USA Water Ski & Wake Sports
Board of Directors Meeting Minutes
Lake Myrtle Sports Park, Auburndale, FL
January 30, 2022

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

Virtual attendees noted in red

Officers in Attendance:
Doug Robbins* – Chair/HND
Robert Archambeau – President
Dale Stevens – Vice President
Joel Johanningmeier – Secretary/Treasurer, NSSA

Board Members in Attendance:
Jerry Bautsch – AWSA-SC
Connie Bergmark – AWSA-W
Don Bucher – AWSA-MW/HND (outgoing)
Charlie Buckley – USHA
Pat Byrne – AWSA-E (incoming)
*Tim Cullen – Past President/HND
Michael Flynn – Independent Director
Christy Kingsmill – NCWSA
Alex Lauretano* – AAC
Jason Lee – AAC
Gerry Luiting – NSSA/HND
Andrew Martin – ABC (incoming)
Connor Poggetto – AAC
Dave Rezin – AAC
Doug Ribley – NSSA
Susan Richey – USA-AWSWS (alternate for Matt Oberholtz)
Cheryl Ruston – NWSRA

Absent:
Andrew Adkison – USOC/AAC
Kenny Stuart Jr. – AKA/HND
Cathy Williams – USA-WB

*Non-voting
Committee Chairs in Attendance:
Jeff Clark – Bylaws
Leon Larson – Waterways
Jeff Smith – Judicial
Dale Stevens – Ethics/Nominating
Harley Wallace – Risk Management

Honorary National Directors in Attendance (in addition to the above):
Jeffry Armstrong
Floyd McCreight
Bill Wenner

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

Affiliate Organizations in Attendance:
James Krawczyk – Water Sports Industry Association (WSIA)

Alternate Board Members in Attendance:
None

Guests in Attendance:
Geneva Brett – USA-AWSWS Secretary/Treasurer
Lyman Hardy – AWSA President
Randy Melcher – EPIC
Karen Melnik – AWSA Eastern Region EVP
Kelly Pribbenow – EPIC
Bonnie Ruston – NWSRA
Timmie Mathern - USHA
Robert Howerton – AWSA SC EVP

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 8:04 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
Jeff Clark was appointed as Parliamentarian.

   • Motion to allow committee chairs, Headquarters’ staff, alternate board members and guests to join the meeting with no vote – 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 2021 Board Minutes

   • Motion to approve Jan. 31, 2021 board meeting minutes – approved
   • Motion to approve Mar. 16, 2021 (virtual) board meeting minutes – approved
   • Motion to approve July 28, 2021 (virtual) board meeting minutes – approved
   • Motion to approve Oct. 26, 2021 (virtual) board meeting minutes – approved

7. Ratification of 2021 Email Board Ballot Votes

   • Motion to ratify 2021 email board ballots votes – approved

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

8. USA-WSWS Bylaws Committee Special Report – Jeff Clark, Chair
The written report was included in the BOD packet.

   a. Director Seating Allocations for 2022-2023
AWSA: East (Pat Byrne) replaces Midwest (Don Bucher) according to AWSA P&P 3.3

b. **Sport Discipline Vote Allocations for 2022-2023**

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<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Vote</th>
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<td>Andrew Adkison</td>
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<td>Alex Lauretano</td>
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<td>Connie Bergmark</td>
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<td>Pat Byrne</td>
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<td>Joel Johanningmeier</td>
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<td>Gerry Luiting</td>
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<td>Christy Kingsmill</td>
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<td>Joel Johanningmeier</td>
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<td>Tim Cullen</td>
<td>Past President</td>
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- **Motion** to approve the 2022-2023 Director Seating and Sport Discipline Vote Allocations as presented – **approved**

9. **Review and Approval of Agenda**

Robbins asked if any agenda needs reordered for any reason. Robbins asked if any agenda items present a conflict of interest for any voting members of the board. If so, board members must disclose to allow for an adjustment of the votes. There were no conflicts disclosed.

- **Motion** to accept agenda as presented – **approved**

10. **Nominating Committee Report – Dale Stevens, Chair (verbal)**
a. **Election of Officers and Honorary National Directors:**

**Officers:** Stevens stated that the existing officers have agreed to serve another term and the committee received no other nominations. Robbins opened nominations from the floor. None were forthcoming.

Chairman of the Board – Doug Robbins  
President – Bob Archambeau  
Vice President – Dale Stevens  
Secretary/Treasurer – Joel Johanningmeier

- **Motion** to approve the slate of officers as presented above – **approved**

**Honorary National Directors** – Jeff Surdej

- **Motion** to approve Jeff Surdej as an Honorary National Director – **approved**

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

11. **President’s Report** – Bob Archambeau
   The written report was included in the BOD packet.

12. **Executive Committee Report** – Bob Archambeau, Chair
   The written report was included in the BOD packet. Votes for Action Items 1 and 2 handled under Bylaws Committee report.

13. **Executive Director’s Report** – Nate Boudreaux, Executive Director
   The written report was included in the BOD packet and Boudreaux gave an overview via PowerPoint presentation.

   **ACTION ITEM:** At Dave Rezin’s request, HQ will work with and communicate to clubs on Get on the Water Week (GOTWW) clinic dates outside of the designated GOTW dates since many clubs have a lot of other events going on around 4th of July.

14. **Treasurer’s Report** – Joel Johanningmeier, Secretary/Treasurer (Verbal)
   The written report with the budget and budget notes was included in the BOD packet.

   Boudreaux stated that the final 2021 financials are not yet complete; however, the totals listed for 2021 give an accurate enough picture to assist with budget projections. Closed 2021 financials will be presented to the board once completed.
Boudreaux noted that we are projecting a near $40,000 budget deficit in 2022 due to significant increases in insurance premiums, magazine production costs, and legal expenses to defend an ongoing lawsuit and grievance. However, we will be receiving an Employee Retention Credit (ERC) of nearly $60,000 at some point in 2022 (from credits due in 2020 and 2021) that will be used to offset the projected budget losses. The credit is not reflected in the actual budget but will be applied to the P&L in account 8028-Payroll Taxes once received.

The newly launched membership platform offers members the ability to select Auto-Renewal for 2023 membership renewal. This initiative was approved by the BOD several years ago, but we did not have the infrastructure to implement it until now. Previously we offered multi-year memberships for Individual Active members. The new auto-renewal option has replaced the multi-year membership offering for 2022. We will, however, still honor any existing multi-year memberships until they expire.

- **Motion** to approve the 2022 proposed budget as presented – **approved**

**15. Insurance Report – Randy Melcher and Kelly Pribbenow, EPIC**

The Insurance Advisory Group summary and written report from EPIC was included in the BOD packet.

Melcher and Pribbenow shared a presentation highlighting the current state of insurance market, insurance, regulatory and claims trends, risk management best practices, and highlights of changes to USA-WSWS’s insurance coverage for 2022. The BOD thanked EPIC for the presentation, stating that it was informative, very thorough, and would be an excellent resource to share with our membership. Melcher said he would send a copy of the presentation to Boudreaux.

Melcher stated that liability insurance carriers are looking for sports organizations to go above and beyond the minimum requirements established by federal and state laws in the areas of abuse risk management, prevention, and education. Melcher noted that since the statute of limitations has changed in several states with respect to abuse and molestation claims, and that it is very important that organizations maintain historical policy records since claims can surface many years down the road. If an abuse claim from 10 years ago surfaces, the liability insurance policy that was in place at the time of the alleged occurrence is the policy that will respond to that claim. Gerry Luiting asked what happens if the liability insurance carrier that wrote coverage historically is no longer in business due to bankruptcy or insolvency. Melcher responded that most states have a State Guaranty Fund to handle situations where a licensed insurance carrier is not able to fulfil its obligations under an insurance policy. He also added that in the case where an insurance carrier is acquired by another carrier, the acquiring carrier would typically assume responsibility for the defense and handling of the claim.
Melcher noted the cost of defending and settling abuse and molestation claims are significantly higher today than what similar claims would have been 10 years ago. Fortunately, USA-WSWS’s new liability insurance carrier provides higher abuse coverage than what was being provided under the expiring insurance policies through Philadelphia, but that despite the availability of increased limits, we need to be diligent in preventing abuse situations from occurring through our SafeSport efforts, including awareness and prevention training and comprehensive background screening.

Boudreaux stated that Local Organizing Clubs (LOCs) were sent an email outlining the LOCs responsibilities regarding Minor Athlete Abuse Protection Policies (MAAPP). LOCs expressed concern that USA-WSWS is transferring liability to the LOCs. Melcher explained that our liability insurance policies provide coverage to the specified named insured parties with respect to events sanctioned by USA-WSWS. The coverage is underwritten with the expectation that all USA-WSWS rules & regulations, risk management & safety requirements, waiver requirements, SafeSport requirements, etc. are being followed. However, if something “falls through the cracks” from a requirements standpoint, the liability insurance carrier would still have a duty to defend and provide coverage subject to policy terms & conditions.

**ACTION ITEM:** USA-WSWS to send follow-up communication to clubs clarifying MAAPP requirements and liability concerns.

Robbins thanked Melcher and Pribbenow for their report and EPIC’s valued partnership with USA-WSWS.

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.

- **Bylaws – Jeff Clark, Chair:** The written report was included in the BOD packet.

**Action Item #1:** Insert the following (suggested) Background Screening and SafeSport Training Requirements for Judges statement in the USA-WSWS SafeSport Handbook.

Clark noted that the wording presented by the Executive Committee for this action item differs from that presented by the Bylaws Committee, as noted outlined below.

Executive Committee Report Wording – USA-WSWS judges that are 18 and older who are appointed or assigned to work National Championship and/or IWWF sanctioned World or Confederation Championship events in their respective sports discipline.
Bylaws Committee Wording – All Judges that are selected and approved by a Sport Discipline of USA-WSWS to officiate in the National tournament and/or any IWWF-sanctioned event, will complete the Safe Sport Training and Background Check as required by USA-WSWS.

Revised Wording – USA-WSWS judges (who are 18 and older) who are selected and approved by USA-WSWS or one of its sport disciplines to officiate at a National Championship event, or any IWWF World Championship or Multi-Sports event (e.g., World Games), or Pan American Confederation titled event, shall complete the SafeSport Training and Background Screening as required by USA-WSWS.

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

**Action Item #2:** Update USA-WSWS Compliance Chart as Necessary

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

**Action Item #3:** Update language in the Education and Training Section of the SafeSport Handbook to reflect the new SafeSport Training requirements to the current standards. The edited language and strikeouts are in red letters with yellow highlights as shown below.

SafeSport Handbook, Education and Training Section

- Page 23, second bullet near bottom of page, update to 30 days:

  Within the first **45 30** days of initial membership, or upon beginning a new role subjecting the Adult Participant to this policy.

- Page 24, first paragraph, update membership statuses and remove text regarding renewing membership:

  If a member has not completed the SafeSport™ Core training or required refresher course, their USA-WSWS membership status will appear as **"Pending - Safe Sport" “inactive”;** and the member will be unable to participate in sanctioned events until the training is completed. New members **and those renewing their membership** will have 30 days upon registering to complete the training. Membership status during this period will appear as **"Waiting - Need Safe Sport" “pending”** until the training is completed. If, after 30 days, training is not completed, membership status will become **"Pending - Safe Sport" “inactive”** and you will be unable to participate until training is completed.

- **Motion** to approve Action Item #3 as presented – **approved**
Action Item #4 (taken from action items in the Executive Committee Report) – Safe Sport Training Clarification: Update page 90 in the USA-WSWS Policies & Procedures and SafeSport Handbook on who needs to be SafeSport Trained, as follows:

All USA-WSWS Active members (18 years old and older) who compete or participate in sanctioned tournaments or events or have regular contact with any amateur athlete or other Participant who is a minor;

Motion to approve EC Action Item #2 as revised in yellow above – approved (Opposed - Gerry Luiting)

Clark told the BOD that in the past the Code of Conduct and Ethics document had been sent out to all board members and they were required to sign a statement that they had read and understood the document. This process has now changed and is an online form that they must complete. BODs should review Appendix III - Code of Conduct and Ethics, Conflicts of Interest and Gifts requirements in the Policies & Procedures Manual to prepare themselves to complete the new online form.

Clark reminded the board that if they have a Conflict of Interest with any issues that may be brought to the floor through financial relationships or family involvement, they must declare these conflicts before any issues are brought to the floor and if these conflicts change at any time during the year that the member must resubmit a new form. He also reviewed the gifts policy and gave examples for consideration.

Archambeau will be sending out a letter to each of the USA-WSWS directors and committee members and the sport discipline Presidents requesting the rosters of their current national board and national committee members. These lists will be used to update the website for all these members and will also be used to send each person a link to the new online Code of Conduct and Ethics, Conflict of Interest and Gifts form for them to complete and submit. All sections in the form must be completed in its entirety.

When the form is submitted, it will go to the Ethics Committee Chair and then the Ethics Committee who will review each form and, if there are any issues, contact the person for explanation and/or how to resolve the issue.

The deadline for accomplishing all of this will be March 15 of this year.

ACTION ITEM: USA-WSWS HQ to communicate above changes to SafeSport Handbook and Compliance Chart to members.

• Ethics – Dale Stevens, Chair: No reported issues

• International Activities – Jim Grew, Chair: No Report
• Judicial – Jeff Smith, Chair: No Report

• Risk Management/Safety – Harley Wallace, Chair: The written report was included in the BOD packet.


  • Motion to approve Action Item #1 as presented – approved

**Action Item #2** – Require all safety officials (Coordinator, State, Regional and National) to complete the CDC Heads-Up Youth Sports Concussion Awareness Training.

Wallace stated that the CDC training takes approximately 20-25 minutes to complete. Return-to-play guidelines are not currently emphasized in the Safety Handbook, Rules, and safety training curriculum so the addition of the OWCRT and CDC Training will be a huge asset.

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

Wallace stated that the Committee will be working on providing recommendations to the BOD/Safe Sport for revisions to the Safe Sport Pre-Event Checklist to differentiate event requirements for specific events.

Leon Larson is working on safety statistics which will be shared with the BOD once completed.

• Towboat – George Lindy and Will Bush, Co-Chairs (absent): No Report

• USOPC 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.

17. Sport Disciplines’ and Related Organizations’ Reports

• Athlete Advisory Council (AAC) – Alex Lauretano, Chair (Verbal): Lauretano stated that the AAC is having difficulty finding enough athletes to comply with the USOPC 33.3% athlete representation requirement.

• Water Sports Industry Association (WSIA) – James Krawczyk, Director of Operations (verbal): Krawczyk stated that there have been several personnel changes at WSIA. He
is a 14-year staff member of WSIA in marketing technology and was recently promoted to Director of Operations following Larry Meddock’s retirement and Kevin Michael’s departure as Executive Director in November. WSIA added Brad Fralick as chief government affairs officer. Fralick has 30 years of experience in multi-state lobbying and is a lifelong water sports enthusiast. As a lobbyist, he has worked with MADD, the Army Corps of Engineers, and the U.S. Coast Guard to develop legislation to keep waterways safe. NMMA staffer Lee Gatts also joined WSIA as its new Director of Government Affairs. In his previous role with NMMA, Gatts advanced and protected advocacy efforts, spearheading the protection of wakesurfing activities from harmful legislation in multiple states, enhancing boater safety and education throughout the southeast region, and protecting recreational boating and fishing access to the water.

WSIA is working on proactive state legislation to keep waterways open, mediating bans on ballasted boats, and promoting boating education among other programs. Wake Responsibly is their largest boating education campaign.

WSIA Summit 2022 will be held Feb. 23-24, 2022, at the Resort at Squaw Creek in Lake Tahoe, Calif. Boudreaux will be attending to represent USA-WSWS.

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

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

• **American Barefoot Club (ABC) – Andrew Martin, President:** The written report was included in the BOD packet.

• **National Collegiate Water Ski Association (NCWSA) – Christy Kingsmill, Chair (verbal):** Skier/Team Stats: NCWSA was fortunate to be able to retain so many teams/skiers from 2019 to 2021 after taking 2020 off from tournaments and so much turnover in team leadership.

Events:

• Nationals 2020 – Event moved to Spring 2021 and then cancelled again due to COVID precautions and team restrictions.

• Nationals 2021 – Bennett’s (Tri Lakes Ski Team) hosted the event with great attendance after taking a year off from competitions.

• Nationals 2022 – This event will be held at San Marcos River Ranch in Martindale, TX on October 13-15, 2022.

• All-stars 2021: Our premier spring event was held in Windsor, CO hosted by Purdue and Western Washington.

• All-stars 2022: This event will be held in Harmony, NC along with Team Trials May 20-22, 2022.
• Worlds 2022: FISU University Worlds, combined with wakeboard, will be held in Minsk, Belarus on August 24-27, 2022

Awards
• Male Outstanding Leader of the Year - Reilly Riefsteck, Iowa State University
• Female Outstanding Leader of the Year - Anna Prior, Ohio State University
• Male Athlete of the Year - Quinn Haines, University of Alabama
• Female Athlete of the Year - Brooke Baldwin, University of Alabama
• Team of the Year - Arizona State University

NCWSA Hall of Fame: Inducted Connie Bergmark, Jeff Clark, and Tom Murphy

• National Show Ski Association (NSSA) – Doug Ribley, President: The written report was included in the BOD packet.

• National Water Ski Racing Association (NWSRA) – Cheryl Ruston: The written report was included in the BOD packet.

• USA Adaptive Water Ski & Wake Sports (USA-AWSWS) – Susan Richey (Alternate for Matt Oberholtz): The written report was included in the BOD packet.

• U.S. Hydrofoil Association (USHA) – Charlie Buckley, President (Verbal): COVID-19 significantly impacted most of their events in 2021. Buckley thanked Chain of Records hosts, Geno Yauchler and Eric Gran, for hosting such a great event which allowed him to witness first-hand the many accolades of show skiing and other sport disciplines. USHA recently elected five new board members. USHA is planning a Nationals event to be held the end of October or beginning of November. They would be interested in buddying up with another sport discipline(s) for this event. Boudreaux stated that Polk County Sports Marketing (PCSM) is interested in bringing events to the Polk County area and there could be an opportunity to partner with USA Wakeboard on an event.

• American Water Ski Association (AWSA) – Lyman Hardy, President: The written report was included in the BOD packet.

• Pan Am and IWWF Updates – Dana Garcia: The written report was included in the BOD packet.

Lyman Hardy stated that in the past, participants in AWSA Class L or R (record capability) sanctioned tournaments were required to purchase an IWWF single-event license for $7 each or an annual license for $25. Due to administrative constraints, AWSA proposes to eliminate the single-event license option and require participants to purchase the $25 annual license for these events.
Motion to approve elimination of the IWWF single-event license for AWSA Class L and R sanctioned events – approved

ACTION ITEM: Communicate IWWF license change to AWSA skiers who participate in AWSA Class L and R events.

NSSA questioned how the IWWF license requirement will affect the 2022 IWWF Show Ski World Championships. Andrew Martin (ABC) and Lyman Hardy (AWSA) suggested that NSSA contact IWWF about a bulk license option. ABC currently utilizes the bulk license option whereas AWSA utilizes the per skier license. Note: After consultation with IWWF there will be no IWWF fees for the Show Ski World Championships.

18. Old Business

There was no old business.

19. New Business

- Membership and Event Sanctioning Pricing - Boudreaux shared a USA-WSWS Membership and Sanctioning Pricing Chart with the BOD which was created at the request of the Executive Committee and shows past and future pricing for memberships and event sanctioning. Proposed price increases for 2022 have been pushed out to 2023 due to the addition of a 3% technology fee on all transactions implemented with the launch of the new membership platform. The only exception was the addition of the $50 practice/exhibition sanction fee implemented in 2022 that was originally approved by the BOD two years ago.

Boudreaux noted that in the past, the BOD had asked HQ to do more frequent, smaller increases based on financial need. He asked for BOD feedback on amount and frequency of increases moving forward considering the $40,000 budget deficit proposed for 2022.

ACTION ITEM: BODs asked HQ to create several pricing proposals along with how each proposal would affect our financial position for their review.

- Background Screening – Boudreaux shared the concern of sport disciplines and members related to data security when completing a Background Screening application through NCSI and the requirement to provide a social security number.

ACTION ITEM: BODs requested that HQ seek additional information from NCSI regarding data security and the social security number requirement and, if necessary, investigate other companies who provide this service for their review.
• **Sport Discipline Communication to Members** – Currently USA-WSWS provides sport disciplines the ability to send email communications to their members through Constant Contact, where the sport discipline creates the content and HQ provides the email list and sends the communication. Boudreaux stated that HQ hopes to provide sport disciplines with permission-based access to member email communications via our new membership platform in the future.

**ACTION ITEM:** BODs agreed that HQ should require separate email addresses for each sport discipline/region sending email communications to their members so as not to jeopardize email deliverability of USA-WSWS member communications and transactional emails. Unsubscribe functionality will need to be included in all sport discipline/region email communications to allow members to opt-out of these specific email categories.

23. **Next Meeting**

The next meeting of the Board of Directors will be held at 8:00 a.m., Sunday, January 29, 2023, at the Lake Myrtle Sports Complex in Auburndale, Fla. (tentative based on availability of banquet venue).

**ADJOURN**

• **Motion** to adjourn at 2:15 p.m. – **approved**
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   c. July 29, 2021 BOD quarterly call minutes
   d. October 26, 2201 BOD quarterly call minutes
4. Ratification of 2021 Email ballots
5. Nominating Committee Report
6. President’s Report
7. Executive Committee Report
8. Executive Director’s Report
9. Treasurer’s Report
10. Insurance Advisory Group Report

Committee Reports:
11. Awards
12. Bylaws
13. Ethics
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18. USOC AAC
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20. Athlete Advisory Council
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22. American Kneeboard Association
23. USA Wakeboard
25. National Collegiate Water Ski Association
26. National Show Ski Association
27. National Water Ski Race Association
28. USA Adaptive Water Skiing & Wake Sports
29. U. S. Hydrofoil Association
30. American Water Ski Association
31. Pan Am Update / IWWF Updated

Additional Attachments
32. USA-WSWS Sports Discipline Funding – final (12/31/21)
33. Media Relations Report
34. Social Media Report
35. Membership Pricing Chart
36. Safe Sport Compliance Chart
37. Time & Place Report
2022 Board of Directors Meeting  
Lake Myrtle Sports Park, Auburndale, Florida  
January 30, 2022, 8:00am  
Meeting Agenda

1. Opening

2. Call to Order

3. Announcements, Introductions & Roll Call

4. Appointment of Parliamentarian

5. Announcement of Quorum and Number of Votes  
   a. Number of Votes for finishing year 2021 business

6. Review and Approval of January 2021 Board Minutes

7. Ratification of Mail Board Ballots 2021

8. USA-WSWS By Laws Committee Chair Special Report – Updates for meeting  
   Note: New directors may take their seats.  
   AWSA: East replaces MW according to AWSA P&P 3.3

9. Review and Approval of Agenda  
   a. Upon review any agenda items present a conflict of interest for any  
      voting members of the board they need to disclose and I need to note for  
      adjustment of the vote(s)?

10. Nominating Committee Report  
    a. Election of Officers & HNDs  
    b. Seating of new Chairman, President, Vice President, Secretary, and Treasurer

11. USA-WSWS President's Report – 2021 year in review / looking forward to 2022
12. Executive Committee Report

13. Executive Director's Report

14. Treasurer's Report
   a. 2021 Year End Review
   b. 2022 Proposed Budget

15. Insurance Report

16. Committee Reports:
   a. Awards
   b. Bylaws
   c. Ethics
   d. International Activities
   e. Judicial
   f. Risk Management/Safety
   g. Towboat
   h. USOC AAC
   i. Waterways

17. Sports Disciplines and Related Organizations Report
   a. Athlete Advisory Council
   b. USA Water Ski & 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 Skiing & Wake Sports
   k. U. S. Hydrofoil Association
   l. American Water Ski Association
   m. Pan Am Update
   n. IWWF Update

18. Old Business
   a. Safe Sport Requirement for all USA-WSWS members age 18+
   b. Background Screen Requirement for all USA-WSWS Officials

19. New Business

Adjourn
USA-WSWS BYLAWS COMMITTEE

P & P Manual Excerpt from 3.3.4 – Current Voting Allocations End of 2021

AGENDA ITEM 5. Voting allocations in affect until Agenda Item 7 has completed.

Based on 12/31/2021 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>Members</th>
<th>Total</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABC</td>
<td>323</td>
<td>11192</td>
<td>X 59.1 = 1.71</td>
<td>1</td>
</tr>
<tr>
<td>AKA</td>
<td>68</td>
<td>11192</td>
<td>X 59.1 = 0.36</td>
<td>1</td>
</tr>
<tr>
<td>AWSA</td>
<td>5856</td>
<td>11192</td>
<td>X 59.1 = 30.92</td>
<td>30.1</td>
</tr>
<tr>
<td>NCWSA</td>
<td>402</td>
<td>11192</td>
<td>X 59.1 = 2.12</td>
<td>2</td>
</tr>
<tr>
<td>NSSA</td>
<td>3998</td>
<td>11192</td>
<td>X 59.1 = 21.11</td>
<td>21</td>
</tr>
<tr>
<td>NWSRA</td>
<td>217</td>
<td>11192</td>
<td>X 59.1 = 1.15</td>
<td>1</td>
</tr>
<tr>
<td>USA-WB</td>
<td>221</td>
<td>11192</td>
<td>X 59.1 = 1.17</td>
<td>1</td>
</tr>
<tr>
<td>USAHA</td>
<td>23</td>
<td>11192</td>
<td>X 59.1 = 0.12</td>
<td>1</td>
</tr>
<tr>
<td>USA-AWSWS</td>
<td>84</td>
<td>11192</td>
<td>X 59.1 = 0.44</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>11192</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

VOTE TALLY

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

TOTAL 100
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 – USHA
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:

<table>
<thead>
<tr>
<th>Director</th>
<th>Organization</th>
<th>Vote Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew Adkison</td>
<td>USOC/AAC</td>
<td>6.6</td>
</tr>
<tr>
<td>Alex Lauretano</td>
<td>AAC</td>
<td>6.6</td>
</tr>
<tr>
<td>David Rezin</td>
<td>AAC</td>
<td>6.6</td>
</tr>
<tr>
<td>Jason Lee</td>
<td>AAC</td>
<td>6.6</td>
</tr>
<tr>
<td>Connor Poggetto</td>
<td>AAC</td>
<td>6.6</td>
</tr>
<tr>
<td>Dr. Michael Flynn</td>
<td>USOPC ID</td>
<td>6.6</td>
</tr>
<tr>
<td>Jerry Bautsch</td>
<td>AWSA</td>
<td>10</td>
</tr>
<tr>
<td>Connie Bergmark</td>
<td>AWSA</td>
<td>10</td>
</tr>
<tr>
<td>Don Bucher</td>
<td>AWSA</td>
<td>10</td>
</tr>
<tr>
<td>Doug Ribley</td>
<td>NSSA</td>
<td>7</td>
</tr>
<tr>
<td>Joel Johanningmeier</td>
<td>NSSA</td>
<td>7</td>
</tr>
<tr>
<td>Gerry Luiting</td>
<td>NSSA</td>
<td>7</td>
</tr>
<tr>
<td>Surdej/Kingsmill</td>
<td>NCWSA</td>
<td>2</td>
</tr>
<tr>
<td>Cathy Williams</td>
<td>USA-WB</td>
<td>1</td>
</tr>
<tr>
<td>Tina McCauley</td>
<td>ABC</td>
<td>1</td>
</tr>
<tr>
<td>Cheryl Ruston</td>
<td>NWSRA</td>
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</tr>
<tr>
<td>Charlie Buckley</td>
<td>USHA</td>
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<tr>
<td>Kenny Stuart</td>
<td>AKA</td>
<td>1</td>
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<tr>
<td>Matt Oberholtz</td>
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<tr>
<td>Doug Robbins*</td>
<td>COB</td>
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<tr>
<td>Bob Archambeau</td>
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<tr>
<td>Dale Stevens</td>
<td>VP</td>
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<tr>
<td>Joel Johanningmeier</td>
<td>Sec/Treasurer</td>
<td>0</td>
</tr>
<tr>
<td>Tim Cullen</td>
<td>Past President</td>
<td>0</td>
</tr>
</tbody>
</table>

• **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 Integras (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
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**
BOD In attendance:
Voting
Bob Archambeau, President
Jerry Bautsch, AWSA
Don Bucher, AWSA
Michael Flynn, Independent Director
Joel Johaningmeier, NSSA; Secretary/Treasurer
Christy Kingsmill, NCWSA
Jason Lee, AAC
Gerry Luiting, NSSA
Tina McCauley, ABC
Doug Ribley, NSSA
Cheryl Ruston, NWSRA
Dale Stevens, VP

Non-Voting
Nate Boudreaux, Executive Director (non-voting)
Tim Cullen, Immediate Past President (non-voting)
Jim Grew, Past President/Honorary National Director (non-voting)
Doug Robbins, Chairman of Board (non-voting)

Guests:
Jennifer Walker, USA-WSWS staff

BOD Not in attendance:
Andrew Adkison, USOPC/AAC
Connie Bergmark, AWSA
Charlie Buckley, USHA
Ed Hickey, USA-WSWS Foundation (non-voting)
Alex Laurentano, AAC
Kevin Michael, WSIA (non-voting)
Matt Oberholtz, USA-AWSWS
Connor Poggetto, AAC
Dave Rezin, AAC
Kenny Stuart, AKA
Cathy Williams, USA-WB

BOD Call Minutes
Robbins called the meeting to order at 8 p.m. ET and thanked the board for attending.
Boudreaux reviewed the background screen appeals process and financial P&P documents that where shared prior to the meeting and asked if there were any questions.

Johaningmeier reviewed the financial policies and felt the document looked good. Boudreaux noted the document had already been approved by the USOPC for audit compliance and added that, if there were any further recommendations or changes, we could apply them to a future iteration of the document. Archambeau suggested that we remove Chairman of the Board as a signer on the accounts in the future. Via an email to Boudreaux prior to the meeting, Stevens suggested we look to add language around credit card use policies to the document. Robbins asked that, if any BOD members had other action items to add to the document, they should email them to Boudreaux by April 1, 2021.

Motion: Approve edits to the financial policy and procedures document to be added to the USA-WSWS policy and procedures manual. Motion passed

Robbins asked if anyone had any questions/comments regarding the background screen appeals process document. Flynn suggested that we make the formatting consistent with the rest of the document and consider removing the numerical listing and instead use bullet points to prevent potential hierarchical confusion as in, are these listed in order of importance or are they all of equal importance?

Motion: Approve new background check screen appeals process (with numbering and formatting changes) be added to the USA-WSWS policy and procedures manual after a final legal review by Jeff Smith. Motion passed

Boudreaux shared a Safe Sport Q&A that was created internally to help members understand more about the Safe Sport program and the requirements. Boudreaux also explained how the Safe Sport requirement process would work:

- Once a member joins or renews his/her membership in the new system, the database will check to see if that member has completed Safe Sport training. Training consists of the core course (approximately 90 minutes to complete) and annual refresher trainings (approximately 15 minutes to complete). Members would be required to take the basic course every four years and the refresher course in the years between.
- If a member is “current” with Safe Sport training, he/she will appear as “green” in the database, within club rosters and in the MembersOnly dashboard.
- If a member has not completed the basic course or the refresher course, the member will have 30 days upon joining/renewing to complete the training. During this time, the member will be eligible to participate in sanctioned activities but will appear as “yellow” in the database, within club rosters and in the MembersOnly dashboard indicating a pending/incomplete membership.
- Auto generated reminder emails will be sent to members to take the training to become “fully active” USA-WSWS members. If after 30 days a member has not completed the Safe Sport training, they will be flagged as “non-active” and appear as “red” in the
database, within club rosters and in the MembersOnly dashboard indicating a non-active membership pending Safe Sport training.

- The above process will be in place starting in April/May when the new membership system launches. However, all members will be eligible to participate in 2021 without completing the Safe Sport training. Nevertheless, it will be highly encouraged to have all members take the Safe Sport training in 2021 although it is not mandatory until 2022.

Boudreaux talked through notes from his conversations with seven other NGBs that require Safe Sport training as a part of membership.

Flynn commented that, as a member of USA Volleyball, they are required to take the training. He suggested education within Sport Discipline boards will be important as well as messaging and communication to general membership as this will be a culture change within the organization.

Ribley clarified that NSSA is strongly recommending all of their members become trained in 2021 in anticipation of a mandate in 2022.

Stevens asked the question as to how the requirement would work with AWSA tournament registration. Boudreaux commented that we will need to work with Mark Crone on specifics regarding 2022 AWSA tournament registration and Safe Sport training criteria.

Ruston asked about 17-year-olds who turn 18. Boudreaux noted the system will prompt any 17-year-old who is turning 18 during the season to take the training with parental consent. Ruston also anticipated that she would get some push back on the requirement from the ski racing community.

Robbins emphasized that Safe Sport training is important to raise awareness which can help all members as the training also touches on bullying and harassment in addition to sexual misconduct.

McCauley referenced that she is also a member of USA Swimming, and they have had to take the training as a requirement to coach for the last seven years.

Kingsmill suggested she may run into some challenges with collegiate members taking the training but believes they will adjust and agrees the training requirement is doable and necessary.

Cullen thought the first-time training may be difficult; but, once completed, members will adjust. He asked if guest members would be required to take the training (the answer is no, only active members above 18 years old).

**Motion: Require the basic and/or refresher Safe Sport training annually as a requirement for all active members 18 years and older beginning January 1, 2022.  Motion passed**
**Old Business:**
Boudreaux gave a brief update on the new membership system integration. The project is moving along with a likely launch date of late April to early May. Throughout the month of April, USA-WSWS staff as well as a small group of volunteers (10 or so) will be testing all elements of the new member registration – individual, family and club registration process, etc. on both desktop and mobile. Boudreaux will invite BOD members to join this group to go through the membership system prior to sharing with a larger test group of 100 members.

**New Business:**
Archambeau asked if there were any updates to the COVID-19 resources on the website. Boudreaux noted a few updates were made and a reminder email regarding COVID-19 resources was sent to membership in early March.

Robbins concluded the meeting at 9:14 p.m. ET.
BOD In attendance:
Voting
Bob Archambeau, President
Jerry Bautsch, AWSA
Don Bucher, AWSA
Sam Dubbs, ABC (for Tina McCauley)
Michael Flynn, Independent Director
Joel Johanningmeier, NSSA, Secretary/Treasurer
Christy Kingsmill, NCWSA
Jason Lee, AAC
Gerry Luiting, NSSA
Doug Ribley, NSSA
Cheryl Ruston, NWSRA

Non-Voting
Nate Boudreaux, Executive Director (non-voting)
Jim Grew, Past President/Honorary National Director (non-voting)
Ed Hickey, USA-WSF (non-voting)
Kevin Michael, WSIA (non-voting)
Doug Robbins, Board Chairman (non-voting)

Guest
Scott Atkinson, USA-WSWS

BOD not in attendance:
Andrew Adkison, USOPC/AAC
Connie Bergmark, AWSA
Charlie Buckley, USHA
Tim Cullen, Immediate Past President (non-voting)
Alex Lauretano, AAC
Tina McCauley, ABC
Matt Oberholtz, USA-AWSWS
Connor Poggetto, AAC
Dave Rezin, AAC
Dale Stevens, VP
Kenny Stuart, AKA
Cathy Williams, USA-WB
BOD Call Minutes

Boudreaux took roll, called the meeting to order at 1 p.m. ET and turned the floor over to Archambeau as Robbins was running late. Archambeau thanked the board for attending.

Boudreaux gave a headquarters update via PowerPoint referencing the written update below.

Ruston asked about Safe Sport training and if members would be receiving email notifications when training is due. Boudreaux answered that the new membership system will send cadenced reminders about Safe Sport training similar to that for membership renewals (30 days, 14 days, 7 days, 3 days and 1 day from expiration).

Boudreaux asked the board if anyone had questions regarding the 2Q financials which were shared prior to the call. No specific questions were asked.

Johaningmeier gave a brief treasurer’s report echoing Boudreaux’s comments about the organization’s solid financial status and encouraged board members to read the budget/finance notes that accompanied the financials.

Hickey gave an update on the USA Water Ski & Wake Sports Foundation (USA-WSF). He praised Polk County Sports Marketing (PCSM) for hosting (and live streaming) the very successful April 24 Hall of Fame ceremony and the opening of the water ski museum display at the Polk County Visitors Center. Hickey added that USA-WSF’s treasurer Dennis Longo has made tremendous progress with the finances by straightening out insurance, banking and accounting issues which has saved the organization thousands of dollars. USA-WSF is now well-positioned to pursue its mission. USA-WWF and PCSM are now planning a Hall of Fame Induction and banquet to be held March 5, 2022 at the RP Funding Center in Lakeland, Fla. Since the first-time virtual offering was such a success, USA-WSF will continue this practice. USA-WSF’s scholarship program, another key part of its mission, has expanded considerably this past year thanks to the efforts of our dedicated volunteers. USA-WSF is defending itself in a lawsuit filed by David L. Hunter regarding charitable naming rights to the uncompleted Lake Myrtle Sports Complex in Auburndale, Fla. USA-WSF now has legal counsel from Kyle Tate who has agreed to represent USA-WSF without an up-front cost. USA-WSF is also dealing with challenges in its lease agreement with Correct Craft for the cable park, restaurant and pro shop constructed by USA-WSF at Lake Myrtle. USA-WSF borrowed from a bank to complete all of its obligations under the lease agreement after David L. Hunter failed to make donations in accordance with his Charitable Gift Agreement. Correct Craft voiced its desire to terminate the 20-year lease in late 2019, less than a year into the agreement but then reversed direction and decided to stay. The lessor/lessee relationship continues to be contentious. The income from the current lease does not cover the monthly loan payments. Correct Craft currently uses USA-WSF’s property and parking that are not included in the lease agreement and refuses to enter into an agreement to lease this additional property. USA-WSF has listed all of its Lake Myrtle property for sale. Correct Craft showed interest in purchasing it and made an offer. The company subsequently reversed direction and withdrew the offer after obtaining an “appraisal" that showed a 35% decline in the property value from 2018 to 2021.
Archambeau encouraged Sports Disciplines to alert headquarters of any leadership changes that may be taking place at regional or national meetings (e.g., new directors, EVPs, etc.)

Robbins asked if any Sports Disciplines had specific updates and/or info on how summer events were going. Kingsmill said that collegiate membership should begin to tick up with the upcoming fall collegiate events. Johanningmeier was pleased at the turnout of show ski teams at the Wisconsin State Show Ski tournament. Ribley said the entries for the upcoming D1 and D2 Show Ski Nationals are trending well and both events will include several individuals acts in addition to team competition.

Boudreaux reminded the board that both the D1 and D2 Show Ski Nationals and the AWSA Nationals will be live streamed on www.usawaterski.org.

Boudreaux concluded the meeting at 2:10 p.m. ET.

(See written HQ update and financials below)
USA-WSWS BOD Quarterly Call Update – July 2021

**Administration**

- **Membership System** - New Integrass membership and learning management system (LMS) testing still ongoing. We are likely looking at a September launch (after the busy Nationals month in August). You can review the membership registration staging area, MembersOnly dashboard and LSM staging area below.
  - Membership Dashboard:
    - ID: 800182227
    - Password: Member2@2!
  - LMS: [https://staging-lms.integrasssports.com/](https://staging-lms.integrasssports.com/)
    - ID: nboudreaux@usawaterski.org
    - Password: Watersk!21

- **Kyle Tate/Brenda Nichols lawsuit and grievance vs. USA-WSWS** - A grievance and lawsuit were filed in early June by Tate and Nichols alleging several claims against members of the Judicial Committee from incidents that happened in 2018. The grievance is unique in that it names the chair as well as members of the Judicial Committee, an AWSA director and the USA-WSWS Executive Director. Since the parties who normally handle grievances are being grieved against (Judicial Chair and Executive Director), Bob Archambeau is naming an interim judicial committee chair to move the internal grievance complaint forward. The interim chair will work with an independent legal firm to appoint a disinterested hearing panel. Steve Smith, a Colorado Springs based attorney who specializes in NGB litigation, has been retained by USA-WSWS to assist with the internal complaint. Steve Smith has responded on behalf of USA-WSWS to Tate’s initial grievance. Currently our D&O policy has indicated it will defend the organization if there is eventual litigation; however, it does not apply to defending an internal grievance. Still waiting on the GL policy to make a determination. We would prefer the GL policy take the lead if there is eventual litigation as there is no deductible on that policy while the D&O policy carries a $25,000 deductible.

- **Leopoldus Law Firm** - Contracted with a law firm (Leopoldus Law based in California) to assist Jeff Smith/Jeff Clark and bylaws committee with USOPC and Safe Sport audit revisions in addition to developing a checklist document for internal grievance claims and/or other internal investigations. The cost is minimal - $3,000 in 2020 and $2,000 in 2021. The attorney at Leopoldus who is assisting is a former USOPC auditor and will greatly assist our volunteers in making needed revisions to various USA-WSWS policies to stay compliant with the USOPC. The firm also has a list of disinterested volunteers (other attorneys) who are willing to serve on any USA-WSWS grievance hearing panels (e.g., Tate/Nichols grievance).
• **Human Resources** - Hired Frances (Fran) Buchanan as Business Operations Manager (starts Aug. 1) to replace Jessica Modrak who is leaving USA-WSWS to attend graduate school. Reviewed 107 resumes, conducted nine 30-minute meet-and-greet interviews, five hour-long final interviews and three staff interviews. Fran is a graduate of the University of Mississippi and received a Master of Science in Sport and Entertainment Management degree from the University of South Carolina. She spent the last three years with PGA of America serving as Volunteer Operations Coordinator for various PGA Championship events.

• **U.S. Coast Guard Grant** - We were informed in early July that our application for funding (for development of a towed water sports specific boating safety course) from the U.S. Coast Guard was not accepted. Had a very positive discussion with the grant administrators on how to improve our application in hopes of receiving funding in the future.

**Finances**

• **Expense Reduction** - Trimmed operating expenses by **21.8 percent** ($1,564,743 to $1,222,997) from 2019 to 2021 saving the organization **$341,746** over a three-year span.

• **Additional Revenue** (Grants and Federal Assistance) - Over a three-year period from 2019 to 2021, secured a total of **$468,602** in grant funding and federal assistance for the organization.

**Total Grant & Government Funding Secured**

<table>
<thead>
<tr>
<th>Year</th>
<th>Grant Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>Women’s Sports Foundation (Learn to Ski event)</td>
<td>$5,000</td>
</tr>
<tr>
<td></td>
<td>Florida Sports Foundation (Learn to Ski event)</td>
<td>$2,500</td>
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<tr>
<td></td>
<td><strong>2019 Total:</strong></td>
<td><strong>$7,500</strong></td>
</tr>
<tr>
<td>2020</td>
<td>USOPC Administrative Grant (staff/accounting firm)</td>
<td>$50,000</td>
</tr>
<tr>
<td></td>
<td>USOPC Covid-19 Relief Grant (Operations/Elite Athlete Grant)</td>
<td>$32,400</td>
</tr>
<tr>
<td></td>
<td>USOPC Digital Media Agreement (move to new website)</td>
<td>$50,000</td>
</tr>
<tr>
<td></td>
<td>o USOPC covered cost of cyber insurance</td>
<td>$3,200</td>
</tr>
<tr>
<td></td>
<td>PPP Loan #2 First Home Bank (fully forgiven)</td>
<td>$95,500</td>
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<tr>
<td></td>
<td><strong>2020 Total:</strong></td>
<td><strong>$231,100</strong></td>
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<td>2021</td>
<td>USOPC Administrative Grant (staff/accounting firm)</td>
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<td></td>
<td>USOPC Digital Media Agreement (move to new website)</td>
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<tr>
<td></td>
<td>Connect Sports Event Grant (distributed to SDs)</td>
<td>$5,000</td>
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<tr>
<td></td>
<td>PPP Loan #2 First Home Bank (will be fully forgiven)</td>
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<tr>
<td></td>
<td>Employee Retention Credit</td>
<td>$29,502</td>
</tr>
<tr>
<td></td>
<td><strong>2021 Total:</strong></td>
<td><strong>$230,002</strong></td>
</tr>
</tbody>
</table>
Membership

- Total members as of June 30 is **12,528**
  - 3,959 individual active
  - 1,310 family head of household
  - 3,517 family active (spouse and dependents)
  - 2,354 under 25 active
  - 538 grassroots active
  - 165 Ambassador/Life active
  - 342 supporting
  - 340 Ambassador/Life supporting

Membership Marketing

- **Sports Engine** - Worked with Sports Engine to add water skiing to their list of sports on their website. Sports Engine is owned by NBC, and they will be promoting this site extensively throughout the Olympics on NBC, the Olympic Channel, and their various streaming channels. The idea behind the site is to give parents different options for youth sports in their communities - [https://www.sportsengine.com/water-skiing](https://www.sportsengine.com/water-skiing).

- **100th Anniversary of Water Skiing** - USA-WSWS is partnering with Polk County Sports Marketing on a number of initiatives around the 100th anniversary in 2022 to include an expanded Awards Banquet (Gala), 100th themed branding at all National Championships, commercials for live stream events and social media, membership growth incentives, themed editions of *The Water Skier* magazine, goodie bags for Get on the Water Week and Basic Skills clinics, goodie bags for competitors at National Championships, various year-long giveaways of and contests for official 100th Anniversary merchandise. The September 2021 soft launch of the celebration includes the logo reveal, a teaser social media campaign counting down to 2022, an early bird preview flash sale of 100th Anniversary merchandise items, and an announcement in the fall issue of *The Water Skier*. We are also sending a request to our Sport Disciplines, USA-WSWS Clubs, USA-WSWS National Championships LOCs, sponsors, and industry allies to add the 100th Anniversary logo to their websites, social media platforms, event collateral (backdrops, posters, bibs, etc.). PCSM is investing more than $50,000 in the initiative including $12,500 directly to USA-WSWS for various marketing items.

- **Get on the Water Week** - Second annual membership promotion concluded in early July. Clubs were given free sanctioning and guest memberships for hosting a free clinic to introduce more people to the sport. Received 619 registrations for 25 free Basic Skills clinics hosted by 25 clubs across the country (55.17% of participants surveyed expressed interest in joining their local club after the event). One club indicated that they gained 10 new club members from *Get on the Water Week*. 
Sponsorship

- Reaching out, with an introduction to USA-WSWS, to a list of RV, Truck, Gas/Petroleum and Hard Selzer companies (received 150+ contacts from Sponsor United that we are currently inputting into Salesforce).
- Working with Xero Shoes to introduce the brand to 6-8 top water ski and wakeboard athletes. Athletes will get product to see if they like it. Could open the door to a larger value in kind (VIK) opportunity for USA-WSWS to outfit our various National Teams (Xero Shoes has a similar relationship with US Artistic Swimming).
- Pitching/In the pipeline that receive communication at least once every few weeks are Progressive Insurance, Zero Off, ToYou Bars, Herbalife, Forrest T Jones (Liberty Mutual Insurance), So Good So You, Roswell Marine, Wet Sounds, Airhead, Kicker Audio, Hit it H2O, Zup Boards, Body Glove.
- Secured an additional partnership agreement from PCTSM ($12,500) for promotion of the 100th Anniversary of Water Skiing (to cover costs of promotional items, signage, etc.).

Compliance / Safe Sport

- Working with Jeff Clark and Jeff Smith along with the new law firm to make final revisions to Bylaws and Policy and Procedures documents for USOPC Certification Review (due August 6). The Certification review occurs every four years and is needed to be recognized by the USOPC as a sport NGB.
- Continuing to develop a Safe Sport communication plan to members.
  - Created a Q&A video that was emailed to all members and highlighted on social media channels - https://www.youtube.com/watch?v=CATJvoAeglk&t=2s.
  - Will be developing an animation “explainer video” in Q3/Q4 that will be used to help explain the board’s decision to implement Safe Sport training and what members need to do (received a $4,000 grant from the USOPC to produce this video via Next Day Animations).

Misc.

- **Elite Athlete Development Grant** - Part of the USOPC COVID Relief Grant of $32,400 from 2020. Per the USOPC, half was used for business operations ($16,200 in 2020) and the other half for an Elite Athlete Development Grant ($16,200 in 2021). Awarded 18 athletes a grant amount of $900 each for training, entry fees, travel, etc. Athletes represented AWSA, USA Wakeboard and Adaptive Sport Divisions. Will look to potentially continue the program with USA-WSWS funds in 2022 and beyond.
• **Connect Sports Grant** - Received a $5,000 grant from Connect Sports, an organization that connects rights holders (NGBs) to cities to host various sporting events. The grant is restrictive to 2021 events with a focus on event operations. They understood that Covid had a significant impact on sports events last year and wanted to help jump start events for 2021. The funds were distributed to various Sports Disciplines to assist with 2021 National Championship event operations:

<table>
<thead>
<tr>
<th>Sports Discipline</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSSA</td>
<td>$1,500 ($750 for D1 Nationals and $750 for D2 Nationals)</td>
</tr>
<tr>
<td>AWSA</td>
<td>$1,500 (Goode Nationals and US Open – hosted by same LOC in same week)</td>
</tr>
<tr>
<td>Barefoot</td>
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<td>Collegiate</td>
<td>$500 (National Championship)</td>
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<tr>
<td>Wakeboard</td>
<td>$500 (PanAm Cable Championship)</td>
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Note that there were no national events for Adaptive, Kneeboard or Hydrofoil.

• **Sony Music Copyright Complaint** - Dealing with a law firm representing Sony Music demanding a monetary settlement over a copyright issue with 25-plus show ski YouTube videos on the USA-WSWS YouTube Channel. All videos have been removed (or set to private), and we will look for a way to house them behind the membership wall in the future. Our current music licenses with ASCAP and BMI are for “live events” and do not include broadcast (TV or stream) performances. The license for recorded performances could grow to the tens of thousands in costs. We will continue to host these live streams on our website but after the shows, the archive will not be available to the public on Facebook or YouTube but rather behind the membership wall.

• Ben Groen barefoot water skiing push up video was featured on ESPN SportsCenter’s Twitter feed on May 18. SportsCenter has over 37.7 MILLION followers on Twitter. [https://twitter.com/SportsCenter/status/1394491870449971214](https://twitter.com/SportsCenter/status/1394491870449971214)
Board of Directors Special Meeting
October 26, 2021
Virtual Call – 9 p.m. ET

BOD In attendance:
Voting
Bob Archambeau, President
Jerry Bautsch, AWSA
Connie Bergmark, AWSA
Don Bucher, AWSA
Andrew Martin, ABC
Joel Johanningmeier, NSSA, Secretary/Treasurer
Christy Kingsmill, NCWSA
Jason Lee, AAC
Gerry Luiting, NSSA
Matt Oberholtz, USA-AWSWS
Connor Poggetto, AAC
Doug Ribley, NSSA
Dave Rezin, AAC
Cheryl Ruston, NWSRA
Dale Stevens, VP

Non-Voting
Nate Boudreaux, Executive Director (non-voting)
Jim Grew, Past President/Honorary National Director (non-voting)
Doug Robbins, Board Chairman (non-voting)

Guest
Fran Buchanan, USA-WSWS Manager of Business Operations
Jeff Clark, USA-WSWS Bylaws Chair

BOD not in attendance:
Andrew Adkison, USOPC/AAC
Charlie Buckley, USHA
Tim Cullen, Immediate Past President (non-voting)
Michael Flynn, Independent Director
Alex Lauretano, AAC
Kenny Stuart, AKA
Cathy Williams, USA-WB

BOD Call Minutes
Robbins took roll and called the meeting to order at 9:03 p.m. ET. Archambeau thanked the board for attending and turned the floor over to Jeff Clark, Bylaws Committee Chair, to review
the recommended bylaws and policy and procedures changes needed for USOPC compliance per the 2021 USOPC certification audit.

Clark explained that both Bylaws Committee reports come to the Board as motions.

Clark explained each action item that updates the USA-WSWS Bylaws. The floor was opened for questions/discussion. The report on the Bylaws was then seconded by Johanningmeier.

Key topics regarding change:
- Individual background qualification for officers, committee chairs, committee members and leaders of sports divisions and internal directors
- Updated allocation of votes (this is a designated year for change)
- Leadership terms (which will flow down to the sports disciplines)
- Ethics Appendix
- Conflicts of interest

A roll call vote was taken. The **Bylaws changes were approved by the BOD with 76 votes in favor of the 76 votes present.**

Clark explained each action item that updates the USA-WSWS Policies and Procedures Manual. The floor was opened for questions and discussion. Clark was asked what the UBS acronym was in the Financial Investment and Cash Management policy. After discussion, the BOD directed the Bylaws Committee to amend the verbiage to make it generic instead of specific to the financial advisor/company. Clark said he will make that change in the final version.

Key topics regarding change:
- Committee designations and potential changes (special committees)
- Meeting requirements and documentation
- Athlete restrictions (updated qualifications)

The committee report motion as amended was seconded by Ribley. Roll call vote was taken. The **Policies and Procedures Manual updates were approved by the BOD with 76 votes in favor of the 76 votes present.**

Archambeau thanked everyone for their time and attendance. Bob also thanked Frances Buchanan for her attendance tonight and welcomed her to USA-WSWS. Bob specifically thanked the Bylaws Committee for its work and explained the new support role the law firm Leopoldus provides to assist the committee with USOPC compliance. Given changes at the USOPC level and within the Center of Safe Sport, there will be a lot more updates coming our way. Leopoldus, by providing the draft verbiage required for USOPC compliance, assists this extremely important work that the Bylaws Committee does to take those new requirements and incorporate them in all the appropriate documents within our organization.

Boudreaux told the board the 3Q financials and full HQ update will be emailed later this week. He also announced to the USA-WSWS Executive Committee that there will be no monthly call on Wed., October 27. Boudreaux thanked Jeff Clark and the USA-WSWS Bylaws Committee for their work on these revisions. He assured the Board that HQ’s objective is to make things easier
on these volunteers, and extended his apologies if HQ made this seem like a longer process. Boudreaux provided an update on the testing and implementation of the new USA-WSWS membership system set to launch the first week of November. He then shared news with the Board he just learned today that USA-WSWS’ General Liability carrier, Philadelphia Indemnity, announced that they will no longer be writing coverage for NGBs due to the SAM (Sexual Assault & Molestation) claim risk. EPIC, as our insurance broker, is taking our GL coverage to market. However, they have warned us to expect an approximately 20% premium increase.

Archambeau gave a brief update on the status of the lawsuit and grievance filed against USA-WSWS. The Grievance panel has been named and will begin the USA-WSWS Grievance process. A law firm representing USA-WSWS and the named parties in both the grievance and the civil complaint has a hearing scheduled for December 13, 2021 to dismiss the civil complaint. Bob announced that we will not discuss the case in any detail to ensure the hearing panel remains independent.

Boudreaux mentioned the need for approval of the updates to the USA-WSWS Safe Sport Handbook. Clark responded that Board Chairman will need to send for BOD approval to meet the November 1 USOPC deadline.

Robbins opened floor to any other comments, feedback, action or discussion items. There were none.

Johanningmeier made a motion to adjourn. Second by Bautsch. Meeting adjourned at 9:53 p.m.
### 2021 USA-WSWS BOARD OF DIRECTORS ELECTRONIC BALLOTS

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17 Voting Members Totals

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* = nonvoting
A = abstain
(Y) or (N) = "yes" or "no" opinions from non-voters
NR - no response

**NOTE:** Under USA-WSWS P&P for electronic balloting, a no response is counted as a no vote
Nominating Committee Report

Verbal- No report
2021 President’s Report

Wow what a year we have had! It was like drinking from a firehose! We went into the year knowing some big changes were going to occur. We moved to a new financial reporting system, continued to follow up with Covid protocols and completely rolled out a new web site and Membership Application systems.

These are all active and running. We know that these systems are not working perfectly. We needed to start somewhere and we will continue to make improvements towards operating effectively and up to the expectations of our membership. Please be patient as we will experience some glitches and ask that all of you help us in correcting problems as they occur. The improvements in the membership system alone are exciting and will give us added flexibility, improved tracking of information and the opportunity to provide a better toolbox for our members. I especially like the advantage of the Membership Learning System which should aid our current and “soon to be” Officials as well as providing educational services to our members.

There are 14 bullet points in our Vision Statement, and we have succeeded in the majority of those. A better point is that we have not failed in any of them. We will continue to focus on...

- Promoting best practices
- Increasing participation
- Growing Membership
- Membership Satisfaction

These items are always at the top of our list and have been there for the 50 plus years I have been a member!

I encourage you to promote the Safe Sport Initiative. Our society and behaviors have drastically changed and not in a good way. We as an organization should do our part to protect our members (not just minors). Many organizations (sports and others) have already adopted programs and we are a few years behind that curve. It is awareness education and it’s a free!

We continue to adopt new programs to get more people involved in towed water sports. We need to continue that effort and improve on promoting those activities on social media.

With all the changes last year and challenges we face in the future we will continue to focus on membership satisfaction. We are listening to our members and will face those frustrations together by interacting in discussions and listening for solutions to better ourselves. We hear that communication is one of our biggest challenges. We learned; it is not the fact that we don’t communicate information but rather how we communicate. Information is out there, unfortunately many do not take the time to open or read it. We are looking into additional methods to accomplish that task. Social media gives everyone the change to voice their opinion. The positive from this is that we hear things that our members don’t like. Let’s take it a step further... I ask that when writing these comments, you suggest solutions that will assist in solving these issues across the board of all nine Sports Disciplines. That way we can move faster and more efficiently in change.
I want to thank our Executive Director Nate B and his staff for their efforts. It is a difficult task in running our organization and at the same time responding (sometimes individually) to the questions and concerns of over 13,000 members. Over the past year I have been impressed with Nate’s network of sponsors, organizations and individuals that he deals with on a regular basis. I can attest that these groups know and communicate with Nate on a regular or as needed basis. Our Administrative Team is very small, yet their contributions are immense. I have learned that you need to look behind the scenes to really understand what we are asking of them. This was also acknowledged in a recent Town Hall meeting.

I am excited to experience the 100th anniversary of water skiing. It was challenge and innovation that invented our sport thanks to Mr. Ralph Samuelson. I hope that the same challenge and innovation continues to bring us new ideas in the next 100 years!

Thank you

Bob Archambeau
President  USA-WSWS
USA-WSWS Executive Committee Report 2021

There has been a lot of activity on the Executive Committee this year. Besides normal topics and business we were faced with several critical items requiring changes, new documentation/procedures and evaluation of new systems. We finished 2021 in a comfortable position yet expect a full plate of topics going in to 2022.

The Executive Committee meets monthly. With so many new topics and changes to be considered, we have initiated quarterly Board of Director meetings to keep discussions up to date and timely. We publish all BOD meeting minutes on our new web site. For improved transparency, we will also post the minutes from our EC meetings on the web site. With the suggestion of this committee, we just held our first Town Hall meeting and are looking to host more in the future.

Many thanks go out to all of our members.

**Voting members:**
- Doug Robbins  COB
- Bob Archambeau  President
- Dale Stevens  Vice President
- Joes Johanningmeier  Treasury/Secretary
- Alex Lauretano  AAC
- Jason Lee  AAC
- Doug Ribley  Member at Large

**Non-Voting members:**
- Tim Cullen  Past President
- Jim Grew  Advisor
- Kate Knafla  AWSA Vice President
- Nate Boudreaux  Executive Director

This committee keeps tabs on the overall progress of USA-WSWS reviewing:
- Financials and Budget information (including grants, tax credits and sponsorships)
- Staff updates and activity reporting
- Partnerships / promotions / programs / communication / membership interaction / marketing / publicity
- Analysis of Membership survey(s)
- New membership system (including testing and evaluation)
- Review major changes in our Bylaws and P&P (Safe Sport / Code of Ethics / USOPC / Committees)
- Integras – Developer of our web site, new membership system and Learning Management System
- Covid Protocols
- Safe Sport Training and Background Checks (Compliance)
- USPOC Audits
- Lawsuit and Grievance
- Qualifications for BOD and Committee Leadership (Risk and Ethics Committees)
- Reclassification of our Committees
- Present suggested changes and ideas to the Board of Directors

This committee has two action items to present to the board for a vote regarding Background Checks and Safe Sport Training (attached).

Bob Archambeau
President  USA-WSWS
**ACTION ITEM #1 - Background Checks for Judges**

**Rationale:** After back and forth earlier this year when the USOPC background check policy came down (below), we informed the judges’ committees for each SD of the pending change which would require all judges to be background screened to comply with the new policy. HQ did additional research and asked the USOPC if USA-WSWS could model their policy after that of US Speedskating which only required background checks for judges for “appointed or assigned” competitions and not local or regional ones. USA-WSWS judges who learned of the pending change also expressed their concern of having to do a background check and pay $30 to simply volunteer their time and just “count buoys.” We are hopeful the below suggestion will ease the burden on judges yet still comply with the new policy.

**USOPC Background Screen Policy**

"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."

From USOPC regarding our request to have just National level appointed judges be subject to background screen:

As is noted in the above(I(a)), this requirement restricted to individuals authorized, approved or appointed by the NGB. For events that another body (such as an LOC) appoints people, the background check policy would not apply. I can’t speak for other requirements that may exist with the Center for Safe Sport etc., but in terms of the background check requirements, I can let you know that this requirement is restricted to those events/competitions to which you appoint or approve personnel (officials in the case of your question).

**What needs to be done:** Add the words “who are appointed or assigned to work National Championship and/or IWWF sanctioned World or Confederation Championship events in their respective sports discipline” to the section on who needs to be background screened in the P&P (pg. 88) and within the Safe Sport Handbook.

USA-WSWS judges that are 18 and older who are appointed or assigned to work National Championship and/or IWWF sanctioned World or Confederation Championship events in their respective sports discipline

*Note: USA-WSWS will cover the cost of the background screening for these judges. Sports Disciplines will share the list judges with USA-WSWS prior to the event and USA-WSWS will ensure each judge is background screened and Safe Sport trained.*

**ACTION ITEM #2 - Safe Sport Training Clarification**

**Rationale:** According to AWSA, close to half of their clubs are made up of members who do not compete in tournaments or events, but just sanction practices to ski with their fellow adult club members. The intent of Safe Sport training is for those adults who have “regular contact” with minors or are around minors at tournaments or other events.
**What needs to be done:** Clarify that only competitive members and members who have regular contact with minors are required to do Safe Sport training as a part of USA-WSWS membership. Competitive members are defined as those that participate in sanctioned tournaments/events other than practice. Registrars/scorers at these events will be responsible for quality control in association with the LOC to ensure all competitors are Safe Sport trained. We hope the below clarification will satisfy the subset of members who ski but have no contact with minors. Note the other categories such as those with regular contact with a minor, coaches, instructors, officials and boards of directors are still required to do the training as part of membership.

Safe Sport Training

1. **Required**
   1. USA-WSWS staff, coaches, instructors, officials (judges, drivers, safety, scorers, announcers, etc.), National Team members and Sport Discipline boards of directors
   2. Adult members wanting to participate/work in a sanctioned tournament
   3. Adult members who have regular contact with minors

2. **Not Required**
   1. Club members from any Sport Discipline, who have no interest competing in a tournament or other event (other than a sanctioned club practice with other adult members) and have no regular contact with minors. Only members with a “Current” membership status would be eligible to compete in events. For those members not interested in competing, Safe Sport training is highly recommended but not required.

Update pg. 90 in the P&P and within Safe Sport Handbook on who needs to be SS trained:

- All USA-WSWS active members 18 years old and older who compete or participate in sanctioned tournaments or events or have regular contact with any amateur athlete or other Participant who is a minor;

The other elements of this section do not need to be changed, only the first bullet above.

- Adult Participants who have regular contact with any amateur athlete or other Participant who is a minor;
- Adult Participants who have authority over any amateur athlete or other Participant who is a minor;
- Adult Participants who are USA-WSWS or USA-WSWS club employees or board members.
Executive Director Update  
USA-WSWS Board of Directors Meeting  
January 29, 2022

**Headquarters/Administration**

*Staffing* – In 2021, we added two new staffers – Frances Buchanan (manager, business operations) and Molly Crum (manager, partnership services). Jenn Walker (director, membership marketing) is leaving the organization in mid-January, and we will be actively recruiting to fill that position in the first quarter of 2022. Executive Director Nate Boudreaux signed a three-year contract extension in September 2021.

*IT/Membership System* – After nearly 18 months of planning, data migration and testing, the new membership system launched on December 14, 2021. There will continue to be improvements made as more users are on the platform and HQ will continue to communicate with members once these updates become available. We also understand that there will be bugs and we are working with our partner, Integrass, to fix those as they are reported.

- Key features of the new system include auto-renewal in addition to a better overall user experience through the new join/renew process and membership dashboard
- Practice Sanctioning - Clubs will no longer have to sanction every practice. Once practice sanctioning is purchased by a club in the new system, they simply sign an acknowledgment. Exhibitions and practices with guest members will still need to be sanctioned through the new system.
- Basic Skills Clinics – Sanctioning of Basic Skills clinics can be done in the new event registration system (no longer using the form on sharelifeonthewater.com).
- Courses - Driver and instructor courses will be moved from Digital Chalk to the new Integrass learning management system.

*Insurance* – The organization was informed in late 2021 that Philadelphia Insurance was no longer going to insure national governing bodies, including USA-WSWS, for general liability. After an extensive search, EPIC (our insurance broker) was able to identify three carriers willing to write coverage – Players Health, Renaissance and EverSport. Renaissance was selected as the new carrier. The new premium is a 26% increase, but the carrier met every existing coverage we had in place with Philadelphia and offered significantly more coverage in several key areas, including head trauma and sexual abuse. In 2022 USA-WSWS will be in the strongest position in our history in GL and Excess Liability coverage for sanctioned events.

*Kyle Tate/Brenda Nichols lawsuit and grievance vs. USA-WSWS* – A grievance and lawsuit were filed in June 2021 by Tate and Nichols against several volunteer leaders within USA-WSWS from incidents that allegedly occurred in 2018. The internal grievance has since been dropped but not after the organization spent more than $20,000 in legal fees in preparation for the hearing. The civil lawsuit in Florida court is still proceeding. USA-WSWS director’s and officer’s insurance policy covers the organization and the named individuals in the lawsuit but comes with a $25,000 deductible. Legal fees for defense of a grievance are not covered under the insurance policy and are considered out of pocket although we are appealing the denial of coverage for the grievance under the D&O policy.
**Financials**

*Account Balances (as of December 31, 2021)*

- Bank First (Operating Account) - $480,119
- UBS (Investment Account) - $459,854

*Payroll Protection Program (PPP) Loan* – In 2021, we received a second PPP loan in the amount of $95,500 from Florida Home Bank which was fully forgiven in November 2021.

*Employee Retention Credit (ER)* – We applied for this credit and received $20,753 in early 2021 for 2020 credits. We recently applied for the credit for Q1/Q2 of 2021 and should receive a total of $59,000 plus an additional $7,000 for a correction from Q2 2020. A total of $66,000 should be received from the IRS sometime in 2022.

*USOPC Funding* – In 2021, we received a total of $120,697 in funding from the USOPC.

*Digital Media Agreement* - $50,000 for utilizing the USOPC/Team USA website platform. This agreement is also in place for 2022.

- Grants - $70,697 in total grant funding
  - $50,000 in a shared services restrictive grant for accounting firm ($25,000) and a staff person dedicated to compliance and operations ($25,000). This is also in place for 2022.
  - $16,207 allocated for a high performance/elite athlete development grant. This was a one-time grant.
  - $4,490 to produce an animated Safe Sport video. This was a one-time grant.

*UBS Investment Account* – In 2021, the investment account at UBS totaled an 8.9% return (from $422,262 to $459,854). If you remove the liquidity allotment (cash/emergency fund), the investment portion of the portfolio saw a 14.3% return. Since moving the investment account to UBS in 2019, we have received an average return of 17.8% per year.

**Membership**

*2021 Year End Membership Statistics* – Our total membership as of Dec. 31, 2021 was **13,735**. Below is a membership comparison through December 31 from 2018-2021.

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</table>

**Marketing**

*100th Anniversary of Water Skiing* – The year 2022 marks the 100th anniversary of the sport. USA-WSWS is creating a 100th anniversary marketing campaign to help generate more interest and awareness in the sport. Polk County Sports Marketing is investing more than $50,000 to support the 100th Anniversary marketing efforts by partnering with USA-WSWS on a number of initiatives.

- Awards Banquet/Gala (January); Live streamed and each attendee to receive a commemorative 100th coin
- 100th themed merchandise throughout 2022
• Special 100th Anniversary edition issue of *The Water Skier* magazine (before summer issue) which will include 100th window decal
• Participation in Water Ski Days in Lake City, Minnesota (July)
• Winter Haven, FL (Water Ski Capital of the World) – signage around the city; painted water tower with 100th themed branding
• Event signage and goodie bags with 100th swag for participants at various Regional and National tournaments (July – August)
• IWWF World Show Tournament in Winter Haven, Fla. (October) - [https://worldwaterskishow.com/](https://worldwaterskishow.com/)

**Miscellaneous**

**U.S. Department of Veterans Affairs Grant** – We were informed in early October 2021 that our application for a grant to support our adaptive sports division (via equipment grants for veterans with disabilities and a series of adaptive water ski clinics for veterans with disabilities) was approved in the amount of **$335,214**. Molly is the staff point of contact for the program and has been meeting with the adaptive group and planning clinics for 10 locations in 2022. The veteran adaptive equipment grant (a minimum of 10 athletes at $9,500 each) was also launched in early January.

**2022 Key Initiatives**

• **100th Anniversary Activation** – special events, signage, promo items for guest members, collector edition 100th anniversary *The Water Skier* Magazine, etc.

• **Get on the Water Week** – free learn to ski clinics across the country to get new people on the water

• **Implement Veteran Adaptive Water Ski Clinics and Grant Program** – 10 free learn to ski clinics for veterans with disabilities; $95,000 equipment grant program for veterans with disabilities via U.S. Department of Veteran Affairs

• **Girls, Inc. Learn to Ski Program** in partnership with Women’s Sports Foundation utilize the grant to host a pair of learn to ski program with Girls, Inc.’s summer camp (Winter Haven and Lakeland locations) with assistance from Lakeland Show Ski Club, Cypress Gardens Ski Club and Florida Southern Collegiate Ski Team

• **Enhance new membership system** (work through bugs) and launch new learning management system (move all courses to the new system) and event registration system (for all non-AWSA events)

• **Develop a plan to update** instructor, drivers and safety course material

• **Launch a new podcast** – “Hit It” is *The Water Skier* magazine’s podcast powered by USA-WSWS where we go on the water with some of the top athletes from 3-event, show skiing, barefooting and everything in between. The goal is to create a minimum of one episode a month.

• **Pitch new sponsors**, especially in the non-endemic categories
2022 Budget Notes

Note: The 2021 final closed financials are not yet complete; however, the totals listed for 2021 give an accurate enough picture to assist with budget projections. Closed 2021 financials will be presented to the board once completed.

Overall
We are projecting a near $40,000 loss in 2022. The biggest change to the budget this year is the increased cost for insurance, approximately 27% or $60,000, for general liability (GL) and director’s and officer’s (D&O) premiums (accounting codes 5010 and 7032). There was also a 9% increase in health care costs (8016), 16% increase in the cost to produce the magazine (5114) and a substantial increase in anticipated fees for legal expenses to defend an ongoing lawsuit and grievance (7036). Although the budget shows a loss, I am confident the P&L will be closer to break-even or even show a small gain by year-end. We will be receiving an Employee Retention Credit (ERC) of close to $60,000 (from 2020 and 2021) that will be used to offset the projected budget losses. The credit is not reflected in the actual budget but will be applied to the P&L in account 8028-Payroll Taxes once received. Even if the ERC credit is not received in full in 2022, the organization has the financial resources in the operating and investment accounts to sustain a loss if needed.

Membership Income/Expense
3012 Active Membership – We have more deferred membership revenue slated for 2022 ($355,000) than we did in 2021 which is why the budget number is more than the 2021 actual. We are projecting membership revenue on par with the 2021 totals. It is difficult to compare to 2019 because the accounting method to track membership revenue has changed. Comparing 2020 to 2021 is more accurate. However, 2020 was impacted by COVID. The below shows actual membership income (cash received) from 2019-2021 and does not include deferred revenue. The 2022 budget number is relatively conservative and includes deferred revenue plus projected actual income.
- 2019 - $504,248
- 2020 - $408,141
- 2021 - $472,295

5010 Insurance Membership – Premiums for general liability and director’s and officer’s insurance rose by 27% (or $60,000). GL went from $168,723 to $198,048 and Excess GL from $37,726 to $59,414. The D&O rose from $4,368 to $17,451 and the Side (Excess) D&O from $4,024 to $5,000.

Sponsorship Income/Expense
3110 Sponsorship – We are counting on renewals which are still pending with Nautique, Indmar, Lake On, Masterline and Ski Safe. Also included is additional support from Polk County Sports Marketing ($12,000) for the 100th Anniversary campaign. The budgeted number is the total amount of sponsorship (both distributed and undistributed). Will continue to search for new partners; however, the market is still very difficult right now.
3111 Non-Endemic Sponsorship – Budgeting for revenue in this category for the first time after positive discussions with Guaranteed Rate and Action Horizons.

5110 Marketing Solicitation Costs – Includes a subscription to Sponsor United, a sponsorship database/list service with spending history and key contacts for companies spending money in sports ($2,388).

5114 Marketing Fulfillment Costs – Includes $5,000 pass-through to NCWSA from HO Sports for the title sponsorship of the collegiate nationals.

5116 Marketing/Partnership Travel – Budgeting to have Molly (partnership services manager) attend AWSA Nationals.

**Publications Income/Expense**

5154 Magazine Production – Cost to print magazines has gone up 16% from $6,000 per issue to $7,000 per issue. Polk County Sports Marketing will reimburse the cost to design and print the 100th anniversary commemorative issue. 2022 also includes $8,000 (new) to digitally scan past issues of the magazine dating back to the 1950s to 2009 (414 issues). Budgeting half of the cost this year ($4,000) and the other half in 2023.

**Sport Development Income/Expense**

3274/5274 Background Screen and 3279/5270 MVRs – In 2021, members went directly to NCSI for these services vs. paying USA-WSWS and having us pay the vendor. With the implementation of the new membership system, we incorporated the background screen and MVR directly into that system so that payments are made by the user on our website, and we pay the vendor (essentially pass-through but easier on the user as they do not have to venture off our website and onto another one). You will see increased revenue and expense for these categories. USA-WSWS will cover the cost of background screening for judges in all Sports Disciplines selected to work National Championship and IWWF level events (approximately $2,250).

5280 Grassroots/Basic Skills – For 2022, includes $12,500 worth of 100th anniversary promotional expense (goodie bags, etc.) for Get on the Water Week events. Polk County Sports Marketing added an additional $12,500 in sponsorship (3110) to cover these costs. Additional expense in 2022 also includes the cost for hosting two Girls Inc. free learn-to-ski events. These expenses will be covered through a $7,000 grant from the Women’s Sports Foundation (income recognized in 3280).

5282 Promo/Marketing – Includes digital marketing spent to promote the 100th anniversary as well as other promoted/boosted social media posts.
Competition/Event Sanctioning Income/Expense
3310 Event Sanctioning – In 2022, includes $50 practice/exhibition sanctioning fees for clubs (anticipating $10,000). The variance between 2022 budget and 2021 actual results from “credits” that were used in 2021 from 2020 sanction purchases. These were purchased in 2020 but not used because of cancelled events and carried over to 2021 as credits.

Team USA/Pan Am Games
5354 Team USA/Pan Am Miscellaneous Expense – Budgeting to provide uniforms/apparel to seven athletes for the 2022 World Games. The event (World Games) covers local accommodations (hotel and food). The USOPC does not contribute to this event.

National Tournament Expense
5510 Awards – In 2021 we were able to use value in kind (VIK) from Wilson Trophy to cover most of the award costs ($4,000). In 2022, we will not have the VIK to use.

Special Income
3214 Integrass System Processing Fee – This is new for 2022 and tied to transactions within the new membership system (member pays 3% processing fee with 2% going to Integrass and 1% to USA-WSWS). This account captures the 1% to USA-WSWS of approximately $9,500.

Office Expense
7019 Development Computer Systems – Includes the Integrass monthly subscription fee for the membership system as well as out-of-scope development projects.

7036 Legal & Accounting – Budgeting $2,000 for Leopoldus Law to assist with governance and compliance. Includes $30,000 for defense of grievance and lawsuit. The lawsuit has a $25,000 deductible. Defense of the grievance is not covered under the D&O insurance and is an out-of-pocket cost.

7042 Misc. Office Expense – The majority of this expense is for storage, $984 for the Polk City storage unit (20+ file cabinets and lots of boxes with old files/paperwork) and $2,400 for the climate-controlled Auburndale storage unit (items from old office space, including file cabinets with photos, magazine archives, etc.). I would like to get rid of the Polk City unit at some point but that would require a significant expense for a junk removal or shredding service.

7066 Telephone – Addition of new staffers has increased the number of phone lines we need vs. 2020.

Administrative Expense
8016 Group Health Insurance – Cost of health care premiums rose by 9% in 2022, and we have a full year of Fran and Molly on the health insurance plan vs. for only a few months in 2021.
8028 Payroll Taxes – We will be receiving an Employee Retention Credit (ERC) of more than $60,000 from 2020 and 2021 that will be used to offset this budget item. The credit is not reflected in the budget but will be applied to the P&L once received.

8050 Salaries – The addition of a new employee plus marginal cost of living adjustments to staff salaries are the differences between 2021 and 2022.

8070 Travel & Accommodations for Executive Director – There are more planned trips in 2022 vs. 2021 including the WSIA Summit in Lake Tahoe (costing over $2,000), USA-WSWS Awards Banquet, and IWWF Show Ski World Championships along with the AWSA and NSSA Nationals.

8225/8226 Awards Banquet – Polk County Sports Marketing is covering the costs of all signage, audio/visual and web streaming in celebration of the 100th anniversary. With their financial support, the banquet should be a break-even event this year.

*Note: Monies received and spent as part of the U.S. Veteran Affairs Grant for support of the veteran adaptive water ski clinics and veteran adaptive equipment grant program and not included in the budget and are tracked in a separate balance sheet account.*
# USA Water Ski Wake Sports

## Profit Loss Statement

### 2022 Proposed Budget

<table>
<thead>
<tr>
<th>Membership Income</th>
<th>2020</th>
<th>2020</th>
<th>Percentage of Year to Date</th>
<th>2021</th>
<th>2021</th>
<th>Percentage of Year to Date</th>
<th>2022</th>
<th>2022</th>
<th>Percentage of Year to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>3010 Undistributed Membership Income</td>
<td>0.00</td>
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<td>3012 Active Membership</td>
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<tr>
<td>3036 Dealerships/SkiSchools/Camps</td>
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<td>3037 Corporate Memberships</td>
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<tr>
<td>3038 Non Sanctioned Clubs Ins.</td>
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<td><strong>Total Membership Income</strong></td>
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<td>856,435.00</td>
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</tr>
</tbody>
</table>

### Membership Expense

<table>
<thead>
<tr>
<th>Membership Expense</th>
<th>2020</th>
<th>2020</th>
<th>Percentage of Year to Date</th>
<th>2021</th>
<th>2021</th>
<th>Percentage of Year to Date</th>
<th>2022</th>
<th>2022</th>
<th>Percentage of Year to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>5010 Insurance - Membership</td>
<td>273,520.79</td>
<td>338,170.00</td>
<td>80.88%</td>
<td>256,272.74</td>
<td>303,529.00</td>
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<tr>
<td>5020 Misc Member Fulfillment</td>
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<td>34.64%</td>
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<tr>
<td>5034 Membership Travel Expense</td>
<td>362.27</td>
<td>420.00</td>
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<td><strong>Total Membership Expense</strong></td>
<td>274,957.00</td>
<td>341,690.00</td>
<td>80%</td>
<td>256,812.74</td>
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<td>349,785.00</td>
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### Net Membership Income

<table>
<thead>
<tr>
<th>Net Membership Income</th>
<th>2020</th>
<th>2020</th>
<th>Percentage of Year to Date</th>
<th>2021</th>
<th>2021</th>
<th>Percentage of Year to Date</th>
<th>2022</th>
<th>2022</th>
<th>Percentage of Year to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>3110 Sponsorship Income (undistributed + sponsored)</td>
<td>180,147.39</td>
<td>203,500.00</td>
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<td>178,185.04</td>
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<td>3112 Licensing/USOC Income via digital media agreement</td>
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<td>3116 Royalties Income</td>
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<td>3118 Auction Fundraiser (captured in 8225 Awards)</td>
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<tr>
<td><strong>Total Marketing/Partnership Income</strong></td>
<td>230,421.11</td>
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### Marketing/Partnership Expense

<table>
<thead>
<tr>
<th>Marketing/Partnership Expense</th>
<th>2020</th>
<th>2020</th>
<th>Percentage of Year to Date</th>
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<th>Percentage of Year to Date</th>
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<tbody>
<tr>
<td>5110 Solicitation Costs</td>
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<td><strong>Total Marketing/Partnership Expense</strong></td>
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### Net Marketing/Partnership Income

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<thead>
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<th>Percentage of Year to Date</th>
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<th>Percentage of Year to Date</th>
<th>2022</th>
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<th>Percentage of Year to Date</th>
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<tr>
<td>142,699.11</td>
<td>244,195.00</td>
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<tr>
<td>From PCSM to Foundation (2043)</td>
<td>-1,500.00</td>
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<td>100.00%</td>
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<td>Distrib. To-3037 Corporate Mbrs</td>
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<td>Distrib. To-3158 Reg. Guide Ads</td>
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<td>Distrib. To-3280 Grassroots</td>
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<tr>
<th>Year to Date 2020</th>
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<tr>
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<td>Year to Date 2022</td>
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<th>Year to Date</th>
<th>2022 Budget</th>
<th>Year to Date</th>
<th>2022 Budget</th>
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<td>3154 Magazine &amp; E-Blast Direct Ad Sales</td>
<td>37.00</td>
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<td>3156 Ads/Magazine Sponsorship</td>
<td>58,017.83</td>
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<td>97.66%</td>
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<td>3158 Ads/Reg. Guide Sponsors</td>
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<td>3160 Guide Advertising/Direct Sale</td>
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<td>795.00</td>
<td>150.00</td>
<td>530.00%</td>
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<td>3164 Regional Guide Production</td>
<td>15,883.92</td>
<td>15,150.00</td>
<td>104.84%</td>
<td>690.00</td>
<td>2,696.00</td>
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<td>Total Publication Income</td>
<td>81,153.75</td>
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<td>67,906.00</td>
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<td>5150 Publication Expense</td>
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<td>5152 Magazine Postage</td>
<td>6,958.41</td>
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<td>37,762.37</td>
<td>54,770.00</td>
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<td>53,053.87</td>
<td>48,080.00</td>
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<td>0.00</td>
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<td>5160 Regional Guide Production</td>
<td>12,477.57</td>
<td>11,450.00</td>
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<td>316.00</td>
<td>2,696.00</td>
<td>11.72%</td>
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<td>5162 Regional Guide Postage</td>
<td>3,529.25</td>
<td>3,700.00</td>
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<td>5164 Travel (Communications)</td>
<td>1,197.08</td>
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<td>2,000.00</td>
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<td>70,211.00</td>
<td>96.77%</td>
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<td>22%</td>
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# USA Water Ski Wake Sports
## Profit Loss Statement
### Year to Date

<table>
<thead>
<tr>
<th>12-12-20</th>
<th>2020 Budget</th>
<th>Percentage of Year to Date 2020</th>
<th>2021</th>
<th>2022 Budget</th>
<th>Percentage of Year to Date 2022</th>
<th>Net Sport Development</th>
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<tr>
<td><strong>3260 Sport Development Income</strong></td>
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<tr>
<td>3262 Officials Clinic Fees</td>
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<td>1,737.50</td>
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<td>1,440.00</td>
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<td>3276 Instructor Cert./Develop.</td>
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<td>2,520.00</td>
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<td>3279 Motor Vehicle Reports</td>
<td>1,838.00</td>
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<td>13.60%</td>
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<td>3280 Grassroots/BASIC Skills</td>
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<td>13.60%</td>
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<td>375.00</td>
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<td><strong>Total Sport Development Income</strong></td>
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<td>23,862.16</td>
<td>24,589.00</td>
<td>97.04%</td>
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<td><strong>5260 Sport Development Expense</strong></td>
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<td>5268 Sport Discipline Grants</td>
<td>69,363.00</td>
<td>66,812.00</td>
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<td>66,479.00</td>
<td>66,026.00</td>
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<td>5277 Coaches General Liability</td>
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<td>5279 Motor Vehicle Reports</td>
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<td>13,500.00</td>
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<td>30.00</td>
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<td>5280 Grassroots/BASIC Skills Programs</td>
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<td>5282 Promotion (Sport Develop.)</td>
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<td>5286 Club Development Expense</td>
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<td>0.00%</td>
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<td><strong>Total Sport Development Expense</strong></td>
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<td>104,916.00</td>
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<td>80,631.00</td>
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<td>Year to Date 2021</td>
<td>Percentage of Year to Date 2021</td>
<td>Year to Date 2022</td>
<td>Percentage of Year to Date 2022</td>
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<tr>
<td>3300</td>
<td>Competition Admin.</td>
<td>54,682.52 102,345.00 53.43%</td>
<td>78,862.78 92,610.00 85.18%</td>
<td>0.00 101,925.00 0.00%</td>
<td>54,682.52 102,345.00 53.43%</td>
<td>78,862.78 92,610.00 85.18%</td>
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<tr>
<td>5300</td>
<td>Competition Expense</td>
<td>TBD Misc Competition Expense (combine 5314, 53)</td>
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<td>0.00 100.00 0.00%</td>
<td>0.00 0.00 #DIV/0!</td>
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<tr>
<td>3350</td>
<td>Team USA/Pan Am Games Income</td>
<td>33,000.00 30,000.00 110.00%</td>
<td>33,000.00 30,000.00 110.00%</td>
<td>0.00 33,000.00 0.00%</td>
<td>33,000.00 30,000.00 110.00%</td>
<td>33,000.00 30,000.00 110.00%</td>
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<td>Team USA/Pan-Am Games Expense</td>
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<td>3360</td>
<td>Approved Towboat Test</td>
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<td>33,000.00 30,000.00 110.00%</td>
<td>0.00 33,000.00 0.00%</td>
<td>33,000.00 30,000.00 110.00%</td>
<td>33,000.00 30,000.00 110.00%</td>
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<td>Towboat Expense</td>
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<td>2,923.29 6,150.00 47.53%</td>
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## USA Water Ski Wake Sports
### Profit Loss Statement

#### Year to Date

<table>
<thead>
<tr>
<th>Nat'l Tournaments Income</th>
<th>Year to Date</th>
<th>Percentage of</th>
<th>12-12-20</th>
<th>2020</th>
<th>Percentage of</th>
<th>Year to Date</th>
<th>Budget</th>
<th>Year to Date</th>
<th>2022</th>
<th>Percentage of</th>
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<tbody>
<tr>
<td>3515 Entry Fee</td>
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<td>122,038.00</td>
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<td>111,705.00</td>
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<td>3516 USAWS Admin. &amp; Late Fees</td>
<td>6,365.00</td>
<td>5,213.00</td>
<td>122.10%</td>
<td>8,355.00</td>
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<td>3520 Exhibit Direct Sales</td>
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#### Nat'l Tournament Expense

<table>
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<th>12-12-20</th>
<th>2020</th>
<th>Percentage of</th>
<th>Year to Date</th>
<th>Budget</th>
<th>Year to Date</th>
<th>2022</th>
<th>Percentage of</th>
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<tr>
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<td>5512 Banquet Expense</td>
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<td>588.00</td>
<td>644.00</td>
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<tr>
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<td>100.00%</td>
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<td>10,294.43</td>
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<td>9,900.00</td>
<td>103.98%</td>
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<tr>
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<td>2,000.00</td>
<td>100.00%</td>
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<tr>
<td>4018</td>
<td>Merchandise</td>
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<td>20,000.00</td>
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<td>Mdse. Shipping Income</td>
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<td>128.11%</td>
<td>1,902.69</td>
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<td>1,822.96</td>
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<td>8,882.00</td>
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<td>0.00</td>
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<tr>
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<td>0.00</td>
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<td>0.00</td>
<td>#DIV/0!</td>
<td>0.00</td>
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<tr>
<td>Total</td>
<td>U. S. Open Junior Expense</td>
<td>0.00</td>
<td>0.00</td>
<td>#DIV/0!</td>
<td>0.00</td>
<td>0.00</td>
<td>#DIV/0!</td>
<td>0.00</td>
<td>0.00</td>
<td>#DIV/0!</td>
</tr>
<tr>
<td>Net U.S. Open Junior</td>
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<td>0.00</td>
<td>#DIV/0!</td>
<td>0.00</td>
<td>0.00</td>
<td>#DIV/0!</td>
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</table>
## USA Water Ski Wake Sports
### Profit Loss Statement

#### Year to Date

<table>
<thead>
<tr>
<th></th>
<th>2020 Budget</th>
<th>Percentage of Year to Date 2020</th>
<th>2021 Budget</th>
<th>Percentage of Year to Date 2021</th>
<th>2022 Budget</th>
<th>Percentage of Year to Date 2022</th>
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<tbody>
<tr>
<td><strong>3200 Special Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>3212 Donations General</td>
<td>6,221.33</td>
<td>3,000.00 207.38%</td>
<td>5,450.32</td>
<td>1,100.00 495.48%</td>
<td>0.00</td>
<td>1,460.00 0.00%</td>
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<td>3214 Integras System Processing Fees (1%)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>3216 Gain on Sale of Assets</td>
<td>4,777.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>3218 Misc. Special Income</td>
<td>541.75</td>
<td>1,000.00 54.18%</td>
<td>13,513.51</td>
<td>500.00 2702.70%</td>
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<td>3221 USOC Grants</td>
<td>66,207.00</td>
<td>50,000.00 132.41%</td>
<td>71,198.00</td>
<td>66,207.00 107.54%</td>
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<td>58,100.00 0.00%</td>
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<tr>
<td><strong>Total Special Income</strong></td>
<td><strong>77,747.08</strong></td>
<td><strong>54,000.00 143.98%</strong></td>
<td><strong>90,161.83</strong></td>
<td><strong>67,807.00 132.97%</strong></td>
<td><strong>0.00</strong></td>
<td><strong>69,560.00 0.00%</strong></td>
</tr>
</tbody>
</table>

**Net Special Income**

|                      | 54,000.00 143.98% | 90,161.83 132.97% | 67,807.00 132.97% | 69,560.00 0.00% |

#### 7000 Office Expense

<table>
<thead>
<tr>
<th></th>
<th>2020 Budget</th>
<th>Percentage of Year to Date 2020</th>
<th>2021 Budget</th>
<th>Percentage of Year to Date 2021</th>
<th>2022 Budget</th>
<th>Percentage of Year to Date 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>7010 Bad Debt Expense</td>
<td>0.00</td>
<td>3,500.00 0.00%</td>
<td>2,250.00</td>
<td>2,750.00 81.82%</td>
<td>0.00</td>
<td>0.00 #DIV/0!</td>
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<tr>
<td>7012 Bank Charges</td>
<td>486.95</td>
<td>2,200.00 22.13%</td>
<td>137.43</td>
<td>600.00 22.91%</td>
<td>0.00</td>
<td>600.00 0.00%</td>
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<tr>
<td>7018 Computer Supplies &amp; Service</td>
<td>50,879.18</td>
<td>48,694.00 104.49%</td>
<td>47,587.53</td>
<td>44,511.00 106.91%</td>
<td>0.00</td>
<td>44,725.00 0.00%</td>
</tr>
</tbody>
</table>
| 7019 Development Computer System | 5,000.00 | 16,000.00 31.25% | 12,837.50 | 15,000.00 85.58% | 0.00 | 8,500.00 0.00%
| 7020 Credit Card Merchant Fee | 31,016.66 | 36,566.00 84.75% | 28,875.00 | 500.00 157.65% | 0.00 | 3,374.00 0.00% |
| 7022 Depreciation Expense | 4,338.80 | 10,410.00 41.68% | 3,174.99 | 3,174.00 57.81% | 0.00 | 3,030.00 0.00% |
| 7024 Dues & Subscriptions | 2,952.89 | 3,219.00 91.73% | 1,834.99 | 3,174.00 57.81% | 0.00 | 3,030.00 0.00% |
| 7026 HR Expenses | 1,038.45 | 9,565.00 10.86% | 500.00 | 500.00 100.00% | 0.00 | 600.00 0.00% |
| 7032 Insurance - General | 26,094.27 | 43,503.00 59.98% | 26,124.12 | 42,176.00 61.94% | 0.00 | 56,440.00 0.00% |
| 7036 Legal & Accounting | 30,850.87 | 44,751.00 68.94% | 38,846.00 | 163.29% | 0.00 | 71,726.00 0.00% |
| 7037 SafeSport | 360.00 | 9,360.00 3.85% | 9,000.00 | 9,360.00 96.15% | 0.00 | 6,318.00 0.00% |
| 7038 Office Supplies | 1,710.31 | 1,750.00 114.02% | 1,213.81 | 750.00 161.84% | 0.00 | 1,200.00 0.00% |
| 7042 Misc. Office Expense (storage units, etc.) | 1,976.23 | 3,070.00 64.37% | 4,710.59 | 2,988.00 157.65% | 0.00 | 3,384.00 0.00% |
| 7044 Printing - In House | 888.60 | 7,927.00 11.21% | 0.00 | 0.00 #DIV/0! | 0.00 | 0.00 #DIV/0! |
| 7048 Postage - General (includes 7062 shipping) | 2,841.28 | 1,060.00 268.05% | 764.46 | 660.00 115.83% | 0.00 | 1,020.00 0.00% |
| 7052 Postage Equipment | 3,866.71 | 9,580.00 40.36% | 1,537.50 | 1,500.00 102.50% | 0.00 | 0.00 #DIV/0! |
| 7054 Promotion (USA WS) | 1,500.00 | 4,180.00 35.89% | 0.00 | 425.00 0.00% | 0.00 | 550.00 0.00% |
| 7064 Taxes & License | 412.57 | 2,431.00 16.97% | 569.31 | 993.00 57.33% | 0.00 | 663.00 0.00% |
| 7066 Telephone Expense | 11,312.72 | 12,593.00 89.83% | 6,543.23 | 6,300.00 103.86% | 0.00 | 7,080.00 0.00% |
| 7072 Office Move Expense | 1,431.20 | 1,750.00 81.78% | 0.00 | 0.00 #DIV/0! | 0.00 | 0.00 #DIV/0! |
| **Total Net Office Expenses** | **178,957.69** | **271,889.00 65.82%** | **220,270.67** | **202,782.00 108.62%** | **0.00** | **246,782.00 0.00%** |
# USA Water Ski Wake Sports

## Profit Loss Statement

### Year to Date 2020 vs. Percentage of Year to Date 2021 vs. Percentage of Year to Date 2022 vs. Percentage of 12-12-20 Budget vs. 2020 Budget vs. Budget 2021 vs. Budget 2022 Budget

<table>
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<tr>
<th>Account</th>
<th>12-12-20</th>
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<th>Year to Date 2021</th>
<th>Percentage of Year to Date 2021</th>
<th>Year to Date 2022</th>
<th>Percentage of Year to Date 2022</th>
<th>12-12-20 Budget</th>
<th>2020 Budget</th>
<th>Budget 2021</th>
<th>Budget 2022</th>
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<td>687.26</td>
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<td>8016 Insurance - Group Health</td>
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<td>36,853.54</td>
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<td>47,710.00</td>
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<td>8028 Payroll Taxes (FICA &amp; Medicare)</td>
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<td>33,634.00</td>
<td>84.25%</td>
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<td>27,915.00</td>
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<td>8050 Salaries - Gross</td>
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<td>16,346.77</td>
<td>18,000.00</td>
<td>90.82%</td>
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<td><strong>Total Admin. Expenses</strong></td>
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<td>584,673.00</td>
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<td>488,365.49</td>
<td>489,076.00</td>
<td>99.85%</td>
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<td>572,889.00</td>
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<tr>
<td><strong>8200 Governance</strong></td>
<td></td>
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</tr>
<tr>
<td>8210 AAC Travel</td>
<td>500.00</td>
<td>0.00</td>
<td>0.00%</td>
<td>0.00</td>
<td>#DIV/0!</td>
<td>0.00</td>
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<tr>
<td>8220 Board of Directors Meetings</td>
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<td>675.00</td>
<td>100.35%</td>
<td>-3,551.00</td>
<td>0.00</td>
<td>#DIV/0!</td>
<td>0.00</td>
<td>675.00</td>
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<td>8225 Awards Banquet Income</td>
<td>-13,581.02</td>
<td>-11,650.00</td>
<td>116.58%</td>
<td>0.00</td>
<td>#DIV/0!</td>
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<td>-18,700.00</td>
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<td>8226 Awards Banquet Expense</td>
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<td>18,759.00</td>
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<td>8240 Presidents Budget</td>
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<td>0.00</td>
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<td>58.46%</td>
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<td>0.00</td>
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<td>734.00</td>
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<td><strong>Total Income (All Accounts)</strong></td>
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<td>1,390,176.91</td>
<td>1,321,423.00</td>
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<td>0.00</td>
<td>1,406,875.00</td>
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<td>1,569,254.00</td>
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<td>1,322,953.00</td>
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<tr>
<td><strong>(Sub) Net Income -Loss</strong></td>
<td>5,979.07</td>
<td>-8,450.00</td>
<td>131,700.77</td>
<td>-1,530.00</td>
<td>0.00</td>
<td>-40,428.00</td>
<td>0.00</td>
<td>-40,428.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3210 Investments Income or Loss</strong></td>
<td>16,844.73</td>
<td>13,000.00</td>
<td>129.57%</td>
<td>28,821.10</td>
<td>0.00</td>
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<td><strong>Net Income -Loss</strong></td>
<td>22,823.80</td>
<td>4,550.00</td>
<td>160,521.87</td>
<td>-1,530.00</td>
<td>0.00</td>
<td>-40,428.00</td>
<td>0.00</td>
<td>-40,428.00</td>
<td></td>
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</tr>
</tbody>
</table>

**Note 2021 financials are not final**
Insurance Advisory Task Force Summary

A conference call was held on December 23, 2021 between the insurance broker (EPIC) and members of the USA-WSWS leadership team (Nate Boudreaux, Doug Robbins and Bob Archambeau) and insurance advisory task force (John Davis, Pat Byrne, Jeff Hardin) to discuss general liability insurance options for 2022.

A new carrier, Renaissance, was selected and Boudreaux is executing the paperwork with EPIC to secure the coverage.

- The premium is a 26% increase, but the carrier met every existing coverage we had in place with Philadelphia and offered significantly more coverage in several key areas.

- GL limits doubled from the Philadelphia policy. From $1M/$2M per event to $2M/4M per event.

- The GL excess limit which is our third and highest tier of coverage went from $4M to $3M, but that kicks in when the GL is exhausted.

- Philadelphia was $1M GL + $4M Excess. Renaissance is $2M GL + $3M Excess so the total risk for our new carrier is the same in total, split differently between the two policies.

- Sexual Abuse & Molestation (SAM) policy limits doubled. Philadelphia was $1M/$2M. Renaissance is $2M/$4M.

- Excess sexual abuse coverage limits tripled. Philadelphia was $1M. Renaissance is $3M.

- Concussion limits doubled as well. Philadelphia was $1M/$2M. Renaissance is $2M/$4M.

- Excess concussion limits are $3M with Renaissance instead of $4M with Philadelphia. However, the total remains the same should the excess tier be accessed. Same as above.

- Coaches Liability limit is the same at $1M/$2M with a $10M cap. Premium is the same for this coverage as well.

- The watercraft endorsement remains the same as with Philadelphia as long as owners of boat(s) used in sanctioned events meet their $500,000 primary personal coverage requirement.

- Just like business Professional Liability (E&O) coverage, the carrier at the time of the incident is the coverage provider. For example, if an abuse claim comes forward from
2020, the Philadelphia coverage and limits are in force for that, not Renaissance. Renaissance coverage is in place in 2022 and beyond.

- The other two carrier quotes had glaring omissions of coverage, and/or did not provide the same limits in place with Philadelphia which was of serious concern. For example, one carrier would not provide coverage under the excess watercraft endorsements, or coaches liability. When we would add those coverages in separately with other carriers, the total premium cost would have exceeded the option that was chosen. The other carrier did not provide excess limits to our GL policy which was a concern for any concussion or abuse claims as average award amounts in those cases are in the $750K - $1M range per victim, plus defense costs.

- EPIC writes insurance coverage for some other USOPC NGB's and was asked specifically about Safe Sport programs and background screens. Carriers willing to write insurance that include coverage for sexual abuse want to see compliance (Safe Sport and background checks for specific individuals) and enforcement efforts down to the grassroots level to even qualify for coverage.

- In 2022, USA-WSWS will be in the strongest position in our history in GL and Excess Liability coverage for sanctioned events.
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Carrier Rating</td>
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<td>A+ Excellent</td>
<td>A+ Superior</td>
<td>A- Excellent</td>
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<td>GL Limits</td>
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<td>$5M/$5M per event</td>
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<td>$2M/$4M per event</td>
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<tr>
<td>GL Aggregate Cap</td>
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<td>None</td>
<td>$15,000,000</td>
<td>$10,000,000</td>
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<td>Excess Limits</td>
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<td>$4,000,000</td>
<td>$3,000,000</td>
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<td>Abuse Limits</td>
<td>$1M/$2M</td>
<td>$1M/$2M</td>
<td>$1M/$2M</td>
<td>$2M/$4M</td>
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<td>Excess Abuse Limits</td>
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<td>$3,000,000 included in excess</td>
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<td>Concussion Limits</td>
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<td>$1M/$2M</td>
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<td>Excess Concussion Limits</td>
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<td>None</td>
<td>$3,000,000 included in excess</td>
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<tr>
<td>NWSRA Endt</td>
<td>Included</td>
<td>Included</td>
<td>Included</td>
<td>Included</td>
</tr>
<tr>
<td>Excess Watercraft Endorsements</td>
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<td>Included</td>
<td>Excluded</td>
<td>Included</td>
</tr>
<tr>
<td>Punitive Damages</td>
<td>Included</td>
<td>Included</td>
<td>Excluded</td>
<td>Included</td>
</tr>
<tr>
<td>Auditable</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Coaches Liability</td>
<td>Separate policy - $1M/$2M Limits; $2,500 premium</td>
<td>Included – shares policy limits with primary policy</td>
<td>Not Quoted</td>
<td>Separate policy - $1M/$2M limits; $10M cap; $2,500 premium</td>
</tr>
<tr>
<td>Payment Terms</td>
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<td>Premiums will have to be financed</td>
<td>Monthly payments, no fees</td>
<td>Premiums will have to be financed</td>
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<tr>
<td>GL Premium</td>
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<td>$59,858.00</td>
<td>$59,414.00</td>
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<td>Coaches Premium</td>
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<td><strong>Total Premium</strong></td>
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<td><strong>$181,069.17</strong></td>
<td><strong>$246,294.00</strong></td>
<td><strong>$259,959.00</strong></td>
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<td>Estimated Additional Finance Charges</td>
<td>N/A</td>
<td>$3,800.00</td>
<td>N/A</td>
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</table>
2022-2023 Insurance Program Renewal
Renewal Update as of 12/22/2021

EPIC Entertainment & Sports is conducting a full marketing effort to secure the best renewal quotes/terms for USA Water Ski & Wake Sports Package (GL, Auto, Property), Officials GL, Umbrella/Excess Liability and Executive Protection (D&O, EPL) programs eff. 01/01/2022-01/01/2023.

Below is a current update on the status of our marketing efforts organized by carrier.

Philadelphia Insurance Companies – Incumbent – Non-Renewing
For over 10 years, Philadelphia has been the insurance carrier for USA-WSWS’s general liability (including abuse and participant legal liability), property, auto and excess liability coverage. Although Philadelphia was a key market partner for NGBs, over the last 18-24 months they have declined to add any new NGB business to their book and have alluded to the fact they are not interested in providing coverage in the future for NGBs. This year, Philadelphia has decided to non-renew coverage for USA-WSWS due to a change in their underwriting appetite based upon challenging loss experience on their entire NGB book of business.

Alive Risk – Declined to Quote
Declined to quote as they are not a market for water sport activities and cannot offer abuse and molestation coverage for National Governing Bodies.

Allianz – Declined to Quote
Carrier has declined to quote the primary general liability and excess policies. They may have interest in providing excess coverage depending on the attachment point.

American Specialty (Arch) – Declined to Quote
Carrier declined to quote as their initial rating for General Liability was $500,000 which is 2.5x more than expiring. They also were going to exclude head trauma due to no policies in place to verify coaches and officials have completed CDC concussion education.

Berkley Specialty – Declined to Quote
Berkley is not a market for any NGB/Amateur Sports business.

EverSports & Entertainment (formerly Specialty Insurance Group) – Quote Included in Proposal
EverSports provided a quote including abuse and concussion in the primary policy but excluded it in the excess policy. They were also not able to match all the custom watercraft endorsements or offer Coaches Liability.

K&K Insurance – Declined to Quote
K&K’s ended their long relationship with National Casualty Company earlier this year and are now partnered with AIG. At this time AIG is not a market for National Governing Bodies. K&K continues to look for an insurance carrier that will consider NGBs in the future.
Markel – Declined to Quote
Markel is not currently interested in quoting any NGB business at this time.

Player’s Health – Quote included in Proposal
This MGA has historically focused on participant accident coverage but is now emerging into the General Liability space. They write coverage with State National and have included abuse and concussion in their quote. They have matched the custom watercraft endorsements.

ProSight – Declined to Quote
ProSight is no longer entertaining sports risk as of end of 2020 and will not be able to provide a quote for USATF.

Reel Media – Declined to Quote
This carrier cannot provide primary coverage and would not contemplate excess coverage unless attaching at a $5M limit.

Renaissance Specialty Insurance – Quote Included in Proposal
This is a new MGA started by former EverSports (SIG) managers. They have quoted other NGBs for us with their carrier partner Accredited Surety and Casualty Company (A-rated). This carrier quoted the highest limits of abuse and concussion coverage.

Safehold Special Risk – Declined to Quote
Carrier declined to quote as they have limited appetite for FL based risks, they would only be able to offer GL and account would have to have a clean loss history.

Special Market Insurance Consultants/Amwins – Declined to Quote
Their primary markets Great America and Kinsale do not have interest in National Governing Bodies and cannot entertain water sport exposures.

Sport Underwriters – Declined to Quote
Sport Underwriters has partnered with us on some smaller accounts and work with 3 markets – Lloyd’s, HDI Global and Accelerant. Their interested carrier was not willing to extend coverage to the Clubs, they wanted to write individual policies for each club which would not be reasonable or provide the coverage needed.

Starr Companies – Declined to Quote
Due to a change in underwriting appetite, Starr Companies is under a moratorium for writing any new amateur or professional sport at this time.

Tokio Marine/Houston Casualty Company (TMHCC) – Declined to Quote
A sister company of Philadelphia, TMHCC typically writes coverage on non-admitted basis. TMHCC has declined in the past due to not being able to compete against Philadelphia but due to the non-renewal they can consider the account. They have declined to quote as they cannot write water sport exposures.

USLI – Declined to Quote
Due to a change in underwriting appetite, USLI is currently not writing any amateur or pro sports associations.
2021 USA Water Ski & Wake Sports Awards:

Male Athlete of the Year: Nate Smith
Female Athlete of the Year: Brea Imse
Jr. Athlete of the Year: Jason Davison
Coach of the Year: Lori Krueger
Club of the Year: Shawano Ski Sharks
Volunteer of the Year: Michelle Meike
Team of the Year: Rock Aqua Jays
Award of Merit: Jerry Jackson
To: USA-Water Ski & Wake Sports (USA-WSWS) Board of Directors
From: USA-WSWS Bylaws Committee, Jeff Clark, Chair
Re: 2022 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:** Insert the following (suggested) Background Check statement in the USA-WSWS SafeSport Manual;

All Judges that are selected and approved by a Sport Discipline of USA-WSWS to officiate in the National tournament and/or any IWWF sanctioned event, will complete the SafeSport training and background check as required by USA-WSWS.

**RATIONAL:** This universal statement will cover all of the Sport Disciplines without prejudice and will cover all of their Judges as noted and meet the USOPC requirements for background checks.

**Action Item # 2:** Edit the Compliance Chart as necessary.

Thank you and we look forward to working with you in the future.
USA Water Ski & Wake Sports
Ethics Committee Report

January 17, 2022

In the year of 2022 there were no task that the Ethics Committee took on.

Dale Stevens
Chairman Ethics Committee
International Activities Committee report

No Report
Judicial Committee
No Report
Potential Action Items for the Board of Directors:

Inclusion of IWWF On Water Concussion Recognition Tool (OWCRT) in Safety Handbook

The risk management committee was presented with a request to have our safety handbook include the IWWF OWCRT as a required policy to follow when there is a potential that an athlete has sustained a head injury. This screening tool requires that an athlete be cleared by a medical healthcare professional prior to being allowed to return to competition when there is any positive response to the OWCRT.

All members of the risk management committee who participated in the discussion were supportive of this tool being added to our safety manual. It is also included with this report.

Recommended Safety Handbook Change:

- Add a new section – 7.03.4 – Concussion Assessment – Any athlete who is suspected of sustaining a concussion will be screened using the IWWF On Water Concussion Recognition Tool (OWCRT). An athlete who has a positive response to the OWCRT will not be allowed to return to the water until they receive medical clearance from a health care provider.

Requiring all Safety Officials complete the CDC Heads Up Youth Sports Concussion Awareness Training

EPIC requested USA-WSWS implement concussion training for officials. Several members of the risk management committee completed the CDC Heads Up Youth Sports Concussion training and all feedback was positive. Our committee believes this training should be required as an addition to our safety clinics and the water sports specific concussion material that is already included. All committee members who took this training course and responded to the discussion were in favor of adding this requirement for all USA-WSWS Safety Officials.

Revision to Background Check and Mandatory Safe Sport Training Policies

The risk management committee was presented with a revised proposal for background checks and mandatory safe sport training requirements and asked to review whether the action items in the proposal were acceptable. The first item that was considered was modifying the background check requirement from all judges to only apply to those judges appointed by the NGB to work National Championships and international events. The second item was changing the mandatory safe sport training from all adult members to all adult members who participate in competitive events (other than adult members who have regular contact with minors, who are still all required to complete the training regardless of their competition status.)

The majority of our committee members who responded do believe these two proposals are acceptable and should be adopted. One committee member was strongly opposed to USA-WSWS having any association with Safe Sport, and is planning to resign from this committee and discontinue their membership with USA-WSWS.
Other Noteworthy Committee Activity

In April of 2021, our committee was asked to review the Safe Sport LOC event sanctioning checklist and the MAAPP. This review generated a lot of good discussion and feedback that was presented to headquarters staff. One primary concern was that the event checklist contained numerous items that small, local tournaments would be unable to provide, and these concerns could deter LOC’s from holding events.

When the modifications to the background check requirement and the safe sport training policies were discussed, the Safe Sport event checklist and MAAPP were discussed at length by this committee. Several valid concerns were brought forward regarding the difficulty to apply every item on the checklist to all sanctioned events. Events across the nine sports disciplines are very different. Some events will require locker rooms and changing facilities; at other events these types of facilities may not be needed and there may not be a practical method for the LOC to provide them. Members of our committee believe that the model Safe Sport documents that we are using should be modified to better fit our events, and that we ideally may need different versions of documents like the event checklist for different sport divisions and types of events. We would like to continue to work with the executive committee and headquarters staff to identify opportunities to improve and clarify some of our safe Sport documents, and ensure that the requirements that are placed on our LOC’s are reasonable for the type of event and are manageable.
Towboat Report
No Report
USOPC AAC COMMITTEE REPORT
January 2022

- SafeSport remains a top priority as well as the continuing training for athletes and staff.

- Many of the topics centered around the upcoming Olympic Games with a significant emphasis on COVID safety as well as Athlete services leading up to, during, and post Olympic Games.

-OPTC Playbook Updates
The CDC recently updated its isolation and quarantine recommendations and international travel recommendations based on the evolving nature of the pandemic. The USPOC has updated the OPTC to account for the latest scientific information and public health guidance. The changes can be found on TeamUSA.org/coronavirus
To: USA Water Ski & Wake Sports Board of Directors

From: Leon J. Larson Waterways Education Committee Chairman

Re: Report to the Board, Winter 2022

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 Education 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 waterways 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 2021 and held virtually. The Green Sports Alliance (GSA) Summit was delayed until October and held virtually. Affiliation with these organizations 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 GSA 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 Gronlund case file are available electronically and continue to help in several of the cases. I continue to keep the committee members active by passing on local issues on to them for action and keeping them informed of National issues. They have responded well. Most of the issues were resolved favorably. The Committee will continue to upgrade the Waterways Education Manual as new information becomes available.

Respectfully submitted,

Leon J. Larson

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
AAC
Verbal
WSIA
Verbal
AKA Sport discipline report

due to the Covid we have taken a year off this year I expect 2022 to be much better as far as events and skiers.

Looking forward to 2022
2021– USA Wakeboard

Submitted by: Cathy Williams
Date of report: Jan 2022

2021 Events

IWWF Pan American Wakeboard Championships, Nov. 12-13, Club Ski Del Polo in El Marques, Queretaro, Mexico USA Wakeboard Team won the overall team gold medal and seven U.S. wakeboard athletes won medals, including five gold, in respective divisions

Link to results: [http://www.iwwfed-ea.org/boatwake/22PANA03/](http://www.iwwfed-ea.org/boatwake/22PANA03/)

UP COMING and FUTURE EVENTS

- 2022 IWWF Cable Wakeboard World Championships (age Groups) Thailand September
- 2022 Pan Am Wakeboard Championships May 29-31 Brazil USA (Age Groups)
- 2022 World Games Birmingham Al. July 15- 25 (Open)
- 2022 Shark Cable Wake Open Championships TBA West Palm beach Fl.
- 2022 IWWF World Wakeboard Championships Riete, Italy (Age Groups)
- 2023 Pan American Games Santiago Chile

2022 ON THE DRAWING BOARD TEAM USA

- Trying to build an infrastructure for TEAM USA Wakeboard with little funding I need Safeties, Judges and Drivers. I have a commitment from the IWWF to help me out with judging but really need the safeties and drivers as well.
- TBA judges seminar for Cable at Shark Cable park in West Palm Beach
- Driving program we need to come up with a standard/ levels of driving
- Coaches Level program revamped and updated level one coach certification working on a Level 2 and an Elite
- Judges Level program.
- Created a Boat committee of Jaysin Smith will now head USA Wakeboard Boat.
Key Events Coming Up – 2022

- **2022 U.S. Barefoot Nationals**, Stevenson Ski Ranch, Conroe, Texas, August 4-6, 2022
- **2022 IWWF Masters World Barefoot Championships**, San Marcos, TX, September 26-October 1, 2022
- **11 Local and Regional competitions** scheduled so far!

Notable Events Recap

- **15 Sanctioned Barefoot Tournaments** in 2021
- **50+ New Barefooters** from 3 clinics across the country
- **Social Media Growth** 3000+ Instagram Followers, 1300+ Facebook Followers
- **“How to Enter a Competition 101”** article written by Sean Qualey, to encourage competitive participation: https://barefoot.org/2021/10/08/your-first-tournament-101/

News & Notes

- **ABC Badge Program** continues to grow with 4 badges currently.
- **EMS Adopted** for tournament registration to feed into Lion.
- **Executive Board** elections held to replace the president, vice president, and secretary.
  - Andrew Martin was elected to serve the remainder of Tina McCauley’s term as president.
  - Teri Jones was elected to serve the remainder of Sam Dubs’s term as vice president.
  - Paul Stokes was elected to fill Andrew Martin’s vacated secretary role.
- **Annual Awards**
  - **Volunteer of the year** Ashleigh Stebbeings
  - **Coach of the year** Ben Groen
  - **Junior athlete of the year** Noah Kinnaman
  - **Female athlete of the year** Lauren Ehlers
  - **Male athlete of the year** Brody Bam Meskers
NCWSA Report
Verbal-No report
INTRODUCTION
The National Show Ski Association (NSSA) experienced a remarkable year in 2021. This season was considered a “rebound” year resulting from the challenges related to the pandemic in 2020. Special recognition and appreciation go out to the NSSA Board of Directors, committee members, officials, volunteers and membership. NSSA tournaments, practices, home shows, clinics, learn-to-ski events and contract shows returned in force throughout 2021. 2021 was also a year in which the Rock Aqua Jays (Janesville, WI) hosted the D-I National Tournament and Shawano Ski Sharks (Shawano, WI) hosted the Division II National Tournament and did an exemplary job. The United States Water Ski Show Team was active throughout 2021 preparing for the 2022 IWWF World Water Ski Show Tournament to be held at Lake Silver in Winter Haven, Florida. The team was selected and practice, logistical planning and fund raising all consumed the team & leaderships time.

Due to the success of the 2020 Individual Event Tournament (replaced the National team tournaments) an Ad Hoc committee was established to expand the individual event portion of the 2021 D-I and D-II Tournaments. This went extremely well and resulted in both a successful D-I National Tournament and one of the best attended D-II National Tournaments in many years. A number of important committees were established throughout 2021 including the Ad Hoc National Tournament Expansion Committee and the Ad Hoc Tournament Registration Form/Automated Registration Committee. Elite Athlete representation was expanded on the Executive Committee, Board of Directors and standing committees. The 2022 season is expected to be a strong year for the association as initiatives identified in the NSSA strategic plan, and the momentum generated throughout the 2021 season, continue to advance the sport through growth, exposure, retention and access.

The NSSA membership rebounded from 3,984 members in 2020 to 5,300 in 2021. Membership fell short of 2019 pre-pandemic numbers by only 305 members. Organizational priorities for 2022 include:

A) Membership Growth & Retention
B) Fund Raising
C) Participant/Spectator Experience
D) Deployment of revised/updated national tournament forms and automated tournament registration
E) Safety

USA-WSWS
It has been a pleasure to work with the dedicated USA-WSWS staff and board members. Nate Boudreaux attended D-I Nationals and presented informative updates at the 2021 Winter, Summer and Fall NSSA Board of Director’s meetings. USA-WSWS challenges, which are shared with all sports disciplines, included the “go-live” of the new Integras Software platform and the adoption of USOPC mandates relating to Bylaw revisions, Elite
Athlete representation and SafeSport certification to name a few. Priorities are aligned and the NSSA looks forward to working with USA-WSWS as joint-efforts/initiatives contributing to the safe and thoughtful growth of the sport continue.

GOVERNANCE
USA-WSWS Bylaws were revised to meet USOPC mandates. These changes cascaded down to the NSSA and Bylaw changes were implemented and approved by the NSSA BOD’s. As a result, these changes impacted Elite Athlete representation on the Executive Committee, BOD’s and committees. The Executive Committee is currently made up of the following board members:
Doug Ribley, President
Matt Heilman, Vice President
Mark Poulos, Secretary/Treasurer
Kevin Ruddy, Elite Athlete
David Rezin, Elite Athlete
Gerry Luiting, Past President

COMPETITION/EVENTS
2021 was an impressive “rebound” year filled with competitive shows, home shows and contract shows consisting of many impressive performances. Under the NSSA umbrella, eight (8) show ski tournaments were held and two (2) national championship tournaments took place. Highlights included...

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<tr>
<th>Tournament/Event</th>
<th>Location</th>
<th>Description</th>
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<tr>
<td>1) Think Tank</td>
<td>WI Dells, WI</td>
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<tr>
<td>2) All American Tournament</td>
<td>Winter Haven, FL</td>
<td>(Individual Event Only)</td>
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<tr>
<td>3) City of Lakes Invitational</td>
<td>Warsaw, IN</td>
<td>Host Team: Lake City Skiers</td>
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<tr>
<td>4) Mercury Marine Show Ski Open</td>
<td>Janesville, WI</td>
<td>Host Team: Rock Aqua Jays</td>
</tr>
<tr>
<td>5) Southern Regional Show Ski Championships</td>
<td>Winter Haven, FL</td>
<td>(Individual Event Only)</td>
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<tr>
<td>6) Central Regional Show Ski Championships</td>
<td>Rockford, IL</td>
<td>Host Team: Ski Broncs</td>
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<tr>
<td>7) Wisconsin State Show Ski Championships</td>
<td>Wisconsin Rapids, WI</td>
<td>Host Team: Aqua Skiers</td>
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<tr>
<td>8) Midwest Regional Show Ski Championships</td>
<td>Aberdeen, SD</td>
<td>Host Team: Aberdeen Aqua Addicts</td>
</tr>
<tr>
<td>9) Eastern Regional Show Ski Championships</td>
<td>Sanford, ME</td>
<td>Host Team: Maine Attraction</td>
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</tbody>
</table>

2021 D-II National Tournament: The D-II National Show Ski Tournament took place on August 7-8, 2021. In an effort to provide opportunity during this “rebound season” six individual exhibition events were added to the tournament. This extended the tournament to a three-day event and contributed to the best attended D-II National Tournament in over a decade. Even with the revised format the tournament went extremely well with the Shawano Ski Sharks (Shawano, WI) hosting the event for the first time and doing an excellent job serving as the host site and LOC. Tournament participation statistics included...

Swivel 180 exhibition: 14 competitors
Swivel Pairs 360 exhibition: 4 competitors
Swivel Pairs Open exhibition: 2 entries
Strap Intermediate exhibition: 2 entries
Strap Open: 7 entries
Swivel 360 exhibition: 12 entries
Swivel Open: 6 competitors
Freestyle Jump exhibition: 1 competitor
Freestyle Jump Open: 1 entry
Team Competition: 9 teams competed. The Shermalot Show Ski Team out of Neekoosa, WI placed 1st

2021 D-I National Tournament: The 46th Indmar D-I National Show Ski Tournament presented by Visit Central Florida was held on August 13-15, 2021. The tournament was a success with the Rock Aqua Jays (Janesville, WI) doing an exemplary job serving as the tournament host and LOC. Tournament Results included...

Team competition: 14 teams competed with the Rock Aqua Jays (Janesville, WI) winning the National Title
Swivel Competition: 15 swivel skiers competed with Brea Imse (Wheeling, IL) winning the national title
Pairs Swivel exhibition: 8 entries
Team Jump: 10 jump teams competed with the Sarasota Ski-A-Rees taking the national title
Doubles: 14 couples competed with Cory Krivitz and Kimberly Stoner (Hartland, WI) winning the national title
Freestyle Jump: 20 competitors competed with Garret Bouley (Sarasota, Florida) taking 1st place

IWWF WORLD WATER SKI SHOW TOURNAMENT
The IWWF World Water Ski Show Tournament will be held at Lake Silver in Winter Haven, Florida on October 22nd and 23rd, 2022. Show Directors Matt Heilman and Dave Rezin have selected 35 team members along with 5 alternates to represent the USA. The USA Water Ski Show Team has captured all four World Tournament titles since inception in 2012. Practices, logistical planning, theme/production development and fund raising have consumed the 2022 team’s time with excellent progress being made throughout 2021. The NSSA recognizes and appreciates the efforts of the NSSA Advancement Committee which under the leadership of committee Chair, Andrew Petzold has advanced the ability of the NSSA to support World Tournament competition along with event/skier development. The United States Water Ski Show Team is positioned to represent the USA in a stellar fashion and the excitement is building as the tournament quickly approaches. Special thanks are extended to the City of Winter Haven, Cypress Gardens Water Ski Team, Polk County Tourism and Sports Marketing and USA-WSWS for collaborating to make this event a special experience taking place in parallel with the 100 year anniversary of water skiing.

AWARDS
The NSSA awards committee selected the 2021 NSSA award winners. Awards will be presented at the USA-WSWS Awards Banquet on January 29th, 2022. These awards are intended to recognize outstanding performance by athletes, officials, volunteers and others. Winners include:

Team Of The Year: Rock Aqua Jays
Male Skier Of The Year: Mitch Tanner
Female Skier Of The Year: Brea Imse
Official Of The Year: Kurtis McMillan
Volunteer Of The Year: Michelle Meike
That’s Incredible Award: Organizer of the Chain or Records (Geno Yauchler, Eric Gran, Kylie Wallace)
Honorary National Director: Chris Coupland
President’s Award: Shawano Ski Sharks (LOC expanded D-II Nationals)
Also, this year at the 2022 USA-WSWS Awards Banquet, several NSSA Members are USA-WSWS award winners. The NSSA BOD’s is extremely proud of the accomplishments of these teams and individuals. Winners include...

USA-WSWS Female Athlete of the Year: Brea Imse
USA-WSWS Club of the Year: Shawano Ski Sharks
USA-WSWS Volunteer of the Year: Michelle Meike
USA-WSWS Team of the Year: Rock Aqua Jays

MEMBERSHIP
The NSSA ended 2021 with 5,300 members. This represents a meaningful outcome resulting from a significant organizational effort after ending 2020 (pandemic year) with 3,984 members. Membership growth and retention is a primary organizational goal for USA-WSWS and the NSSA as well.

CHAIN OF RECORDS EVENT
The Chain of Records was an event held over five days on 5 different ski sites in Polk County, Florida... October 20-24, 2021. It was a massive and successful undertaking which fanned interest and excitement related to the sport of water skiing. While there were many people who made the event the success that it was, special recognition goes out to Eric Gran, Kylie Wallace and Geno Yauchler. See the impressive statistics that follow...

13 National records consisting of 9 NSSA records and 5 USHA records (pending approval)
9 Guinness World Records (pending approval)
16 national record attempts and 12 world record attempts
332 total participants made up of 279 skiers, 53 volunteers
4 non-U.S. countries represented (Belgium, Canada, Germany, Spain)
44 ski teams represented across 14 States
14,795 photos taken by recognized event photographers

WISCONSIN WATER SKI CONVENTION & EXPOSITION (THINK TANK)
The WWSCE continues to be the world’s largest and most comprehensive multi-sport water ski convention and exposition offering training for nearly every water ski discipline as well as seminars and forums on a variety of other topics including team management, show production, club operations and much more. Many of the most knowledgeable and respected instructors from across the nation are on hand to share their expertise giving attendees a jump-start on the upcoming water ski season. The expo allows the water ski industry and related businesses to showcase the latest in equipment, gear, boats, motors and more. The WWSCE is in its 46th year and is the largest and longest running event of its kind. 2021’s convention was held at the Chula Vista Resort in Wisconsin Dells, Wisconsin in March 2021. This year’s WWSCE will again be held at the Chula Vista Resort in Wisconsin Dells, WI. March 4-6, 2022.

FLAUNT-IT SWIVEL SERIES/KNOTTY GIRL/POLK COUNTY TOURISM AND SPORTS MARKETING
The Flaunt-It tournament series is a program that offers grassroots level swivel tournaments composed of multiple skill level divisions of competition with the emphasis on fun and skill development. These events also
provide an opportunity for officials to gain experience scoring swivel which has had a positive impact on scoring accuracy across the sport. This notable program has expanded beyond the USA border with multiple international events scheduled. Program founder, Shauna Pasanen, has a full schedule planned for 2022 and her efforts are recognized and appreciated.

Respectfully Submitted
Doug Ribley
President, National Show Ski Association
(330) 472-4115 cell
After a delayed start due to the Pandemic, the NWSRA ran a solid schedule of events in 2021 with no further cancellations or major injuries reported. The board is working on a completely revamped format in of events in 2022 with the hopes of driving up participation.

**KING, KLEE, FERGUSON AND LANGLEY RECEIVE SKI RACING HONORS**

Congratulations to Cameron King and Matthew Klee for being named NWSRA co-athletes of the Year, along with Craig Ferguson III and Tracey Langley who were named as most improved male and female skiers respectively.

**FOR THE 2ND TIME, SKI RACER IS JUNIOR ATHLETE OF THE YEAR**

Jason Davison was named USAWS-WS Junior Athlete of the Year, following Rex Helm who won the award in 2018. Jason Davison is the epitome of a racer. He skied in more races than any other skier in 2021 and it's not even close. Jason didn't let the pandemic and lack of events the year prior, or the disappointment of a cancelled Jr. World Championships bid in 2021 slow him down. If anything, he got better. He is decisively the top junior water ski racer in the United States and would have had an excellent opportunity to finish on the podium had the World Championships not been cancelled in 2021. Jason won just about everything there is to win at the junior level, and even made a great showing in some senior level races. He is one of only 2 skiers (of any age or gender) to compete in 4 or more different divisions at the ski racing US Open National Championships, but the only one of those 2 to finish on the podium in all events including winning 2 classes overall. During many race weekends, Jason was racing 2, 3 and 4 times per day……….and winning! Congratulations Jason!

**BACK TO BUNEA VISTA**

Ski Racing returned to Buena Vista Aquatic Recreation Area just outside of Bakersfield in Central California for the first time since the late 1980s. The event and facility received great reviews from both participants and spectators alike. After great success in 2022, NWSRA will run multiple events there again in 2022.

**2021 WORLD WATER SKI RACING CHAMPIONSHIPS CANCELLED, 2023 UNDETERMINED**

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 were cancelled. As of this writing, the 2023 World Championships are undetermined. The big players in ski racing worldwide are having a tough time. Europe is still struggling with lockdowns and cancelled events. Australia and New Zealand are just now trying to get back on the water amongst a cloud of uncertainty.

**NEW RACE FORMAT**

A new and revised format of races is being introduced for 2022. The new format will showcase a greater variety of classes and race formats. Skiers of all levels are encouraged to try it out. The new format will have maximum speed based races to create more comparative competition in addition to challenge races, events for younger kids and unlimited races for the top men and women.

**2022 BOARD**

Justin Legere (President), Michael La Frenz / Brian Vesely (Co-VP / Race Chairman), Nikki Yedor (Secretary), Bonnie Ruston (Treasurer) and Andy Klee (Sgt. @ Arms).

Submitted by:   HQ Staff
Date of report:  January 21, 2022

Many adaptive skiers have been inactive due to the pandemic, but have international events planned in 2023.

Nationals is actively being planned for September 2022 in Paducah, KY and officials are being lined up. This year's Nationals will also involve Team Trials for the 2023 Worlds.

Actively working with HQ to plan and execute 10 veteran adaptive learn to ski clinics across the country in addition to promoting the veteran adaptive equipment grant program.
USHA
Verbal
AWSA
American Water Ski Association

Sports Discipline Yearly Report
Submitted by: Lyman H. Hardy, President
12/27/2021

AWSA had a substantial increase in number of total tournament ski rides in 2021. 15,795 skiers competed in 449 sanctioned events, 332 of those events used online registration. The AWSA Nationals produced 1,264 rides with 685 skiers competing which was a substantial increase from the 1,006 rides with 531 skiers competing in 2020. The 2021 numbers are comparable to 2006-2007 events. We are definitely moving in the right direction. A very successful US Open was held during the US Nationals.

Financial:
a) We are currently ahead of our 2021 budget projections.
b) US Team funds have a positive balance
c) Our 2021 Go Fund Me account nearly paid for all of the National webcast.
d) Our 2022 Budget is the same as 2021.
e) Regional support for Junior Development is going up from $300 to $800 to supplement Jr. Development events.

Major Events:
Jr. US. Open:
2022: Sacramento, Ca. at Bell Aqua
2023: Out for bid.
2024: Out for bid.

AWSA Nationals:
2022: Nationals- Maize, KS at Mystic Lakes (2 lake site, 7 days)
2023: Nationals- West Palm Beach, FL at (4 lake site, 5 days)
2024: Nationals: Out for bid.
2025: Nationals: Out for bid.

Pan Am Games
2023: Santiago, Chile

World Games:
2022: Birmingham, AL

New USA-WSWS Membership Website:
New website launched in December, all members have to log in and update password. Two separate log ins for clubs and one for members
Individual Membership has Safe Sport Tie In-you must complete to be active
Jennifer Leachman-SportMash
Introduce water skiing to a bigger audience
In app store now-Google and Apple
Will be used a referall for AWSA
Will work with subscriptions and virtual events in the future

Membership:
In cooperation with major ski companies a free AWSA membership will be offered to individuals purchasing new water skis. QR code on card will explain how to join AWSA with an electronic membership. Protocols will be put in place to retain individuals after one year.

USOPC
AWSA is finding challenges in communication with members regarding SafeSport, its requirements and how its implementation affects membership. There is a significant amount of pull back from membership not wanting to comply with background screening.

USAWSWS
Need to look at replacing their sanction platform with a more streamlined system.
Sure Path
Boat path monitoring system will be required in all REL events in 2022.

Jeff Surdej:
Special thanks and respect to Jeff Surdej for his five years of unselfish service to AWSA
Dana Garcia  
PanAm Representative for the U.S.  
danagarciawaterski@gmail.com  
310-721-1158  
PAN AM REPORT

To:        AWSA Board and Regional Councils
From:      Dana M. Garcia  
           Pan Am Representative for the U.S.  
           IWWF TC Representative for the Pan Am Region
Date:      December 15, 2021
RE:        Pan Am and IWWF Report

I.  World Title Events & Pan Am Events – 2022
   A.  The 2022 Over 35 World Championships in France  
       1.  Baurech Lake France  
       2.  September 12-18, 2022  
   B.  The World Games in Birmingham, Alabama  
       1.  July 13-17, 2022  
       2.  The top skier from each country is invited, up to a certain number of invitees  
   C.  The 2022 Pan Am Championships (U14, U17, U21, Elite) in Santiago Chile  
       1.  Miranda Ski School  
       2.  Held in Early November 2022  
   D.  The 2022 U-17 World Championships in Santiago Chile  
       1.  The Miranda Ski School  
       2.  Held in Early January 2023

II.  Pan Am Judges- USA
   A.  Kerri Lee has taken point on our testing and re-testing of officials  
   B.  If you are interested, please sign up thru this link:  
       https://forms.gle/7HKe4ZojVaVfNULa9
C. If you are interested in becoming a Pan Am Scorer- reach out to me directly.
D. The Pan Am rating is good for Five Years. Then a Re-test is required.
E. You must hold a senior rating before testing up to Pan Am.

III. Pan Am Championship Officiating adding additional “less experienced” judges at the Pan Am Champs thru a mentorship Program. We are initiating a new program, where two or three qualified officials will be selected to officiate at the Pan Am Champs. These officials will be in addition to the “normal selected” officials. We are working on funding to encourage these less qualified officials, with hopes they can be mentored by nominated/selected officials.

IV. The Waterski Pro Tour (which replaced the Elite Point System)
A. Site: https://www.waterskiprotour.com/
B. Framework and Rules are here: https://www.waterskiprotour.com/files/ugd/006129_b8265c4d23004bc8b1069e2dcd5732a.pdf
C. Become an Organizer: https://www.waterskiprotour.com/application-form

V. World Waterski Council Agenda & Meeting Notes for the Winter 2022:
A. Up to today 12/15/21- we have had two meetings.
B. Please see my attachment at the end of this report- it is lengthy- so I apologize. I have taken the Agenda- added my notes after every meeting.
C. I will circulate the meeting minutes when they come out, however, I believe my “notes” will give you a good outline of what has transpired.
D. Two items – not on the agenda- yet.
   1. End Course and BPMS (surepath)- we are awaiting this report from Will Bush and Donal Connely
   2. Jump Ramp Rule Changes
      a) Bringing back the 2.5 cm deviation along the entire ramp surface
      b) Putting tighter limits on the length and height recommendations
E. IWWF Rule Book- will not be published until Late February.
# 2022 USA Water Ski & Wake Sports
## Sport Discipline Funding

### thru 12/31/21

Total Funding Pool = $69,575  
$5.30  
$1.40  
13,060 Active Members  
= $69,218 All Active (excl. 39 WKS membs)  
255 Ind Supporting Members  
= $357 All SS (excl 37 SD and 1 WKS mem)

$69,575

### 12/31/2021

<table>
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<tr>
<th>Sport</th>
<th># of Active Members</th>
<th>% of Active Members</th>
<th>Alloc. Based on % of Membership</th>
<th>Avg. # of Participants/Yr</th>
<th>2019 Int'l</th>
<th>Alloc. Based on # of Participants</th>
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<th>Act. Mem Growth on 5-Yr.</th>
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**updated int'l #s**  
11/19/2019

https://usawaterski.sharepoint.com/Accounting/Financial/Sport Discipline Funding/2022 SD Funding/2022 SD Funding thru 12-31-21 (FINAL)
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<td>13WMWA.com (Macon, Ga.)</td>
<td>It’s A Tradition’: Water Skiers Hit Lake Gillsburn for annual New Year’s Day Run</td>
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<td>FOX 4 Dallas</td>
<td>Polar Bear Day: Group Kicks Off the New Year By Water Skiing In Fort Worth</td>
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<td>UPI, com</td>
<td>Water Skiing The Mississippi On New Year’s Day</td>
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<td>FOX 2 Now (St. Louis)</td>
<td>Polar Bear Water Ski Event Continues St. Louis New Year’s Day Tradition</td>
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<td>WPSD Local 6 Paducah</td>
<td>Kentucky Lake Ski Nuts Continue New Year’s Day Tradition</td>
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<td>January</td>
<td>Paducah Sun</td>
<td>Kentucky Lake Ski Nuts Continue New Year’s Day Tradition</td>
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<td>January</td>
<td>Daily Democrat (Woodland, Calif.)</td>
<td>Elisha Nelson Selected Adaptive water Ski Athlete of the Year</td>
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<tr>
<td>February</td>
<td>WauFacia BankFirst Donates Property To Webfooters</td>
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<td>February</td>
<td>Emerald coast Magazine (Destin, Fla.)</td>
<td>Regina Jaquess Professional Women in Business Profile</td>
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<td>February</td>
<td>Waterbury Republican American</td>
<td>From Morris to Westover To Louisiana Water Skiing All the Way</td>
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<tr>
<td>March</td>
<td>The Friday Flyer (Canyon Lake, Calif.)</td>
<td>Ski club looking for Mutually Beneficial Rules</td>
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<tr>
<td>April</td>
<td>The Alpenglow News</td>
<td>Alaska Brothers Making Waves In Water skiing</td>
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<td>April</td>
<td>CW31 Good Day Sacramento</td>
<td>Adaptive Water Ski Athlete Elisha Nelson Profile</td>
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<tr>
<td>April</td>
<td>West Central Tribune (MN)</td>
<td>Little Crow Ski Team Prepares To Hit The Water</td>
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<td>April</td>
<td>Spectrum Bay News 9</td>
<td>Tampa Bay Water ski show team in Need of Permanent Home</td>
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<tr>
<td>May</td>
<td>Daily Record (N.C.)</td>
<td>Angel Native April cable-Elfer Induced Into Water Ski Hall of Fame</td>
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<tr>
<td>May</td>
<td>The Hawkeye (UIU Student Newspaper)</td>
<td>Water ski Team Dazzles At Spring Fever Showcase</td>
</tr>
<tr>
<td>May</td>
<td>Herald-Dispatch (West Virginia)</td>
<td>New USA-WWSWS Level 1 Instructor Opens New Water Sports Business</td>
</tr>
<tr>
<td>May</td>
<td>Telegraph Herald (Bellevue, Iowa)</td>
<td>Ski Belleve Team Announces 2021 Schedule</td>
</tr>
<tr>
<td>May</td>
<td>Sarasota Herald Tribune</td>
<td>Ski-A-Rees In Action this Weekend</td>
</tr>
<tr>
<td>May</td>
<td>Wausau (WI) Pilot &amp; Review</td>
<td>Water Walkers Feature Monopoly-Themed Water Ski Show</td>
</tr>
<tr>
<td>May</td>
<td>WSBG 5 Rockford</td>
<td>Ski Broncs’ Season Officially Hits The Water This Friday</td>
</tr>
<tr>
<td>May</td>
<td>Janesville Gazette</td>
<td>Rock Aqua Jays Gearing Up For 2021 Season</td>
</tr>
<tr>
<td>May</td>
<td>Beloit (WI) Daily News</td>
<td>Rock Aqua Gears Up For 2021 Season</td>
</tr>
<tr>
<td>May</td>
<td>KVOO (Tulsa, OK)</td>
<td>Backwater Gamblers Are Back</td>
</tr>
<tr>
<td>May</td>
<td>The Friday Flyer (Canyon Lake, Calif.)</td>
<td>Kendra Nathan Wins Gusty Slalom Event: Qualifies For Junior Masters</td>
</tr>
<tr>
<td>May</td>
<td>FOX 13 Tampa</td>
<td>Lutz Water Skiier Connor Pauley Describes The jumper’s Mentality</td>
</tr>
<tr>
<td>May</td>
<td>Riverbender.com</td>
<td>Dow’s Edward Roberts Has ‘Incredible’ Experience At Junior Masters</td>
</tr>
<tr>
<td>May</td>
<td>CBS 59 (Charlottesville)</td>
<td>Athletes From Near And Far Visit Bumpass For Water Ski Tournament</td>
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<tr>
<td>May</td>
<td>WSIC 13 (Oklahoma)</td>
<td>Mad-City Ski Team Returns To Lakes</td>
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<tr>
<td>May</td>
<td>KWQC NBC 6 (Quad Cities)</td>
<td>Backwater Gamblers Return For The First Time In Over A Year</td>
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<tr>
<td>May</td>
<td>WRBL CBS (Columbus, Ga.)</td>
<td>Masters Water Ski &amp; Wakeboard Tournament Returns To Callaway Gardens</td>
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<tr>
<td>June</td>
<td>The LaGrange Daily News</td>
<td>World’s Best Show Off Skills at Callaway Gardens</td>
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<tr>
<td>June</td>
<td>WSAW-TV 7 Wausau, Wis.</td>
<td>Central wisconsin water Walkers Return to the Water</td>
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<tr>
<td>June</td>
<td>Randolph (Ala.) Leader</td>
<td>Joe Ray Inducted Into Water Ski Hall of Fame</td>
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<tr>
<td>June</td>
<td>KWLM (Minnesota News Talk)</td>
<td>Little Crow Ski Team Is Back On the Water</td>
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<tr>
<td>June</td>
<td>The Friday Flyer (Canyon Lake, Calif.)</td>
<td>Kendra Nathan Just Misses On Chance To Compete In Junior Masters Finals</td>
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<tr>
<td>June</td>
<td>Duthan (Ala.) Eagle</td>
<td>From Sermon to champion; Duthan’s Mary Morgan Howell Wins Most Cherished Wakeboard Title</td>
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<tr>
<td>June</td>
<td>Daily News (Lakeview, mich.)</td>
<td>Kent wiil Water ski classic Returns To Lakes/week (in Tamarack Lake)</td>
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<tr>
<td>June</td>
<td>Pensacola News Journal</td>
<td>Milton’s Kennedy Hansen To Ski For University of Louisiana-Lafayette</td>
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<tr>
<td>June</td>
<td>Town times (Conn.)</td>
<td>Sage Pottbecker Signs Letter Of Intent To Ski for Louisiana-Lafayette</td>
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<tr>
<td>June</td>
<td>Minneapolis Star Tribune</td>
<td>Twin Cities River Rats Enthrall With Water Ski Show</td>
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<tr>
<td>June</td>
<td>Mobile Bay Magazine</td>
<td>You Dig It. They Will Ski</td>
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<tr>
<td>July</td>
<td>KVLY (Fargo, N.D.)</td>
<td>Get on the Water Event - Add Water Skiing To Your to-do List This Summer</td>
</tr>
<tr>
<td>July</td>
<td>KVLY (Fargo, N.D.)</td>
<td>Get On the Water event - Live morning show hits</td>
</tr>
<tr>
<td>July</td>
<td>WKOW (Wisconsin)</td>
<td>Adaptive Water Ski Clinic Highlights Importance of Accessibility</td>
</tr>
<tr>
<td>July</td>
<td>Milwaukee Journal Sentinel</td>
<td>Badgerland Milwaukee Water Ski Show Provides Summertime Fun For The Whole Family</td>
</tr>
<tr>
<td>July</td>
<td>BBS Architecture Life</td>
<td>Adaptive Water Ski Clinic Highlights Importance of Accessibility</td>
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<tr>
<td>July</td>
<td>Janesville Gazette</td>
<td>Thrills and Smiles: People With Disabilities Get A Chance To Water Ski</td>
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<td>July</td>
<td>WREX-TV (NBC Rockford)</td>
<td>Ski Broncs Host Central Regional Show Ski Championships</td>
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<tr>
<td>July</td>
<td>WIPR (Rockford)</td>
<td>Ski Broncs Host Central Regional Show Ski Championships</td>
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<td>July</td>
<td>Box insistence</td>
<td>Cantwell, Capito Introduce Equal Pay For Athletes legislation</td>
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<td>July</td>
<td>Wisconsin Rapids Tribune</td>
<td>Small Town, Big Deal To Film State Water Ski Show Tournament</td>
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<tr>
<td>July</td>
<td>Paducah Sun</td>
<td>Kentucky Lake Ski Nuts Capture Medals At State Championships</td>
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<td>July</td>
<td>WSAW-TV 7 Wausau, Wis.</td>
<td>Water Ski Show Championships Brings Talent To Lake Wazeceha</td>
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<tr>
<td>July</td>
<td>WAZU-TV 7 Rapids</td>
<td>Water Ski Show tournament Takes Wisconsin By Storm</td>
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<tr>
<td>July</td>
<td>The Palm Beach Post</td>
<td>Brothers From West Palm Beach Among Nation’s Best Slalom Skiers</td>
</tr>
<tr>
<td>July</td>
<td>Index Journal (S.C.)</td>
<td>Southern Regional Water Ski Championships Return To Greenwood</td>
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<tr>
<td>July</td>
<td>Wausau Pilot And Review</td>
<td>Wausau Water Ski Team Wins Wisconsin State Show Ski Titles</td>
</tr>
<tr>
<td>July</td>
<td>Kenoshia News</td>
<td>Aquanauts Win Wisconsin State Show Ski Championships</td>
</tr>
<tr>
<td>July</td>
<td>SW News Media (MN)</td>
<td>Price Like Residents Seek Support In Keeping Water Ski Course</td>
</tr>
<tr>
<td>July</td>
<td>W/FW (NBC, Rhinelander WI)</td>
<td>Graceful Wakes Brings Water Skiing To everyone</td>
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<tr>
<td>July</td>
<td>Aberdeen (S.D.) News</td>
<td>Aqua Addicts To host Midwest Show Ski Regions</td>
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<tr>
<td>July</td>
<td>The Friday Flyer (Canyon Lake, Calif.)</td>
<td>Kendra Nathan Heading To Ski Regions</td>
</tr>
<tr>
<td>July</td>
<td>Aberdeen (S.D.) News</td>
<td>Dedication Drives Aqua Addicts Skier Abby Van Liee</td>
</tr>
<tr>
<td>July</td>
<td>CBS 4 Minnesota</td>
<td>Katie Steiners Takes It to Another Level With The River Rats</td>
</tr>
<tr>
<td>July</td>
<td>CBS 4 Minnesota</td>
<td>The Return Of The River Rats</td>
</tr>
<tr>
<td>July</td>
<td>WGME CBS 13</td>
<td>Water Ski Teams compete for Regional Title In Sanford</td>
</tr>
<tr>
<td>July</td>
<td>QuadCities.com</td>
<td>This Week’s fun101 Backwater Gamblers Show</td>
</tr>
<tr>
<td>July</td>
<td>Long Beach City-Telegram</td>
<td>Long Beach to Catalina and Back on Skis</td>
</tr>
<tr>
<td>July</td>
<td>West Central Tribune (MN)</td>
<td>Little Crow Wins Midwest Championships</td>
</tr>
<tr>
<td>July</td>
<td>Index Journal (S.C.)</td>
<td>Growing The Sport: Southern Regions Wraps up 5 Days At Rodges Lake</td>
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<tr>
<td>July</td>
<td>NewsCenterMaine.com</td>
<td>Small Town Puts On world class Water Ski Shows</td>
</tr>
<tr>
<td>July</td>
<td>Paducah Sun</td>
<td>Local Skiers Place In Regional Championships</td>
</tr>
<tr>
<td>July</td>
<td>Wisconsin Public Radio (WPR.org)</td>
<td>Aquanauts Win Wisconsin State Show Ski Championships</td>
</tr>
<tr>
<td>July</td>
<td>West Orange Times &amp; Windermere Observer</td>
<td>Riding The Crimson Tide- Ryan Gay</td>
</tr>
<tr>
<td>July</td>
<td>Seacoasttime.com</td>
<td>Big Splash! Water Ski Team Hosts Dazzling Contest</td>
</tr>
<tr>
<td>July</td>
<td>The Friday Flyer (Canyon Lake, Calif.)</td>
<td>Best of the West Water Skiing: Kendra Nathan</td>
</tr>
<tr>
<td>July</td>
<td>The Friday Flyer (Canyon Lake, Calif.)</td>
<td>Carol Brooks wins Western Regions</td>
</tr>
<tr>
<td>August</td>
<td>FOX 2 St. Louis</td>
<td>Missouri Disabled Water Ski Association Hosts Annual Event</td>
</tr>
<tr>
<td>August</td>
<td>Chattanoogra.com</td>
<td>SPARC Event Featuring Phil Martin Set for Saturday</td>
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</table>
2021 Snapshot

<table>
<thead>
<tr>
<th>Platform</th>
<th>Followers</th>
<th>YTD New</th>
<th>2020</th>
<th>YOY Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twitter</td>
<td>5,361</td>
<td>-61</td>
<td>5,422</td>
<td>-1.13%</td>
</tr>
<tr>
<td>Instagram</td>
<td>12,704</td>
<td>812</td>
<td>11,892</td>
<td>6.83%</td>
</tr>
<tr>
<td>Facebook</td>
<td>28,497</td>
<td>4,923</td>
<td>23,574</td>
<td>20.88%</td>
</tr>
<tr>
<td>YouTube</td>
<td>1344</td>
<td>500</td>
<td>844</td>
<td>59.24%</td>
</tr>
<tr>
<td>LinkedIn</td>
<td>400</td>
<td>66</td>
<td>334</td>
<td>19.76%</td>
</tr>
</tbody>
</table>

Key Callouts

- Despite only boosting one post this year, our growth has been excellent. Our Facebook and YouTube following have increased more than any other previous year.
- Twitter has always been our least engaged platform, it’s not where our audience is, as demonstrated by the negative growth. I’d like to discuss potentially moving away from Twitter.
- Instagram is had many avenues of outreach, and we really stepped our game this year with stories. This is where we should focus on building more growth for 2022.

2021 Facebook Analysis

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>YOY Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Followers</td>
<td>28,497</td>
<td>23,574</td>
<td>▲ 21%</td>
</tr>
<tr>
<td>Impressions</td>
<td>65,097,664</td>
<td>12,751,022</td>
<td>▲ 411%</td>
</tr>
<tr>
<td>Page Views</td>
<td>31,606</td>
<td>24,343</td>
<td>▲ 30%</td>
</tr>
<tr>
<td>Post Engagements</td>
<td>1,623,772</td>
<td>604,401</td>
<td>▲ 169%</td>
</tr>
<tr>
<td>Video Views</td>
<td>32,861,830</td>
<td>5,378,408</td>
<td>▲ 511%</td>
</tr>
</tbody>
</table>

Key Callouts

- We had 65 million Facebook impressions this year, an increase of 52 million
- Video views increased by 27 million
- Post engagements increase by 1 million
- Followers increased by 21% - more than any other year, with a net increase of almost 5K
- Far and away, our most successful Facebook post of all-time was the human rope post, which is currently at 28 million views

2021 Instagram Analysis

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>YOY Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Followers</td>
<td>12,704</td>
<td>11,892</td>
<td>▲ 7%</td>
</tr>
<tr>
<td>Comments</td>
<td>553</td>
<td>533</td>
<td>▲ 4%</td>
</tr>
<tr>
<td>Post Likes</td>
<td>27,622</td>
<td>29,238</td>
<td>▼ -6%</td>
</tr>
<tr>
<td>Impressions</td>
<td>753,886</td>
<td>590,026</td>
<td>▲ 28%</td>
</tr>
<tr>
<td>Story Impressions</td>
<td>136,872</td>
<td>30,032</td>
<td>▲ 356%</td>
</tr>
</tbody>
</table>

Key Callouts

- It was a goal to focus more on stories this year – we increased story impressions by over 100K
- This is where we should focus our growth efforts in 2021
- The 12-man wrap post that went up in December is our most successful Instagram post ever, resulting in 250 followers, 55K impressions, 226 profile visits, etc. etc.
- Joe Cash at the Dixie Tournament was another very successful post, garnering 128 follows and 29K impressions
• The Human Rope video didn't resonate on IG the way it did on Facebook. It's one of our top posts of all time, but doesn't compare to the 12 man wrap video with 19K impressions
• Our Hat Day Giveaway post in January was the most commented on post ever. We should do this again.

**2018-2021 3-Year Facebook Growth**
*Yellow indicates the years which we contracted the consultant to manage the social accounts*

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>3-Year Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New Followers</strong></td>
<td>2,498</td>
<td>3,574</td>
<td>4,532</td>
<td>4,923</td>
<td>▲ 97%</td>
</tr>
<tr>
<td><strong>Video Views</strong></td>
<td>449,305</td>
<td>2,172,937</td>
<td>5,043,500</td>
<td>32,861,830</td>
<td>▲ 7,214%</td>
</tr>
<tr>
<td><strong>Impressions</strong></td>
<td>3,902,099</td>
<td>6,963,548</td>
<td>11,972,052</td>
<td>65,097,664</td>
<td>▲ 1,568%</td>
</tr>
<tr>
<td><strong>Engagements</strong></td>
<td>223,113</td>
<td>349,637</td>
<td>576,169</td>
<td>1,623,722</td>
<td>▲ 628%</td>
</tr>
</tbody>
</table>

Since contractor started managing USAWS Facebook in April 2019:
• Followers increased by 16,000
• Impressions increased by 89 million
• Video views increased by 41 million
• Engagements increased by 3 million
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Membership - Active</td>
<td>$80</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
<td>$90</td>
<td>$90</td>
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<tr>
<td>Membership - U25</td>
<td>$50</td>
<td>$55</td>
<td>$55</td>
<td>$55</td>
<td>$55</td>
<td>$60</td>
<td>$60</td>
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<tr>
<td>Membership - Grassroots</td>
<td>$35</td>
<td>$40</td>
<td>$40</td>
<td>$40</td>
<td>$40</td>
<td>$45</td>
<td>$45</td>
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<tr>
<td>Membership - Supporting/Key</td>
<td>$19.95</td>
<td>$19.95</td>
<td>$19.95</td>
<td>$20</td>
<td>$20</td>
<td>$20</td>
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<tr>
<td>Membership - Family (HOH)</td>
<td>$175</td>
<td>$175</td>
<td>$175</td>
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<td>$175</td>
<td>$190</td>
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<tr>
<td>Membership - Family (Spouse)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Membership - Family (U17)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Membership - Club</td>
<td>$100</td>
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<td>$125</td>
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<td>Camps/Ski Schools</td>
<td>$50</td>
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<td>Sanctioning - Cash Prize</td>
<td>$325</td>
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<td>$350</td>
<td>$350</td>
<td>$350</td>
<td>$375</td>
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<tr>
<td>Sanctioning - -E, L, R, N, T</td>
<td>$200</td>
<td>$225</td>
<td>$225</td>
<td>$225</td>
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<td>Sanctioning - A</td>
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<td>$225</td>
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<tr>
<td>Sanctioning - C, W</td>
<td>$150</td>
<td>$175</td>
<td>$175</td>
<td>$175</td>
<td>$175</td>
<td>$175</td>
<td>$200</td>
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<tr>
<td>Sanctioning - Q (Kneeboard)</td>
<td>$50</td>
<td>$75</td>
<td>$75</td>
<td>$75</td>
<td>$75</td>
<td>$75</td>
<td>$100</td>
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<tr>
<td>Sanctioning - Grassroots</td>
<td>$40</td>
<td>$40</td>
<td>$40</td>
<td>$40</td>
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<td>$40</td>
<td>$50</td>
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<tr>
<td>Sanctioning - Basic Skills</td>
<td>$30</td>
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<td>$30</td>
<td>$30</td>
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<tr>
<td>Sanctioning - Practice</td>
<td>$0</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
<td>*$50</td>
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<tr>
<td>Misc- Club Additional Insured</td>
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<td>$50</td>
<td>$50</td>
<td>$50</td>
<td>$50</td>
<td>$50</td>
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<tr>
<td>Officials Clinic Fees</td>
<td>$10</td>
<td>$10</td>
<td>$10</td>
<td>$10</td>
<td>$10</td>
<td>$10</td>
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<tr>
<td>Coaching - Level 1 (good for 2 yrs)</td>
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<td>$70</td>
<td>***$35</td>
<td>$35</td>
<td>$35</td>
<td>$35</td>
<td>$35</td>
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</tbody>
</table>

*Never was able to implement w/ current system; will look to add with the new membership system

**Technology/processing fee of 3% to all membership transactions (2% to Integrass; 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

**Effective January 1, 2022**

## Members

<table>
<thead>
<tr>
<th></th>
<th>USA-WSWS</th>
<th>AWSA</th>
<th>NCWSA</th>
<th>SSA</th>
<th>ABC</th>
<th>USA-WB</th>
<th>AKA</th>
<th>NWSRA</th>
<th>USHA</th>
<th>USA-AWSWS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Active 18+ Members</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
</tr>
<tr>
<td>U25 Active 18+ Members</td>
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<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
<td>SS</td>
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## Headquarters and Sport Disciplines

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## Clubs and Programs

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## International Teams

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## 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
- *SS only required for those 18+*
USA Water Ski & Wake Sports
Time & Place Committee

January 17, 2022

The 2023 time and place for the USA-WSWS Board of Directors meeting is as follows:

Location
Polk County Sports Hall of Fame
2701 Lake Myrtle Park Road
Auburndale, FL 33823

Date and Time
January 29, 2023
8:00am

Dale Stevens
Time & Place