Archambeau called the meeting to order at 1:00 PM ET.

ROLL CALL

In Attendance: Bob Archambeau (President); Doug Robbins (Chairman of the Board); Joel Johanningmeier (Treasurer/Secretary); Nate Boudreaux (Executive Director, nonvoting); Kate Knafla (AWSA VP, nonvoting); Jim Grew (Past President, non-voting); Joel Shapiro (NSSA President, At-Large Member); Alex Lauretano (AAC Rep); Dale Stevens (Vice President)

Absent: Tim Cullen (Immediate Past President, non-voting); Jason Lee (AAC Rep)

Archambeau opened the call and asked Boudreaux to provide a HQ update:

- **Financials** – Boudreaux shared the financial report (thru July 31) from QuickBooks with the group prior to the meeting and asked if there were any questions. The Executive Committee also reviewed the draft copy of the 2021 audited financial statement and financial report from accounting firm Waugh & Goodwin. There were no questions, and the draft was approved. A final version will be submitted to the board of directors in the coming weeks.

  Johanningmeier added that the financials look good and suggested we take the accounting recommendations to Altruic to review. A question was asked regarding how long Waugh & Goodwin has been our financial auditor. Boudreaux responded that it’s been at least eight years and they also audit several other NGBs.

- **Tate/Nichols Lawsuit** – The plaintiffs submitted a draft version of a revised complaint to our attorney two weeks ago. The revised complaint still names USA-WSWS and four defendants but also now includes alleged breach of fiduciary duty, negligence and conspiracy to commit invasion of privacy. Our defense attorney is currently drafting a response to the new complaint.

- **2023 Pan Am Games** – Boudreaux and Jeff Smith are currently working with the USOPC on selection procedures for water ski and wakeboard for both athletes and staff. Final versions are due to the USOPC by August 28. Boudreaux also had a conversation with Isa Mancheno (IWWF Pan Am Confederation President) and Carolina Bayon (Director of International Affairs at the USOPC) to discuss the challenges we are currently facing from the Pan Am Sports Organization (PASO) as to the future of water ski and wakeboard in the Pan Am Games beyond 2023.

  Grew added that an issue facing water ski and wakeboard is the lack of countries in the Pan Am region (40+ countries but only 11-12 provide athletes to compete).
Archambeau asked if there was a reason that PASO wanted to more closely align with the IOC on the sports it offered during the Pan Am Games. Boudreaux suggested that it was because many NGBs use the Pan Am Games as Olympic qualifiers.

Grew recommended that we work closely with Mancheno as President of the IWWF Pan Am Confederation. This was also endorsed by the EC members in attendance.

- **Wake Sports Festival** (October 14-15, 2022) in Auburndale, FL – Headquarters is coordinating the inaugural event with kneeboard, wakeboard and hydrofoil. Boudreaux had a meeting last week with representatives from each Sport Discipline and Polk County Sports Marketing. He is continuing to plan logistics, build online registration and confirm officials.

- **RH-TV** – Boudreaux is continuing conversation with RH-TV regarding the creation of a streaming channel dedicated to towed water sports. The channel on Roku TV and Samsung TV, among other worldwide streaming platforms, would be the Water Ski, Wakeboard and Wake Surf Channel; and USA-WSWS would be the exclusive owner of all content distributed on the channel. Upon execution of the contract with RH-TV, Boudreaux will create licensing agreements for the use of videos/webcasts from The Water Ski Broadcasting Company (3-event water ski events), All Sports Productions/Scott Cronk (show ski events) and Kelvin Kelm (3-event and collegiate events). He is talking to Marcus Brown about licensing content from FlowPoint TV to add to the channel. He will also talk to the World Wake Association (WWA) and the Competitive Wake Surf Association (CWSA) about licensing their content for the channel as well. As the rights holder to the content on the channel, USA-WSWS would receive 25% of advertising revenue. The licensing agreements with these various entities for their content would be for 12.5% of the advertising revenue associated with their content. We need 500 hours of content to seed the channel, and these are the “players” that have content we could license.

- **AWSA and NSSA Nationals** – Boudreaux attended both the AWSA (Maize, KS) and the NSSA (Rockford) Nationals. In addition to attending the events, Boudreaux also participated in both sport discipline board meetings. Headquarters is preparing financial settlements and unique certificate/graphics for winners from both events. We plan to create certificate/graphics for National Champions in the barefoot, ski racing and adaptive disciplines as well. An example of the graphic that will be emailed to all winners is below:
• **Human Resources** – We are currently looking to hire a Manager of Marketing & Partnership Services to replace Frances Buchanan. We may tweak the job description and allow Molly Crum to continue the partnership services work that she is currently doing. Molly has done a very good job with this over the last year and has a good relationship with the partners. To date, we have received 44 resumes, and Boudreaux is going through those to narrow the candidate pool and begin the interview process.

Additionally, Boudreaux informed the committee that we will be updating the USA-WSWS Employee Handbook to include a parental leave policy. Boudreaux shared survey results from other NGBs to help guide the policy-making decision. The recommendation was to allow for 6 weeks (maternity) and 4 (paternity) full paid leave. Employees could also use sick time, vacation or short-term disability (if they opted for that benefit) to take additional time off if needed.

Lauretano suggested that the recommendation was very generous based on her past experience with maternity leave. Archambeau cautioned that, if we add language about employees checking in during leave, we may be headed down a bad path and need to look into what can be done without putting us at risk. Robbins agreed that the original suggestion was generous as well and asked that we review what other smaller NGBs do for parental leave and model our policy after those.

The Executive Committee has no action items for the USA-WSWS BOD at this time.

**NEXT EXECUTIVE COMMITTEE MEETING WILL BE ON WEDNESDAY, SEPTEMBER 28, 2022**

**ADJOURNMENT**

Archambeau adjourned the meeting at 1:50 PM ET.