Percent (33.3%) of the membership and total voting power of all USA-WSWS Designated Committees and Other Committees and Task Forces in accordance with and as required by USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).
c. At least one (1) independent director shall be selected by the other members of the Board, in accordance with USOPC Bylaws and Requirements and USA-WSWS' Policies and Procedures. All independent directors shall be qualified and selected as defined by and in accordance with USA-WSWS Policies and Procedures.

b. Athlete Advisory Council Directors shall be selected by the Athlete Advisory Council. The Athlete Advisory Council shall determine how to select its' Directors allocated to the Board.

1. The Athlete Advisory Council shall be allocated sufficient Directors so that not less than Thirty-Three and One-Third Percent (33.3%) of the membership and total voting power of the USA-WSWS Board consists of Athlete Advisory Council Directors, in accordance with and as required by USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).

2. The allocation of Athlete Advisory Council Directors shall take effect in accordance with these Bylaws (as amended), and shall remain in effect as set forth in USA-WSWS' Policies and Procedures. A biennial review shall be undertaken by the Board with sufficient time to allow the Athlete Advisory Council to comply with any changes in the allocation and number of Athlete Advisory Council Directors. Changes in the allocation and number of Athlete Advisory Council Directors shall be effective as set forth in USA-WSWS' Policies and Procedures.

3. Athlete Representatives will equal at least Thirty-Three and One-Third Percent (33.3%) of the membership and total voting power of all USA-WSWS Designated Committees and Other Committees and Task Forces in accordance with and as required by USOPC Bylaws and Requirements regarding Athlete Representation (see USOPC Bylaws Section 8.5).

**ACTION ITEM #2; INDEPENDENT DIRECTOR**

**ARTICLE VI   GOVERNANCE AND OPERATION**

**RATIONALE:** The USOPC is requiring this director position to provide an independent perspective, in accordance with the procedures set forth in Appendix V.

c. At least one (1) independent director shall be selected by the other members of the Board, in accordance with USOPC Bylaws and Requirements and USA-WSWS' Policies and Procedures. All independent directors shall be qualified and selected as defined by and in accordance with USA-WSWS Policies and Procedures.

After the board has approved Action Item 1, the AAC will seat their additional directors.

After the board has approved Action Item 2, then the board shall receive the nominations and resumes of the candidates for the Independent Director and proceed to vote at this time. If there are none to present at this time, then the nomination and
review of resumes of candidates will take place within 90 days of this board meeting via email and a virtual meeting of the board conducted by the Chair to seat the Independent Director.
January 8, 2021

There were not ethics issues raised or reported in the year of 2020, the committee is happy to report.

Thanks

Dale Stevens

Vice President USA-WSWS
IAC Report

No Report
USA-WSWS Judicial Report

No report
Potential Action Items for the Board of Directors:

Adaptive Level 1 Instructor Requirement

The risk management committee was asked to provide feedback on a request to have at least one adaptive-rated instructor present for all adaptive clinics. This requirement will be an action item brought forward by the adaptive board. Risk management is in favor of adopting this requirement. The only concerns that were discussed were on the availability of getting instructors certified as adaptive instructors, and potentially creating a requirement that resulted in fewer adaptive clinics. However, the increased risk in holding clinics for individuals with disabilities justifies this new requirement.

Establishing USAWS-WB as an Affiliated Training Center for Red Cross CPR and First Aid

This request was brought forward by a member who is a CPR and first aid instructor with the American Red Cross and she does not have a training center to align with. Her proposal was to allow USAWS-WB to serve as an authorized provider. There is no expense to the organization, and we would not make any changes to course content. It would require a point of contact at headquarters to maintain a roster of who our affiliated instructors are, and a contact within the risk management committee to serve as a liaison with the Red Cross. All instructors would be required to be certified through the Red Cross and meet their requirements to teach classes. There would be no requirement that members obtain their certifications through an in-house instructor, and we would still accept American Heart Association and Red Cross certifications that are obtained elsewhere. Jeff Smith reviewed this proposal and did not believe that our organization would incur any liability or expense through signing the provider agreement with the Red Cross.

Other Noteworthy Committee Activity:

Information has been provided to Jessica Modrak to assist with grant proposals to help update the safety clinic materials, delivery, and testing resources. This will help continue to facilitate hybrid formats where the classroom portion is delivered online and the practical is hands on. This will also improve the content of the safety clinic material.

A complaint was sent to headquarters by a member of a show ski team in October related to alleged safety violations by one of our show ski teams. A working group consisting of representatives from show skiing and the risk management chair met virtually to discuss the concerns and determine the best way to move forward. The show ski team board provided a detailed response to the allegations, and we anticipate resolving this complaint in the near future. The judicial committee chair has also been consulted on this issue.

The risk management committee was in favor of proposals in the spring to suspend for one-year downgrading officials for lack of tournament work or clinic attendance due to the Covid-19 pandemic. At this time there has been no discussion regarding any further extensions past the end of 2021.
To:    USA Water Ski & Wake Sports Board of Directors

From:  Will Bush
        George Lindy

INFORMATION ONLY:

The AWSA Towboat Committee has presented several proposals to the AWSA Board of Directors for consideration all of which are designed to help curtail the fact that that fewer boats are available nationwide to support three event sanctioned tournaments. The proposals include:

1) Allowing any prior year USA Water Ski Approved Tournament boat equipped with Zero Off (rev R or rev S) to be used in a sanctioned event (excludes Regionals and Nationals).
2) Eliminating the requirement for retesting for a towboat which is unchanged.
3) Reimbursing a boat owner for use of a boat in a sanctioned event (excluded Regionals and Nationals), on an hourly basis.

Towboat Licensing Fees

The USA Waterski Executive Committee, after consulting with the AWSA Towboat Committee, has reduced the fees charged for 3-event towboat testing and licensing.

Policy Manual

The AWSA Towboat Policy manual has been restructured and updated. A DRAFT can be found at:
https://www.dropbox.com/s/7nl6dm5fk3pdqcy/USA%20Water%20Ski%20AWSA%20Towboat%20Manual%202020%202021%20REV%202020%2012%2008.pdf?dl=0
USOC AAC Report

Will be sent when available.
To: USA Water Ski & Wake Sports Board of Directors

From: Leon J. Larson Waterways Education Committee Chairman

Re: Report to the Board, Winter 2021

The Waterways Education Committee has had a relatively slow year with Covid 19. Several issues were addressed and resolved. Some with the assistance of the Water Sports Industry Assoc.

I also continue to be active as Chair of the IWWF Environment Committee. Currently I have updated the IWWF Environment Manual, the IWWF Safety Manual and the USAWS&WS Waterways Ed.Manual. These documents are available on the IWWF and the USAWS&WS web sites. The IWWF appointment is paramount to the continued access to waterways issues and developments worldwide. My position on the USAWS&WS Risk Management Committee also helps resolve some of the waterway’s issues.

I also continued my involvement on the Underwriters Laboratories Personal Floatation Device (PFD) Standards Panel. PFD classifications are in the process of being reclassified. Progress on this is almost complete. I continue with the Coast Guard (CG) and the manufacturers to obtain a special use designation for our lightweight neoprene vests that have become so popular but are not Coast Guard approved.

The annual meeting of the National Marine Manufacturers Association (NMMA) was held in May 2020 and held virtually.

The Green Sports Alliance (GSA) Summit in was delayed until October and also held virtually. Affiliation with this organization supplies essential contacts and sustainability information essential to the committee’s operation. The missing component this year was the ability to network with other stakeholders. IWWF membership in this Alliance has been maintained. The GSA is moving toward a more international presence with affiliates in both Europe and Asia.

The Waterways Education Manual and the Gronland case file are available electronically and continue to help in several of the cases listed in the attached supplement on page 2. I continue to keep the committee members active by passing local issues on to them for action and keeping them informed of National issues. They have responded well. Most of the listed issues were resolved favorably. The Committee will continue to upgrade the Waterways Education Manual as new information becomes available.

Respectfully submitted,

Leon J. Larson Committee Chairman

IWWF. Environment and Safety Committees Chairman
Olympic Committee on Sport and Environment
United Nations Environment Program
Water Ski Industry Association
National Association of Boating Law Administrators NASBLA
Underwriters Laboratory
Green Sports Alliance
USA WATER SKI & WAKE SPORTS
ATHLETES ADVISORY COUNCIL
Policies & Procedures
PROPOSED January 31, 2021
FINAL DRAFT

ARTICLE I: AAC Qualifications

To be eligible to serve on the Athlete’s Advisory Council (AAC), an athlete must be a “Qualified Athletes” as defined in Section 8.5 of the Bylaws of the United States Olympic and Paralympic Committee (USOPC), as follows:

“Qualified Athletes” are USA Water Ski & Wake Sports (USA-WSWS) members in good standing, citizens of the United States, and who are “10 Year Athletes” as defined in the Bylaws of the USOPC (“10 Year Athlete Representative” means an athlete who, at the time of election/selection as a representative, has represented U.S. in the 10 years prior at the Pan American Games, Open (not age division) World Championships or another event designated by the USOPC and USA-WSWS as an elite-level event.).

All USA-WSWS Qualified Athletes shall be eligible to vote for their AAC representatives, following the procedures set forth below.

ARTICLE II: AAC Election Procedures

a. Number & Allocation – The AAC shall consist of a total of ten (10) Qualified Athlete Members, with voice and vote. Membership on the AAC shall be divided between the Sport Disciplines having Qualified Athletes, to be allocated among those Sport Disciplines based on the relative membership (all members, not just Qualifying Athletes) of those Sport Disciplines within USA-WSWS. All eligible Sport Disciplines shall be entitled to at least one AAC Member.

b. AAC Member Election Procedures. AAC Members shall be elected by each eligible Sport Discipline as follows:
   1. Any Qualified Athlete (whether or not a member of the AAC) may nominate candidates to serve as an AAC Member. All candidates must meet the above qualifications.
   2. A ballot containing the AAC nominees shall be distributed to all Qualified Athletes for each Sport Discipline, at least thirty (30) days before the Annual (January) Meeting of the USA-WSWS Board of Directors. Voting will be closed fifteen (15) days after the mailing.
   3. The nominees receiving the highest number of votes shall be deemed elected as AAC Members.
   4. Any vacancies shall be filled by a majority vote of the relevant Sport Discipline’s elected AAC Members.

c. Other Sport Disciplines. Sport Disciplines with no Qualified Athletes may appoint a delegate to the AAC, with voice and no vote.

d. Sport Discipline Delegate Election Procedures. Other Sport Discipline Delegates shall be elected by majority vote of the Actively Engaged Athletes (see USOPC Bylaws Sec. 8.5.1(c) within that Sport Discipline.
   1. Any Actively Engaged Athlete of the relevant Sport Discipline may nominate candidates to serve as an AAC Delegate. All candidates must be an Actively Engaged Athlete.
   2. A ballot containing the AAC nominees shall be distributed to all Actively Engaged Athletes for each such Sport Discipline, at least thirty (30) days before the Annual (January) Meeting of the USA-WSWS Board of Directors. Voting will be closed fifteen (15) days after the mailing.
   3. The nominee receiving the highest number of votes shall be deemed elected as the relevant Sports Disciplines’ AAC Delegate.

e. Each AAC Member and Delegate shall serve for a term of two (2) years, or until a successor has been duly elected, except that each Sport Discipline having more than one AAC Member may hold elections such as the terms of that Sports Disciplines’ Members are staggered (some positions being filled in one year, and other positions being filled the next year).
ARTICLE III: Election of Athlete Directors to USA-WSWS Board

a. Number & Term. The AAC members shall elect the appropriate number of Athlete Directors and alternates to the USA-WSWS Board, so as to meet the USOPC requirements for Board representation (which may include both “10 Year Athletes” and “10 Year+ Athletes,” as set forth in the USOPC Bylaws). Each Athlete Director elected to the USA-WSWS Board shall serve for a term of two (2) years. The term shall begin when the Annual Meeting of the USA-WSWS Board of Directors is called to order and end immediately preceding the Annual Meeting of the USA-WSWS Board nearest the end of the term, or until a successor has been duly elected.

b. USOPC AAC Representative. The AAC member who has been elected to serve on the USOPC Athlete Advisory Council (see below) shall be automatically elected and shall serve as an Athlete Director to the USA-WSWS Board.

c. USA-WSWS Director Ballot. A ballot containing the names of other AAC members who wish to fill any Athlete Director positions coming vacant on the USA-WSWS Board (in addition to the USOPC AAC Representative, shall be distributed to all AAC members at least thirty (30) days prior to the Annual Meeting of the USA-WSWS Board of Directors. The nominees receiving the highest number of votes shall be deemed elected as Athlete Directors.

ARTICLE IV: Election of Athletes to USA-WSWS Executive Committee

Number & Term.

a. The AAC Members shall elect the appropriate number of USA-WSWS Executive Committee Athlete Members, in order to meet the USOPC requirements for Executive Committee (Designated Committee) representation. All Executive Committee Athlete Members must be Qualified Athletes. Each Executive Committee Athlete Member elected to the USA-WSWS Executive Committee shall serve for a term of two (2) years. The term shall begin when the Annual Meeting of the USA-WSWS Board of Directors is called to order and end immediately preceding the Annual Meeting of the USA-WSWS Board nearest the end of the term, or until a successor has been duly elected.

b. USA-WSWS Executive Committee Athlete Members Ballot. A ballot containing the names of AAC Members who wish to fill any positions coming vacant for Executive Committee Athlete Members shall be distributed to all AAC Members at least thirty (30) days prior to the Annual Meeting of the USA-WSWS Board of Directors. The nominees receiving the highest number of votes shall be deemed elected as Executive Committee Athlete Members.

ARTICLE V: Election of USOPC Athletes Advisory Council Representative

a. Special Qualifications. The AAC Members shall elect USOPC Athlete Council Representatives from among the AAC’s Members. To be eligible, each nominee must be from a Sport Discipline which competed in the most recent Pan Am Games, and each such nominee must have represented the United States in the Pan Am Games within the preceding ten years. Each nominee must also otherwise meet all Qualified Athlete requirements, and cannot be paid employees of the USOPC or USA-WSWS.

b. Number & Term. The AAC members shall elect one (1) athlete representative and one (1) alternate to the USOPC AAC. The alternate must be of the opposite sex. An athlete may serve as the USOPC AAC representative for a maximum of two terms of four (4) years per term. An athlete may serve for an additional term as an at-large member of the USOPC AAC. The term of the USOPC AAC representative shall begin when the first USOPC AAC Meeting of the quadrennium is called to order and shall end immediately preceding the first USOPC AAC Meeting of the succeeding quadrennium, until a successor has been duly elected.

c. Ballot. The election of the USOPC AAC representative shall be performed in conjunction with the election of the Athlete Directors to the USA-WSWS Board. The ballot shall contain a separate voting area designating the names of the AAC members qualified to serve as USOPC AAC members, and who wish to serve as the USA-WSWS representative to the USOPC AAC. Only athletes eligible to run for the USOPC AAC position are eligible to vote for the USOPC AAC position. Elections must be concluded by the end of the Quadrennium. (currently at the conclusion of the Summer Olympic Games.)
ARTICLE VI: Appointments to USA-WSWS Committees

Athlete representatives shall be elected by the AAC for all USA-WSWS committees, in accordance with the requirements of the USOPC and USA-WSWS Bylaws. All AAC Committee Representatives shall meet the relevant qualifications (10 Year Athletes, 10 Year+ Athletes, and Actively Engaged Athletes, as defined in the USOPC Bylaws) applicable to each committee.

ARTICLE VII: Sport Discipline Athlete Selection Procedures

Qualified Athletes (whether or not members of the AAC) of each Sport Discipline shall elect the directors and representatives for their respective Sport Discipline’s Boards and Committees. All such directors and committee representatives shall meet the USOPC qualifications (see USOPC Bylaws Section 8.5) for those boards and committees. Sport Disciplines with no “10 Year” and/or “10 Year +” Athletes shall elect their committee representatives from among the Actively Engaged Athletes (see USOPC Bylaws Sec. 8.5.1(c) within that Sport Discipline.

Each Sport Discipline may elect one or more alternate Members, Athlete Directors, Executive Committee Athlete Members, or Committee Representatives, as determined by the AAC members or delegates for that Sport Discipline.

ARTICLE VIII: Chairperson

a. Duties - The Chairperson of the AAC shall preside at all meetings of the AAC. The Chairperson shall call all meetings of the AAC in accordance with the AAC Bylaws and may call special meetings at anytime needed. The Chairperson may call for a vote of the AAC by mail, fax, or email ballot. The Chairperson may appoint special AAC Committees provided they do not conflict with designated committees or special committees previously appointed by the President of USA Water Ski & Wake Sports. The Chairperson shall follow up on all actions taken by the AAC and ensure all plans are implemented and notify the AAC of failure to implement plans or actions. The Chairperson shall ensure all communications between the members of the AAC, all athletes, and the USA-WSWS Board of Directors.

b. Election Procedure & Term - The AAC shall hold an election at the Annual Meeting of the AAC. The term for the Chairperson shall be for two (2) years.

ARTICLE IX: Vacancies

In the event an AAC Director or Executive Committee seat is vacated prior to the expiration of the regular term, such seat shall be filled by any designated alternate for such seat who shall serve for the duration of the vacated term. Any AAC director may be removed for cause by the AAC by the affirmative vote of two-thirds (2/3) of the other members of the AAC, after due notice and opportunity to respond by the respective individual. Cause may include, but not be limited to, unexcused absence from two (2) consecutive meetings of the Board or Executive Committee.

Approved January __, 2021
Our Mission: Honor the achievements of our sports’ outstanding participants and support promising young athletes.

The Foundation found itself on the brink of insolvency at the beginning of 2020. We have since been able to address our financial issues and we plan to continue to pursue the Foundation’s mission in 2021.

Background

The Foundation entered into an agreement with Correct Craft to build a cable park pro shop, locker room and restaurant as part of Phase 1 of the Lake Myrtle Water sports Complex. We also had an agreement with the City of Auburndale to build a 3-event water ski lake.

The Foundation began construction of Phase 1 of the project relying on a substantial pledge from a donor. We also had an annual sponsorship commitment from Polk County Sports Marketing. We began construction of the 3-event ski lake as well during this time.

The donor failed to honor his commitments which forced the Foundation to borrow from a bank and a private lender to complete the Phase 1 construction. Our funds were insufficient to cover all of the costs of construction. We now receive rent from Correct Craft for the cable park facilities, but the net rent receipts do not cover the debt service. As a result of our financial difficulties, we lost the Polk County sponsorship and ultimately our ability to raise funds. We were unable to complete the 3-event ski lake and the City of Auburndale will complete this project and retain ownership.

There is now a pending lawsuit against the Foundation that we believe is meritless.

Actions

Terminated the employment of our Executive Director in March 2020 due to lack of funds.

Renegotiated our 2 long-term loans

Identified and arranged to pay all outstanding debts

Secured donations for the above
Paid out more than $25,000 in scholarships

Rescheduled the Hall of Fame Banquet for April 24, 2021 at the RP Funding Center in Lakeland

Relocated the Hall of Fame display to the Polk County Visitor’s Center which has 50,000 visitors per year

Listed our Lake Myrtle property for sale

Secured an agreement with Kyle Tate, skier/attorney for legal defense without up-front fees

Our Future

The Foundation plans to emerge from our difficulties to pursue our mission as described above. We believe there are opportunities to expand and grow our Scholarship Program.
WSIA Report

Verbal
AKA report

AKA report is not very much different then some others.

We had one event it was daddy's ski camp it was a one day grassroots event.

We have cancelled all other events, for 2020

2021 is starting off much better we are currently discussing the Kneeboard worlds for July 2021 I am not real hopeful We will pull it off. But it is still being discussed

Kenny Stuart AKA President
Sports Discipline EOY Report – USA Wakeboard

Submitted by: Cathy Williams
Date of report: 01-08-2021

2020 Events

All events cancelled
- 2020 IWWF Pan Am Cable Wakeboard Championships May 29-31 Shark Wake Park West Palm Fl. USA (Age Groups)
- 2020 IWWF World Championship Cable wakeboard Thailand
- 2020 USA Collegiate Championship
- 2020 FISU Collegiate World Championship
- USA WB Team Trial events Boat and Cable not organized due to Covid

COLLEGIATE

In works to get more involvement through club membership

UP COMING and FUTURE EVENTS

- 2021 Pan American Cable Wakeboard Confederation Championship (age groups) Shark Cable Park West Palm
- 2021 IWWF Cable Wakeboard Judges seminar (coincide with Pan Am Champs)
- 2021 USA WB Team Trial event cable (TBA)
- 2021 USA WB Team Trial event Boat (TBA)
- 2021 IWWF World Wakeboard Championships Riete Italy July 17-25 (age groups)
- 2021 IWWF World Cable Wakeboard Championships Thailand November TBA (age groups)
- 2021 Pan American Wakeboard Championships Brazil TBA (age groups)
- 2022 World Games Birmingham Al
- 2023 / 2024 ANOC World Beach Games 2021 (Open – subject to inclusion of towed water sports)
- 2023 Pan Am Games
USA Wakeboard is changing how we will represent our SD. Including having USA Team Trial events vs a “Nationals”. This will aid distinguishing our athletes / events of the NGB from events held by WWA. The hopes is by marketing Team USA we will be promoting membership is supporting Team USA. The thought process is that we will have more continuity stream lining our branding with the newer NGB website.

- Chad Lowe USA WB board member has revamped Coaches level 1 and will create 2 more levels so it will become a 3 tier program.
- USA WB would like to heavily market the Level 1 coaches program to promote USA WSWS and the benefit of the certification by access to coaches insurance, incorporate Trained driver cert and Safety Coordinator. This will help us grow memberships by making it attractive to Join USAWB for the Coaches Insurance program all the while helping USA WB gain more Trained drivers and help to decrease the issue of not having safety’s for our SD.
- IWWF EMS system for our SD to carry forward as of 2021
- Create an awareness campaign to encourage younger athletes to aspire to be part of Team USA Wakeboard

Thank you,

[Signature]

Cody Williams
Sports Discipline Quarterly Report – American Barefoot Club

Submitted by: Tina McCauley, ABC President
Date of report: December 10, 2020

Events Coming Up
● December 12 – *Mike Salber Memorial Tournament* – Lake Grew, Polk City, Florida Betsy Gilman

Recent Events Recap (special notes, # of skiers, etc.)
● 1/18/20 2020 MLK Barefoot Tournament Polk City, FL (Boom Division and free entry to new tournament footers) 10 skiers
● 2/1-2/20 2020 Brrrfoot Bonanza Polk City, FL (Boom Division and free entry to new tournament footers) 11 Skiers
● 3/6-8/20 Lake Austin Qualifiers Austin, TX 2 skiers
● 3/7/20 2020 Mills Pond March Madness Ft. Lauderdale, FL (Boom Division for all new footers) 8 skiers
● 6/11-14/20 Barefoot Blowout Conroe, TX 11 skiers
● 6/20/20 Multi State Barefoot Championships Alma Center, WI (Free entry to first time barefoot tournament skiers) 16 skiers
● 7/10-12/20 Lake Silverado Barefoot Challenged Adna, WA 10 skiers
● 7/18/20 2020 Barefoot Eastern Regionals King of Prussia, PA 19 skiers
● 7/24-25/20 2020 Midwest Championships Alma Center, WI 26 skiers
● 8/1-2/20 2020 Western Regionals Brentwood, CA 11 skiers
● 8/15-16/20 Jim Boyette Southern Regionals Polk City, FL 18 skiers
● 8/16/20 2020 Junior Barefoot Video Worlds-USA-South Plk City, FL
● 8/21-23/20 2020 Junior Barefoot Video Worlds-USA-Midwest Alma Center, WI
● 8/21/20 2020 Barefoot Warriors Polk City, FL
● 9/19/20 2020 Nuclear Showdown 17 skiers
● 10/24-25/20 2020 Banana George Blairfoot Bonanza Winter Haven, FL Barefoot Endurance and Figure 8 Tournament
● 10/31/20 Lake Lanier Halloween Barefoot Run – Lake Lanier, Georgia (Endurance Race) Jeff Harwood
● 11/7/20 Austin Dam 2 Dam – Austin, Texas (Endurance Race)

News & Notes (a few bullet points on important SD news)
● 2020 ABC Female Athlete of the Year: Megan Adams
● 2020 ABC Male Athlete of the Year: Jerry Kanawyer
● ABC used COVID protocols for all 2020 tournaments and cancelled Barefoot Nationals due to COVID concerns.
● USA Junior Barefoot Team Member Megan Adams wins the 2020 Barb Knight Junior Girls Athletic Grant
● 2020 Jim Boyette Southern Regionals full of pb’s and pros in Polk County, Florida
● 2020 South Central Regionals in honor of David Harper, a barefooter who passed away from cancer.
**USA Water Ski**  
**NCWSA Board Report**  
**Jan 2021**

**Membership and stats:** Entire fall season canceled causing 50% drop in membership. Some AWSA events hosted individual college students this past fall.

**Nationals 2020:** Canceled and reschedule for May 2021

**All-stars 2020:** Canceled

**Awards:** No awards

**Nationals 2021:** This event will be held at Bennetts in late October

**All-stars 2021:** Being held in conjunction with Nationals in May 2021

**2020 Worlds:** Canceled. Will have a worlds in 2022 and 2024 as of now

**Eligibility:** Students competing in the 2020 Nationals (being held in May 2021) will not use any eligibility so some students will get a 5th Nationals.

**Board:** added 2 more ACC reps to our board to meet USOPC requirements, We now have 4 voting AAC reps and 8 regional board members

**Towboats:** major concern in the future
NSSA Report

Verbal
In 2020, NWSRA was able to host one 2 day event in March, prior to the pandemic restrictions and a one day event in October for a total of 3 days of racing. Both events were held in Parker, AZ with no major accidents or injuries reported.

**NO AWARDS PRESENTED**
Due to the limited events, NWSRA did not name any award winners for 2020.

**HOPES FOR 2021**
NWSRA currently has 8 events planned for 2021, with the first scheduled for March 6 & 7 in Parker, AZ. Follow up events are scheduled in Central California, Lake Havasu, AZ, Long Beach, CA then back at Parker to hopefully close out the year. All are pending local government approval.

**2021 WORLD WATER SKI RACING CHAMPIONSHIPS CANCELLED**
Due to the pandemic, the lack of racing currently around the world and the only bid being withdrawn, the 2021 World Water Ski Racing Championships have been cancelled. IWWF’s requirement of hosting our World Championships in odd numbered years has pushed the next ski racing worlds off until 2023. This is very unfortunate to junior skiers who will age out after 2021 and miss their only opportunity.

**2021 BOARD**
Pending as of the writing of this report.
As with most of the world, our association was dramatically impacted by COVID-19. The most impactful of all was the loss of Rhonda Van Dyk, our beloved Chair of the Board, former Team Manager, Scorer, Judge and a 35-year adaptive water ski volunteer who touched hearts all over the world. She was inducted into the Michigan Water Ski Hall of fame in 2019 for her exemplary commitment to water skiing. She will be sorely missed.

All USA-AWSWS events were cancelled, including our Nationals/Team Trials. The 2021 Disabled World Championships were postponed to March of 2022.

With the absence of adaptive tournaments, several of our athletes competed in local, regional, state and national AWSA tournaments. Three of our 2019 World Champion Team members had exceptional ski seasons. Elisha Nelson set 3 National Adaptive Slalom Records (A-2) while competing in the W3 division. Elisha skis in the A2 category, classified as those having a hand or arm disability preventing them from holding the handle normally. In contrast to the A1 category, the disabled upper limb may come in contact, directly or indirectly, with the tow handle or towline while the skier is in the course. Athletes skiing in this category use the same equipment as able-bodied skiers and have the option of using a prosthetic. She also became a member of Team Syndicate.

Gregg Stokes competed in the M6 Division in five tournaments, which resulted in his being ranked 19th Overall in the USA in the M6 Division. He placed 2nd Overall in the North Carolina State Championships, 5th Overall in the Southern Regionals and 10th Overall in the Goode US National Water Ski Championships. Gregg skis in the A2 category; he has designed and markets the Stokes Arm Sling and Handle, a custom fitted adapted device for those with arm amputations.
The end of the 2020 ski season found Craig Timm ranked 12th Overall in the M4 Division. He placed 1st Overall in the Minnesota State Championships, 2nd Overall in both the Midwestern Regional Championships and the Goode US National Water Ski Championships. Craig serves on 3 USA-WSWS Committees and became a member of the IWWF Disabled Council in 2020. He skis in the A1 category, in which the disabled upper limb cannot come in contact, directly or indirectly, with the tow handle or the towline while the skier is in the course.

We are so grateful for these athletes representing adaptive skiing on and off the water. The exposure garners more attention and in turn more enthusiasm for adaptive skiing.

We have incorporated our association and are in the process of becoming a 501(c)(3) thanks to the efforts of our treasurer Geneva Brett. We are in the last phase of the mountainous paperwork and are hoping for official status within the next few months.

The 2021 Barbara Bolding/Jim Grew Adaptive Nationals will be held July 14-17 in Paducah KY. This event will serve as the team trials for the selection of the 2022 US Team that will be defending our title in Australia in March of 2022.

To honor Rhonda, we have elected to submit a bid to host the 2023 “Rhonda Van Dyk” Adaptive World Water Ski Championships in sunny California.

USA-AWSWS is making a concerted effort to connect with the vast programs nationwide serving our adaptive athletes. We believe we can offer support through education, safety, equipment contacts, professionalism and hopefully financial support in the coming years.

We hope 2021 brings everyone healthy and active days out on the water. Thank you to our USA-WSWS EC and supporting staff for all their hard work. We truly appreciate all that you do!

Gratefully,

Matthew Oberholtz
USA-AWSWS President
USHA Report

Verbal Report
AWSA Report
USAWSWS Winter Meeting 2021

2020 Review

A. MEMBERSHIP STATS
- Considering COVID AWSA had a decent year, only loosing 12% of members. We had about a 25% decrease in events but the events that were held were extremely full. We were able to pull off a last-minute Nationals with close to 550 competitors. Junior events at Nationals were the same size as normal which is great considering that overall Nationals #'s were down 20%. Zero reported COVID cases at or after Nationals.

B. NATIONAL/INTERNATIONAL EVENTS
Most major events were canceled for 2020 leaving 2021 with a packed schedule
1. U.S. Junior Open
   2020-Was held at Mystic Lakes
   2021-San Marcos Texas
2. Nationals
   2020-Was held at Bennett’s
   2021-Waters Edge, Wilmington, IL
   2022-Mystic Lakes, KS
3. US Open/America’s Cup-attempting to bring back US Open at Nationals in 2021
4. 2021 IWWF major event
   a. Junior and U21 Worlds-Cory’s Pickos-August 22-29
   b. Senior Worlds-France-Sept
   c. Pan Am Championships-TBD
5. Current Open Bids
   a. 2021 can ams
   b. 2023 nationals
   c. 2023 Jr US Open

D. TEAM FUNDRAISING
$7,083 raised so far in 2020, down this year but we did not solicit until fall plus no auction

E. IWWF license
Starting in 2021, a $25 yearly or $7 per event license will be in effect for class L/R events.

F. Where2waterski.com
This joint effort with Ballofspray is ready to relaunch in spring 2021 as an effort to connect skiers with places to ski

G. Virtual Slalom APP
Slow progress but APP is hopeful for some progress in 2021

H. PROGRAMMING
(see 2021 action items)

I. TOWBOATS
Major concern in AWSA for the lack of promo boats, see towboat report. Working on a per hour rate for boat usage to assure the sustainability of manufacturers providing boats for future tournament use.
J. Practice Scores
Ability of members to achieve class F scores outside of a normal tournament by having a judge sign off or by uploading a video of performance-decent success in 2020, about 25 skiers used this method

K. Ski League Committee
- Formed committee to promote and organize events across the nation encouraging new skiers to try waterskiing
- AWSA budgeted $7500 towards these efforts with free sanctions for clubs that host an event and free guest membership to first time ski league skiers. These funds will be continued to be used in 2021. Not used much in 2020 due to COVID

Action Items for 2021

1. Create library of tips and training videos for members only to increase member value
2. Start Water ski visibility/waterways task force
3. Bring back Competition task force
4. Develop one competition format for teams, handicap and ability based and get them into WSTIMS and on rankings, make them readily available and test (might be part of competition task force duties)
5. Compile list of all course and jumps in nation (might be part of visibility task force duties)
6. Exec will meet quarterly instead of yearly
7. Develop fund sponsorship packet for funding Nationals webcast
8. Start funding webcast via budget line item @ $5,000
9. Build own AWSA website, solicit bids
10. Solicit bids to pay to re-program our rankings list so it’s written in newer language, has more features, and can be maintained without volunteer help
11. Develop free membership brochure/pamphlet to give to our main ski companies and Masterline to be placed in every sale. AWSA will work on a brochure/pamphlet and work with companies to get them in their hands and fund the project. Budget will be adjusted once price is bided out
Pan AM Report

Verbal
IWWF Report

Verbal
# 2021 USA Water Ski & Wake Sports
## Sport Discipline Funding

**Total Funding Pool** = $56,827

<table>
<thead>
<tr>
<th>Active Members</th>
<th>$56,445 All Active (excl. 34 WKS membs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ind Supporting Members</td>
<td>$382 All SS (excl 42 SD and 2 WKS membs)</td>
</tr>
</tbody>
</table>

### Funding Allocations

<table>
<thead>
<tr>
<th>12/31/2020</th>
<th>55% Alloc. Based on % of Membership</th>
<th>2019 Int'l # of Participants/Yr</th>
<th>33% Alloc. Based on # of Participants</th>
<th>Act. Mem Growth on 5-Yr.</th>
<th>12% Alloc. Based on 5-Yr. Growth</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ABC</strong></td>
<td>289</td>
<td>$289</td>
<td>12</td>
<td>$1,852</td>
<td>$0</td>
<td>$2,700</td>
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<tr>
<td><strong>AKA</strong></td>
<td>66</td>
<td>$36</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>$194</td>
</tr>
<tr>
<td><strong>AWSA</strong></td>
<td>5,348</td>
<td>$2,957</td>
<td>51.25</td>
<td>$7,910</td>
<td>0</td>
<td>$23,605</td>
</tr>
<tr>
<td><strong>NCWSA</strong></td>
<td>398</td>
<td>$1,168</td>
<td>4</td>
<td>$617</td>
<td>0</td>
<td>$1,785</td>
</tr>
<tr>
<td><strong>NP</strong></td>
<td>78</td>
<td>$0.732%</td>
<td>0</td>
<td>$0</td>
<td>0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>NSSA</strong></td>
<td>3,957</td>
<td>$1,163</td>
<td>17.5</td>
<td>$2,701</td>
<td>0</td>
<td>$14,314</td>
</tr>
<tr>
<td><strong>NWSRA</strong></td>
<td>211</td>
<td>$619</td>
<td>17.5</td>
<td>$2,701</td>
<td>0</td>
<td>$3,320</td>
</tr>
<tr>
<td><strong>USHA</strong></td>
<td>19</td>
<td>$1.78%</td>
<td>0</td>
<td>$0</td>
<td>0</td>
<td>$56</td>
</tr>
<tr>
<td><strong>USA-WB</strong></td>
<td>204</td>
<td>$599</td>
<td>10.75</td>
<td>$1,659</td>
<td>0</td>
<td>$2,258</td>
</tr>
<tr>
<td><strong>WSDA</strong></td>
<td>80</td>
<td>0.751%</td>
<td>8.5</td>
<td>$1,312</td>
<td>0</td>
<td>$1,547</td>
</tr>
</tbody>
</table>

| **Total**   | 10,650                             | $31,026                         | 121.5                                   | $18,753                 | 0                               | $49,779 |

### Updated International Numbers

- Updated Int'l #s
- 11/19/2019

Source: [https://usawaterski.sharepoint.com/Accounting/Financial/Sport Discipline Funding/2021 SD Funding/2021 SD Funding thru 12-31-20 - FINAL.xlsx](https://usawaterski.sharepoint.com/Accounting/Financial/Sport Discipline Funding/2021 SD Funding/2021 SD Funding thru 12-31-20 - FINAL.xlsx)
## USA WATER SKI AND WAKE SPORTS
### 2020 Sport Discipline Donations
#### 1/1/2020 - 12/31/2020

<table>
<thead>
<tr>
<th>Description</th>
<th>1st Quarter</th>
<th>2nd Quarter</th>
<th>3rd Quarter</th>
<th>4th Quarter</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-Event (AWSA) Elite Team Fund Total</td>
<td>$0.00</td>
<td>$125.00</td>
<td>$300.00</td>
<td>$350.00</td>
<td>$775.00</td>
</tr>
<tr>
<td>3-Event (AWSA) General Team Fund (All Teams) Total</td>
<td>$230.00</td>
<td>$325.00</td>
<td>$3,020.00</td>
<td>$200.00</td>
<td>$3,775.00</td>
</tr>
<tr>
<td>3-Event (AWSA) Senior Team Fund Total</td>
<td>$135.00</td>
<td>$150.00</td>
<td>$40.00</td>
<td>$150.00</td>
<td>$475.00</td>
</tr>
<tr>
<td>3-Event (AWSA) Under 14 Team Fund Total</td>
<td>$150.00</td>
<td>$415.00</td>
<td>$81.00</td>
<td>$20.00</td>
<td>$666.00</td>
</tr>
<tr>
<td>3-Event (AWSA) Under 17 Team Fund Total</td>
<td>$200.00</td>
<td>$270.00</td>
<td>$31.00</td>
<td>$0.00</td>
<td>$501.00</td>
</tr>
<tr>
<td>3-Event (AWSA) Under 21 Team Fund Total</td>
<td>$85.00</td>
<td>$185.00</td>
<td>$10.00</td>
<td>$50.00</td>
<td>$330.00</td>
</tr>
</tbody>
</table>

| SUBTOTAL AWSA                                  | $800.00     | $1,470.00   | $3,482.00   | $770.00     | $6,522.00 |
| Barefoot (ABC) Team Fund Total                 | $1,125.00   | $120.00     | $190.00     | $100.00     | $1,535.00 |
| Collegiate (NCWSA) Team Fund Total             | $60.00      | $75.00      | $70.00      | $50.00      | $255.00 |
| Disabled (WSDA) Team Fund Total                | $155.00     | $75.00      | $100.00     | $70.00      | $400.00 |
| Hydrofoil (USHA) Event Development Fund Total  | $0.00       | $0.00       | $0.00       | $0.00       | $0.00    |
| Show Ski (NSSA) Team Fund Total                | $10.00      | $95.00      | $36.00      | $0.00       | $141.00 |
| Ski Race (NWSRA) Team Fund Total               | $0.00       | $40.00      | $0.00       | $10.00      | $50.00 |
| USA-WS Sport Develop/GrassRoots Fund Total     | $51.00      | $125.00     | $106.00     | $20.00      | $302.00 |
| Wakeboard (USA-WB) Team Fund Total             | $35.00      | $0.00       | $0.00       | $0.00       | $35.00 |

| Grand Total                                    | $2,236.00   | $2,000.00   | $3,984.00   | $1,020.00   | $9,240.00 |

---

September KLFY (Lafayette, LA) ULL Water Ski Team Receives Championship Rings

September Times Argus (Montpelier, VT) Wilson, Bruzese Win State Water Ski Titles
https://www.timesargus.com/slider/wilson-bruzzese-win-state-titles/article_cb893bad-0820-5e5a-a450-0ecb279f8bac0.html

September CBS19 Charlottesville, VA Water Skiing Brings Generations Together

September Portland (Maine) Press-Herald Cheverus High Grad Kevin Jack Adds To His Water Skiing Legacy

October WFLA (NBC-Tampa) MasterCraft Pro Wraps Up 2020 Water Ski Season
https://www.wfla.com/sports/mastercraft-pro-wraps-up-2020-water-ski-season

October Waterbury (Conn.) Republican Westover's Water Skiing Whiz Kid: Sage Pottabecker

November Tapinto.net (New Jersey) Sussex County's Payne Family Featured In The Water Skier Magazine

November WMFE (Serving Central Florida) Florida To Host 2021 Water Ski World Championships
https://www.wmfe.org/international-water-ski-championship-coming-to-belope-166526

December www.patch.com Water Ski Santa Show To Go On Virtually In 2020

December NBC Washington Water Skiing Santa Goes Virtual In 2020

November Inside The Games Florida To Host 2021 Water Ski World Championships
https://www.insidethegames.biz/articles/1100928/florida-awarded-world-waterski-champs

November Tapinto.net (New Jersey) Sussex County's Payne Family Featured In The Water Skier Magazine
USA-WSWS Social Media
2020 Year-Over-Year Recap

Facebook
- Our following increased 17%, with a 27% increase in the number of new followers
- Impressions increased 71%
- Post reach increased 106%
- Post engagements increased 65%, indicating that our content is more interesting to our audience, prompting more shares, comments, likes and clicks.
- We had over 5 million video views, an increase of 152%. Viewers consumed more than 2 million minutes of our content.
- Page views are down 81%, and I’m not sure how that could be, with increases across every other metric that would naturally result in additional page views. My only thought is that we only had organic posts this year, and did not do paid social, as we did in 2019. I’m also curious to find out if the formula for this metric has changed, and will do some research to determine.

Instagram
- Our following increased by 9%, but we saw small decreases over last year in our other metric categories. Because the decreases are small, I think we may be at our point of saturation with this platform, and are seeing things level off after a successful year last year. I think a focus of 2021 should be to ensure we’re keeping our active audience engaged on this platform, and defining more of a focus for this platform – more engaging content and less announcements and ads, as well as some post boosting.
- Our Ben Groen push-ups post resulted in 12 new followers
- Our most commented post was on the OJ Props giveaway
- The overall most successful post of the year was Parks Bonifay getting dragged, garnering the most impressions, likes, and highest reach of any IG post this year.
- The overall most successful post in the last 2 years was our Joe Cash at the Dixie Tournament post, published in June 2019.

Twitter
- Although our least engaged platform, we saw some a few areas of growth
- Profile visits increased 643%
- Post likes increased by 6%
- Our following increased by 1%. Twitter did several “purges” this year that cleaned out inactive and fake accounts, which resulted in the loss of some followers for us. While that’s ultimately a good thing, it did skew our metrics with sudden drops.
- Our overall most engaged tweet was the retweet of the water skiing baby

2018 – 2020 3-Year Facebook Growth

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>3-Year Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reach</td>
<td>2,744,904</td>
<td>5,318,139</td>
<td>10,939,280</td>
<td>▲ 299%</td>
</tr>
<tr>
<td>New Followers</td>
<td>2,498</td>
<td>3,574</td>
<td>4,532</td>
<td>▲ 81%</td>
</tr>
<tr>
<td>New Page Likes</td>
<td>1,959</td>
<td>3,268</td>
<td>3,904</td>
<td>▲ 99%</td>
</tr>
<tr>
<td>Video Views</td>
<td>449,305</td>
<td>2,172,937</td>
<td>5,043,500</td>
<td>▲ 1,023%</td>
</tr>
<tr>
<td>Impressions</td>
<td>3,902,099</td>
<td>6,963,548</td>
<td>11,972,052</td>
<td>▲ 207%</td>
</tr>
<tr>
<td>Engagements</td>
<td>223,113</td>
<td>349,637</td>
<td>576,169</td>
<td>▲ 158%</td>
</tr>
</tbody>
</table>
## 2020 Expanded Metrics:

### 2020 PLATFORM PERFORMANCE

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2020 Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Facebook</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Followers</td>
<td>23,574</td>
<td>20,116</td>
<td>▲ 17%</td>
</tr>
<tr>
<td>New Followers</td>
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<td><strong>Instagram</strong></td>
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<td><strong>LinkedIn</strong></td>
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<td>Total Followers</td>
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<td>New Followers</td>
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<tr>
<td>Impressions</td>
<td>3,111</td>
<td>4,289</td>
<td>▼ -27%</td>
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</tbody>
</table>
## 2020 PerkSpot Summary
April 2020 – December 2020

### Estimated Savings: $58,017
- April - $6,278
- May - $1,375
- June - $18,083
- July - $4,529
- August - $6,502
- September - $5,315
- October - $3,395
- November - $8,136
- December - $4,674

### Engaged Users: Average of 2,534 per month.
- 15% of total enrolled
  - April – 62
  - May - 1,415
  - June – 1,969
  - July – 2,354
  - August – 2,588
  - September – 6,888
  - October – 2,349
  - November – 2,526
  - December – 2,658

### Unique Visits: Average of 656 visits per month
- April – 1331
- May – 296
- June – 1,080
- July – 720
- August – 528
- September – 492
- October – 415
- November – 567
- December – 483

### Total Merchants viewed: Average of 102 per month
- April – 217
- May – 133
- June – 107
- July – 138
- August – 63
- September – 59
- October – 71
- November – 59
- December – 71

### New Registrations: 16,406 automatically enrolled
- April – 14,824
- May – 96
- June – 314
- July – 416
- August – 231
- September – 222
- October – 252
- November – 43
- December - 8

### Total Email Subscribers per month:
- April – 3,317
- May – 10,464
- June – 10,727
- July – 11,140
- August – 11,300
- September - 11,503
- October – 7,413
- November – 7,411
- December – 7,370

### Top Merchants:
- April – Costco, Samsung, Adidas, Radar, HP Purchasing Program
- May – Oakley, D3, Radar, Masterline, Disney +
- June – Ray-Ban, Samsung, Adidas, Marmot, Costco, Masterline
- July – Yankee Candle, Solo Stove, Masterline, ExOfficio, Ray-Ban
- August – T-Mobile Perks, Reebok, D3, Masterline, Radar, Costco
- September – Masterline, Radar, Sonos, Costco, SchoolMaskPack, Samsung
- October – Sonos, AeroGarden, Costco, Sam’s Club, Logitech, Yankee Candle
- November – (PerkSpot Giveaway), Diamondback Bicycles, Office Depot, Gravity Blankets, Ray-Ban, Yankee Candle
- December – (PerkSpot Giveaway), Garmin, Charge Bikes, T-Mobile, eero, Office Depot
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<thead>
<tr>
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<td>Membership - Active</td>
<td>$80</td>
<td>$85</td>
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<td>$55</td>
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<tr>
<td>Membership - Grassroots</td>
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<td>$40</td>
<td>$45</td>
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<td>Membership - Supporting/Key</td>
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<td>$19.95</td>
<td>$19.95</td>
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<td>Membership - Family (HOH)</td>
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<td>$175</td>
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<td>Membership - Family (Spouse)</td>
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<td>Membership - Family (U17)</td>
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<td>$0</td>
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<td>Membership - Club</td>
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<td>$135</td>
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<td>Membership - Guest</td>
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<td>Camps/Ski Schools</td>
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<td>$50</td>
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<tr>
<td>Sanctioning - Cash Prize</td>
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<td>$350</td>
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<td>Sanctioning - -E, L, R, N, T</td>
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<td>$100</td>
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<tr>
<td>Sanctioning - Grassroots</td>
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<tr>
<td>Sanctioning - Basic Skills</td>
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<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
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<td>Misc- Club Additional Insured</td>
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<td>$50</td>
<td>$50</td>
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<td>$50</td>
<td>$50</td>
<td>$50</td>
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<tr>
<td>Officials Clinic Fees</td>
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<td>$10</td>
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<td>Coaching - Level 1 (good for 2 yrs)</td>
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<td>$70</td>
<td>***$35</td>
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<td>$35</td>
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</table>

*Never was able to implement with current system; will look to add with the new membership system*

**Technology/processing fee of 3% to all membership transactions (2% to Intgrass; 1% to USA-WSWS)**

***Used to include background screen; now member does background screen on their own ($30)**
# USA Water Ski Wake Sports Safe Sport Training Requirements

**Draft Revised 1/19/2021**

## International Teams

<table>
<thead>
<tr>
<th>Role</th>
<th>USA-WS</th>
<th>AWSA</th>
<th>NCWSA</th>
<th>NSSA</th>
<th>ABC</th>
<th>USA-WB</th>
<th>AKA</th>
<th>NWSRA</th>
<th>USAH</th>
<th>WSDA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team Manager</td>
<td>BG/SS</td>
<td>BG/SS</td>
<td>BG/SS</td>
<td>BG/SS</td>
<td>BG/SS</td>
<td>BG/SS</td>
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</tr>
<tr>
<td>Team Coach</td>
<td>BG/SS</td>
<td>BG/SS</td>
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<td>Team Medical</td>
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<tr>
<td>Team Athletes 18+</td>
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<td>Team Athletes 17+ (parental consent)</td>
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<td>Team Athletes U-17 (parental consent)</td>
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<td>Independent Athletes</td>
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## Headquarters and Sport Disciplines

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<tr>
<td>USA-WSWS Board of Directors</td>
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<tr>
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<td>Sport Discipline Committee Members</td>
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## Clubs and Programs

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<th>NCWSA</th>
<th>NSSA</th>
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<th>NWSRA</th>
<th>USAH</th>
<th>WSDA</th>
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<tbody>
<tr>
<td>Club/Team Board of Directors</td>
<td>NA</td>
<td>Rec-SS</td>
<td>Rec-SS</td>
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<tr>
<td>Club/Team Show Director</td>
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<td>BG/SS</td>
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<td>Club/Team Show Ass't Directors</td>
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<td>BG/SS</td>
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<td>Club/Team Show Act Captains</td>
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<td>Club/Team Volunteers</td>
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<td>Junior Development Coaches</td>
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<td>Officials - Safety / Safety Instructors</td>
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<td>Officials - Scorer</td>
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<td>Members (other than above)</td>
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</tr>
</tbody>
</table>

**Key:**
- SS - Safe Sport Training Required
- BG - Background Screening Required
- MVR - MVR Screening Required
- Rec-SS - Recommend Safe Sport Education and Awareness
- NA - Not Applicable
New Business

Verbal
January 8, 2021

The 2022 USA-WSWS Board of Directors meeting will be held as follows;

January 30, 2022

Time of meeting – 8:00am
Location – TBD following outcome of Covid-19 status

Thanks

Dale Stevens

Vice President USA-WSWS
USOPC seeking agency to help NGBs with long-term strategy

BY CHRIS SMITH

LATE LAST WEEK the U.S. Olympic & Paralympic Committee planned to send out an RFP to have a third-party vendor sell run-of-site digital advertising for the national governing bodies that are part of the TeamUSA.org digital network, a move that initially may help smaller NGBs reach a broader pool of potential partners. More long-term, the expectation is that the selected agency will engage with NGBs on managing additional assets, including social media, email marketing, membership communications and event opportunities, including tickets, signage and hospitality.

"What this will give the agency or company the ability to do is, potentially in the future, not just sell advertising on the network but maybe pick up 10, 15, 20 NGBs and sell their sponsorship rights. And maybe at some point become more of a partner with the USOPC and the USOPP," said Rocky Harris, CEO of USA Triathlon. "This is kind of a starting place for the USOPC to start testing out new, creative revenue opportunities."

The 23 NGBs that make up that digital network include USA Diving, USA Softball, USA Triathlon, USA Weightlifting and USA Wrestling. The chosen vendor will be responsible for selling ads across each of their websites, in addition to creating a revenue sharing model and ensuring ads don't conflict with existing NGB sponsorships. Per the RFP, the USOPC estimates the NGB ad inventory will generate between 40 million and 134 million impressions in 2021.

The USOPC controls the NGBs' rights through digital media agreements that were originally scheduled to run through this year. The USOPC extended the deals by an additional year following the postponement of Tokyo 2020, and USOPC Chief Strategy & Growth Officer Katie Bynum said that "it's our intent to continue to evolve this program long term." The USOPC is presently in conversations with additional NGBs with the expectation that more will opt in.

The USOPC had previously included the digital rights in broader sponsorship deals, with the NGBs receiving tiered payouts determined by their unique impressions each year. According to USA Weightlifting CEO Phil Andrews, the annual DMA payout comprised the biggest portion of Weightlifting's income from the USOPC.

Coordinating the new program could prove difficult. "There's lots of different scenarios which might be a challenge to pull together. But it's not impossible," said Andrews. "Can it work? Yes. Will it work? Let's see. And will that level of interaction take very significant work to be successful? Absolutely, it will."
USOPC Background Check Policy for NGBs

This policy applies to Responsible Sport Organizations, which must ensure that their respective background policies cover, at a minimum, the following groups and individuals that are 18 years of age or older:

A. Responsible Sport Organization employees and individuals the Responsible Sport Organization formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.

This shall include, but is not limited to, Responsible Sport Organization staff, officials, coaches, board members, coordinators, local affiliated administrator/directors, trainers, independent contractors, volunteers, medical personnel, and other individuals authorized or nominated by the Responsible Sport Organization to work with athletes or other sport participants while at a Responsible Sport Organization Training Site or competition event to which the Responsible Sport Organization sends athletes.

B. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a Responsible Sport Organization, or otherwise have regular contact with Responsible Sport Organization athletes. (Example: Personal Care Assistants that are credentialed by a Responsible Sport Organization on the field of play at competitions or have access to a Responsible Sport Organization high performance training center.)

C. All athletes and alternates, training partners, and guides 18 years of age or older who are selected by a Responsible Sport Organization to participate in national or international team, or Delegation Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy.

D. All athletes and alternates, training partners, and guides 18 years of age or older that are selected by a Responsible Sport Organization to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or Responsible Sport Organization Training Site.

E. Other individuals who have regular contact with athletes as determined by the Responsible Sport Organization, in its discretion.