



Member, U.S. Olympic Committee

USA Surfing Board of Directors Meeting  
June 27, 2018  
6 p.m., A-Frame Photo, 412 N El Camino Real  
San Clemente, CA 92672

INVITEES: Greg Cruse (CEO), Andrea Swayne, Kevyn Dean, Courtney Conlogue, Kevin Schulz, Michelle Sommers, Randy Brecher, Jason Velez, Shayna Marks, Charlie Setzler, Christiaan Bailey, Joey Buran (Coach), Becky Fleischauer

1. ROLL CALL

2. OVERVIEW Swayne

3. AFFILIATED/MEMBER ORGANIZATION DUES SUBCOMMITTEE REPORT

- 

4. PRIME SUBCOMMITTEE REPORT

- Request to allow Gordon Lawson and an East Coast athlete or two to attend a Subcommittee meeting - Sommers

5. REVIEW OF NGB AND MEMBER ORGANIZATION RESPONSIBILITIES / REQUIREMENTS

Attachments A, B, and C were first presented at the USAS Bod at the August 30, 2017 meeting, again with November 2017 agenda and B and C via Slack on June 24.

- Safe Sport requirement (See Attachment A)
  - \*All board members must complete Safe Sport training and background check
- NGB responsibilities (See Attachment B)
- Fielding of junior Olympic teams for world competitions (See Attachment B)
- Training / Coaching (High Performance) (See Attachment B)
- Development of sport for youth (See Attachment C)
- Open access of sport for all (See Attachment C)

Attachment D was shared via Slack on June 23

- Three previous iterations (2011, 2013, 2017) of the Member Organization Criteria agreement (See Attachment D)

Attachment E was shared via Slack on June 24

- Pertinent articles regarding NGB responsibility from the Ted Stevens Act, from which all of our USOC-compliant policies/bylaws were written (See Attachment E)

6. COMMITTEES REQUIRED BY USOC / COMMITTEES NEEDED BY USAS (URGENT)

Per USOC requirements of NGBs, these committees need to be set. This is an urgent matter. (See Attachment E for rosters as they last stood at previous BOD meeting.)

- Audit (all directors, Randy as chair) (See 8.13 of Bylaws)
- Ethics (no directors, board appoints) (See Section 8.14) (Athlete reps selected per Section 8.4)
- Judicial (no directors, board appoints) (See Section 8.15) (Athlete reps selected per Section 8.4)

- Nominating and Governance Committee (board selects/appoints, no directors) (See Section 8.16)
- USA Surfing Athletes' Advisory Council (5 members, need nominations for election in September) (Section 9)
- USOC Athletes' Advisory Council (need one rep and one alternate) (Section 10)

=

- Fundraising (open to a director as chair) discuss: donors, events, board member contributions
- Affiliated Organization Committee

=

- Outreach Committee – Bailey  
Establish a committee that would serve to create a baseline of requirements for those organizations interested in partnering with USA Surfing, as well as vetting said organizations for eventual inclusion into our athlete development programs.

#### 7. FINANCIAL / BUDGET REPORT                      Cruse

- 

#### 8. HIGH PERFORMANCE PLAN REPORT                      Dean

- 

#### 9. USA SURF TEAM / USA SURFING CHAMPIONSHIP REPORT                      Buran

- Strategy to improve ability to break down athlete performance using video playback, to identify areas in which athletes can increase their overall performance by analyzing their heats – Bailey

#### 10. AFFILIATED ORGANIZATION COMMITTEE REPORT                      Sommers

- Q: Promotion of Olympic Team
- Q: Financial disclosure to Member Orgs

#### 11. ANNUAL BOARD MEMBER AGREEMENTS / DISCLOSURES

- Statement of Independence
- Conflict Policy
- Annual Disclosure Statement

#### 12. QUARTERLY MEETINGS

Q3 Wednesday, September 26

Q4 Wednesday, December 19

**Attachment A**

**Safe Sport Best Practices  
Bylaws Changes/Additions**

Use the language provided in sample:

As a member National Governing Body of the United States Olympic Committee, [NGB] is required to adhere to the safe sport rules and regulations of the USOC. Additionally, USOC Bylaw Section 8.7(l) provides that, as a condition of membership in the USOC, each NGB shall comply with the policies and procedures of the independent safe sport organization designated by the USOC to investigate and resolve safe sport violations. The USOC has designated the U.S. Center for Safe Sport as that organization. The current safe sport rules, policies and procedures are available at the offices of [NGB] or on-line at the following websites:

[www.safesport.org](http://www.safesport.org)

As a condition of membership in [NGB] and a condition for participation in any competition or event sanctioned by the [NGB] or its member organizations, each NGB member and each athlete, coach, trainer, agent, athlete support personnel, medical or para-medical personnel, team staff, official and other person who participates in [NGB] or [NGB] events (whether or not an [NGB] member), agrees to comply with and be bound by the safe sport rules, policies and procedures of the U.S. Center for Safe Sport and to submit, without reservation or condition, to the jurisdiction of the U.S. Center for Safe Sport for the resolution of any alleged violations of those rules, policies and procedures, as may be amended from time to time. To the extent any [NGB] rule is inconsistent with the rules of the U.S. Center for Safe Sport, such rule is hereby superseded.

*Note: Implement the U.S. Center for SafeSport Code by CROSS-REFERENCE*

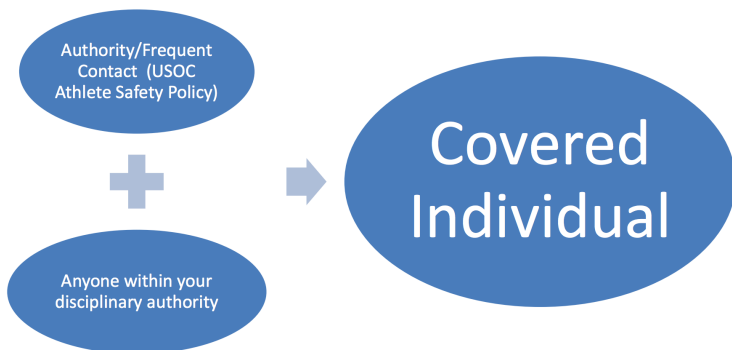
**Best Practices Covered Individuals**

- The requirements under who must complete a criminal background check and education component under the USOC’s athlete safety policy (2017) is

NARROWER

- Than who the Center has jurisdiction over, i.e., Covered Individuals

**Best Practices  
Covered Individuals**





## USA Surfing USOC NGB Authority / Responsibility

USA Surfing, the National Governing Body (NGB) for the sport of surfing in the U.S. has been granted official United States Olympic Committee (USOC) NGB status cementing its authority as the organization responsible for developing and fielding the first ever Olympic surfing team when the sport makes its debut in the Pan American Games in Lima 2019, and its Olympic debut in Tokyo 2020.

The Mission of USA Surfing is to promote the growth, competitive success, and positive image of surfing in the USA and to provide the best possible experience for all participants by encouraging, developing, advancing, and administrating the sport, while producing champions. The Mission includes commitments:

- to enable United States athletes to achieve sustained competitive excellence in Olympic, Paralympic, Pan American and Parapan American competition
- to promote and grow the sport of Surfing in the United States.
- to and work toward opportunity for all to participate by acting as an advocate for all Americans, by endeavoring to assure universal access to opportunities at all levels of the sport.

As the USOC-recognized NGB, USA Surfing must provide:

- **Sustained competitive International, Olympic and Paralympic Success.** Provide the opportunities and support necessary for our athletes at all levels of international competition, to reach the podium.
  - Operate, maintain and staff a High Performance Training Center
  - Recruit coaching, sports medicine and other training staff

Qualify, Select, Train and Field all official USA Surf Team for International and Olympic Competition including:

- Junior (U18) Team
  - Open (Olympic) Team
  - Masters Team
  - Stand Up Paddle and Paddleboard Team
  - Body Board Team
  - Adaptive (Paralympic) Team
  - Longboard (Pan American) Team
- **Participation, Program and Membership Growth:** Provide the opportunities and resources through available programs which develop and retain a steadily growing participation base and a membership that is increasingly diversified.

There are currently five member organizations that feed their top athletes into USA Surfing's USA Championships. They are: The [Western Surfing Association](#), the [National Scholastic Surfing Association](#), [Hawaiian Surfing Association](#), [Eastern Surfing Association](#) and the [Texas Gulf Surfing Association](#) .

USA Surfing is also charged with providing an advanced level of competition (for which junior division surfers qualify via the five member organizations, as well as national championship events, and sanctioning of national/international competitions (including Olympic qualifier events).

- Prime series (Pro-junior level competition series)

B2

- USA Championships, and ISA qualifier events

- **Resource Optimization:** Have a strategic and fiscally prudent financial plan that includes both resource cultivation and judicious allocation in support of our overall goals.
- **Marketing and Brand Affinity:** Increase brand awareness while expanding affinity for USA Surfing.

This includes all PR and marketing functions, as well as the development and maintenance of a USOC-compliant website

USA Surfing is committed to and works toward opportunity for all to participate. It is an advocate for all Americans-endeavoring to assure universal access to opportunities at all levels of the sport, and therefore must:

- Work toward provision of ample opportunity, quality opportunity and equality of access for every resident of the United States of America.
- Act to expand opportunity for under-represented groups and aggressively recruit participation from those groups.
- Make its daily decisions concerning resources, players, coaches, officials, administrators, and employees on the basis of individual merit and excellence of performance regardless of age, class, ancestry, color, national origin, race, religious creed, disability or handicap, gender, or sexual orientation.
- Exercise its corporate will to encourage constituent organizations to act in accordance with the foregoing principles.

USA Surfing shall be operated for charitable and educational purposes and it shall also have as its purpose to foster national and international amateur sports competition in the sport of Surfing. USA Surfing must:

- be autonomous in the governance of the sport of surfing, by independently determining and controlling all matters central to such governance, by not delegating any of that determination or control, and by being free from outside restraint;
- maintain the managerial and financial competence and capability to establish national goals for Surfing relating to the development and wellbeing of the sport, to implement and administer a plan for the attainment of those goals, and to execute its obligations as the National Governing Body for the sport of Surfing;
- provide for individual and/or organizational membership;
- ensure that its Board of Directors, and any other governance body, has established criteria and election procedures for, and maintains among its voting members, individuals who are actively engaged in amateur athletic competition in Surfing or who have represented the United States in an international amateur athletic competition in Surfing within the preceding ten (10) years, and ensures that the voting power held by those individuals is not less than twenty (20) percent of the voting power held in its Board or other governance body;
- be governed by a Board of Directors whose members are selected without regard to race, color, religion, national origin, or gender, with reasonable representation on the Board of both males and females;
- provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in Surfing competitions without discrimination on the basis of race, color, religion, age, gender, or national origin;
- not have an officer who is also an officer of another amateur sports organization that is recognized by the USOC as a National Governing Body;
- provide procedures for the prompt and equitable resolution of grievances of its members;
- provide fair notice and an opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official before declaring such individual ineligible to participate;
- agree to submit to binding arbitration in any controversy involving: (i) its recognition as a National Governing Body, or (ii) the opportunity of any amateur athlete, coach, trainer, manager, administrator or official to participate in amateur athletic competition in Surfing, upon demand of the USOC or any aggrieved amateur athlete, coach, trainer, manager, administrator or official, conducted in accordance with the Commercial Rules of the American Arbitration Association or as modified pursuant to the Ted Stevens Olympic and Amateur Sports Act;

- not have eligibility criteria relating to amateur status or to participation in the Olympic or Pan American Games that are more restrictive than those of the international sports federation for the sport of Surfing recognized by the International Olympic Committee or the International Paralympic Committee;
- perform all other obligations and duties imposed by the Ted Stevens Olympic and Amateur Sports Act and by the USOC on a National Governing Body.
- Members of USA Surfing are under the jurisdiction of the World Anti-Doping Association Code, USADA protocol and the International Surfing Association anti-doping rules.
- provide athlete-support and coaching education programs.

The Chief Executive Officer duties:

- develop a strategy for achieving USA Surfing's mission, goals and objectives and present the strategy to the Board of Directors for approval;
- determine the size and compensation of, hire and terminate the professional staff in accordance with USA Surfing's compensation policies and guidelines (established by the Board) to effectively carry out USA Surfing's mission, goals and objectives;
- prepare and submit quadrennial and annual budgets to the Board for approval;
- either directly or by delegation manage all staff functions;
- be responsible for resource generation and allocation of resources;
- coordinate USA Surfing's international activities
- with the Chair of the Board, act as USA Surfing's spokesperson; and
- perform all functions as usually pertain to the office of Chief Executive Officer.

USA Surfing must provide and administer individual and organization membership categories as follows:

Individual Membership Categories:

- Athlete members. Athlete members are those individuals who register as competitive athletes and are eligible for competition in Surfing.
- Coach members. Coach members are those individuals who register as active coaches and who are certified as coaches by USA Surfing.
- Judging members. Judging members are those individuals who register as active judges and who are certified as judges by USA Surfing.
- Supporting members. Supporting members are those individuals who register as supporting members and who are interested in the purpose, programs, aims and objectives of USA Surfing.
- Life members. Life members are those individuals who register as life members and who pay to USA Surfing a life membership fee.

Organization Membership Categories:

- Club members. Club members are those Surfing clubs that register as clubs and which agree to conduct their programs in accordance with and agree to be bound by the rules and regulations of USA Surfing.
- Affiliated Organization members. Affiliated Organization members are those amateur sports organizations that register as affiliated organizations and which conduct a regional program or regular regional amateur athletic competition in the Surfing on a level of proficiency appropriate for the selection of amateur athletes to participate in USA Surfing Prime Series and/or USA Surfing Championships.
- Contributing Organization members. Contributing Organization members are those amateur sports organizations that register as contributing organizations and which conduct athletic programs or activities that further the sport of Surfing in the United States or which otherwise support the sport of Surfing in the United States.

## American Development Model

The USOC, in partnership with the NGBs, created the American Development Model (ADM)<sup>5</sup> to help Americans realize their full athletic potential and utilize sport as a path toward an active and healthy lifestyle. The ADM was inspired and informed by the principles that underpin the long-term athlete development (LTAD) model,<sup>6</sup> which proposed seven stages of athlete development intended to achieve three outcomes (physical literacy, improved performance and lifelong participation). The ADM is an evolution of the LTAD model that fits the Team USA coaching context while promoting sustained physical activity, participation in sport and Olympic and Paralympic success (see figure 4.2).



FIGURE 4.2 American Development Model.

The ADM's ultimate goal is to create positive experiences for American athletes at every level of sport participation. Sport administrators, coaches and parents who subscribe to the model help to maximize athletes' abilities to their full potential and improve the health and well-being of future generations in the United States.

The USOC and its NGBs embrace the ADM and strive to use it for full benefit to the athletes, coaches, teams and organizations they represent. In doing so, the USOC advocates these five principles:

1. Universal access, to create opportunity for all athletes
2. Developmentally appropriate activities that emphasize motor and foundational skills
3. Multisport participation
4. Fun, engaging and progressively challenging atmosphere
5. Quality coaching at all age levels

These principles are consistent with research-based recommendations for quality sport experiences in the American sport context. For example, the Project Play initiative in the United States has translated these principles into eight strategies for building a strong foundation of early, positive sport experiences:

1. Ask kids what they want
2. Reintroduce free play
3. Encourage sport sampling
4. Revitalize in-town leagues
5. Think small
6. Design for development
7. Train all coaches
8. Emphasize prevention

By promoting these types of strategies and the concepts found in the ADM, the USOC aspires to keep more children engaged in sport longer, in order to achieve four key outcomes:

1. Grow both the general athlete population and the pool of elite athletes from which future U.S. Olympians and Paralympians are selected
2. Develop fundamental skills that transfer between sports
3. Provide an appropriate avenue to fulfill an individual's athletic potential
4. Create a generation who loves sport and physical activity and who transfers that passion to the next generation

*Source: USOC Quality Coaching Framework*

*Copyright © 2017 by the United States Olympic Committee Published by Human Kinetics, Champaign, Illinois, United States*





## **2011 MEMBER ORGANIZATIONS MEMBERSHIP CRITERIA**

In order to gain recognition as a Member Organization within Surfing America, applicants must meet the following criteria:

- a. Member Organizations must subscribe, exclusively, to Surfing America's **Online Membership and Event Registration System**.
- b. Member Organization must direct all membership inquiries to Surfing America's Registration system webpage. Registration page(s) will include customized branding consistent with each Member Organization's webpage. No paper Membership Forms shall be distributed or utilized.
- c. All of Member Organization's individual members must join Surfing America and the Member Organization concurrently through Surfing America's online registration system.
- d. All individuals will pay an annual Registration Fee of forty dollars (\$40) to Surfing America during the online registration process. This fee is in addition to Member Organization's annual membership dues.
- e. Individual members and competitors will also be required to pay additional processing fees and/or facility fees as determined solely by Surfing America and its technology provider. The current fees are as follows (but subject to change without notice):
  - i. Processing Fee of 5% per transaction (cap of \$9.95); plus,
  - ii. Facility Fee of \$2.25 per transaction
- f. Surfing America and Member Organization's annual Membership calendar and competition season must line up as follows:
  - i. Annual Membership runs from August 1 – July 31
  - ii. Competition season begins on August 1 and concludes with the Surfing America USA Championships in mid-late June.
  - iii. Member Organization's final championship event must conclude at least 30 days in advance of Surfing America USA Championships so there is adequate time for slotting, seeding, and travel planning for invited athletes.

- g. No competitor shall be granted access to a Member Organization event without being a member in good standing of both Surfing America and the Member Organization.
- h. All individuals must register for the Member Organization's events exclusively through Surfing America's Online Event Registration system. This event registration page(s) will include customized branding consistent with each Member Organization's webpage. No paper Event Entry Forms shall be distributed or utilized.
- i. All Member Organization Competitive Age Divisions *that serve as qualifiers for the Surfing America USA Championships* must line up—exactly as named—with Surfing America's USA Championship Age Divisions. Surfing America's USA Championship Age Divisions are as follows (as consistent with ISA Rules, all ages are determined as of January 1 of the year of competition):

Men (18-29)  
 Women (18+)  
 Masters (30-39)  
 Seniors (40-49)  
 Legends (50+)  
 Junior Longboard (Under 18)  
 Men Longboard (18-29)  
 Senior Longboard (40+)  
 Girls Longboard (Under 18)  
 Women Longboard  
 Boys Under 18 (ISA and Prime)  
 Boys Under 16 (ISA and Prime)  
 Boys Under 14 (Prime)  
 Boys Under 12 (18+)  
 Girls Under 18 (ISA and Prime)  
 Girls Under 16 (Prime)  
 Girls Under 14  
 Girls Under 12

\* A Member Organization may offer more Divisions that are listed above, but only these eighteen (18) Divisions may serve as contest qualifiers to the Surfing America Prime and/or Surfing America USA Championships.

- j. The Judging Panel utilized for Member Organization's top Championship event (that event which directly feeds into the Surfing America Prime and Surfing America USA Championships) must be made up exclusively of Surfing America-approved Judges.
- k. Each Member Organization must provide Surfing America with a complete list of its board members. This list shall include current and complete contact information, and shall be updated as changes occur.

- I. Each Member Organization must provide Surfing America with official proof of non-profit status and a copy of its Bylaws, with updates as they occur.
- m. Each Member Organization must provide, annually, a financial statement including Balance Sheet and Profit and Loss Statement.
- n. Each Member Organization must provide Surfing America with a copy of its current General Liability, Event, and D&O Insurance policies.
- o. Each Member Organization must provide Surfing America with a non-voting seat on its Board of Directors.
- p. Each Member Organization must provide an equal opportunity to any athlete, coach, manager, administrator, and any officials, to participate in athletic competition without discrimination on the basis of race, color, religion, sex, age or national origin, and must provide fair notice and opportunity for a hearing to any athlete, coach, manager, administrator, or judge before declaring such individual ineligible to participate.
- q. Each Member Organization must be governed by a board of directors or other such governing board whose members are selected without regard to race, color, religion, national origin or sex, and that provides a reasonable representation of both males and females on the board of directors.
- r. A Member Organization must not have any eligibility criteria relating to amateur status that are more restrictive than those of the ISA.
- s. Each Member Organization must meet the obligations imposed on Surfing America as a National Governing Body by the USOC. Surfing America specifically requires that each Member Organization:
  - i. Develop interest and participation throughout the regions they represent through paid membership and be responsible to the persons and sports organizations it represents.
  - ii. Minimize (through coordination with other sports organizations) conflicts in the scheduling of competitions.
  - iii. Keep athletes informed of policy matters and reasonably reflect the views of such athletes in its policy decisions.
  - iv. Provide equitable support and encouragement for participation by women where separate programs for male and female surfers are conducted.
  - v. Encourage and support athletic surf programs for handicapped individuals and the participation of handicapped individuals in athletic activity, including, where feasible, the expansion of opportunities for meaningful participation by handicapped individuals in programs of athletic competition for able-bodied individuals.

- vi. Provide and coordinate technical information on training, equipment design, coaching and judging.
- vii. Encourage and support research, development and dissemination of information in the areas of sports medicine and safety.

2. Member Organizations shall be granted the following Benefits:

- a. Official Recognition as a Member Organization by Surfing America (on SA website, in press releases, etc).
- b. Slot allocation to Surfing America Prime and the Surfing America USA Championships.
- c. A formula for Surfing America Prime athlete requalification that requires affected athletes to meet each Member Organization's minimum requirements in addition to meeting the Prime Series' minimum event requirement.
- d. Invitation for one designated representative to serve on Surfing America's Board of Directors as a Voting Member of the Board. This representative must be fully empowered and authorized by his or her Board of Directors to vote on behalf of the Member Organization on any Motion raised at a Surfing America Board meeting at the time such Surfing America Board Meeting is in session.

3. Member Organizations shall be required to pay Annual Dues to Surfing America in the amount of \$1000 per year. Annual dues are payable on January 1<sup>st</sup> of each year.



## **MEMBER ORGANIZATIONS MEMBERSHIP CRITERIA REVISED 2/4/13**

1. In order to gain recognition as a Member Organization within Surfing America, applicants must meet the following criteria:

- a. No competitor shall be granted access to a Member Organization event without being a member in good standing of both Surfing America and the Member Organization.
- b. Member organizations are encouraged, but not required to utilize the same age divisions as Surfing America USA Championships.

Men (18-29)  
Women (18+)  
Masters (30-39)  
Seniors (40-49)  
Legends (50+)  
Junior Longboard (Under 18)  
Men Longboard (18-29)  
Senior Longboard (40+)  
Girls Longboard (Under 18)  
Women Longboard  
Boys Under 18 (ISA and Prime)  
Boys Under 16 (ISA and Prime)  
Boys Under 14 (Prime)  
Boys Under 12 (18+)  
Girls Under 18 (ISA and Prime)  
Girls Under 16 (Prime)  
Girls Under 14  
Girls Under 12  
SUP Surf Boys U18  
SUP Surf Girls U18  
SUP Surf Open Mens  
SUP Surf Open Womens  
SUP Surf Men's/Women's 40+

- A Member Organization may offer more Divisions than are listed above, but only these twenty-three (23) Divisions may serve as contest qualifiers to the Surfing

America Prime and/or Surfing America USA Championships.

- Member organizations must provide their list of surfers qualified for USA Championships and Surfing America Prime in the above age groups to Surfing America. The list must include first and last name, date of birth, division, email address and cell phone number. They must be able to explain and publicize to their surfers how selections will be made if age divisions in the organization do not match up with Surfing America's.
- c. The Judging Panel utilized for Member Organization's top Championship event (that event which directly feeds into the Surfing America Prime and Surfing America USA Championships) should be comprised of ASP/ISA certified judges.
  - d. Each Member Organization must provide Surfing America with a complete list of its board members. This list shall include current and complete contact information, and shall be updated as changes occur.
  - e. Each Member Organization must provide Surfing America with official proof of non-profit status and a copy of its Bylaws, with updates as they occur.
  - f. Each Member Organization must provide Surfing America with a copy of its current General Liability, Event, and D&O Insurance policies. Naming Surfing America, Inc. including board of directors as additional insured.
  - g. Member organizations may invite a representative of Surfing America to their board meetings to answer Surfing America related questions directly to the board.
  - h. Each Member Organization must provide an equal opportunity to any athlete, coach, manager, administrator, and any officials, to participate in athletic competition without discrimination on the basis of race, color, religion, sex, age or national origin, and must provide fair notice and opportunity for a hearing to any athlete, coach, manager, administrator, or judge before declaring such individual ineligible to participate.
  - i. Each Member Organization must be governed by a board of directors or other such governing board whose members are selected without regard to race, color, religion, national origin or
-

- sex, and that provides a reasonable representation of both males and females on the board of directors.
- j. A Member Organization must not have any eligibility criteria relating to amateur status that are more restrictive than those of the ISA.
  - k. Each Member Organization must meet the obligations imposed on Surfing America as a National Governing Body by the USOC. Surfing America specifically requires that each Member Organization:
    - i. Develop interest and participation throughout the regions they represent through paid membership and be responsible to the persons and sports organizations it represents.
    - ii. Minimize (through coordination with other sports organizations) conflicts in the scheduling of competitions.
    - iii. Keep athletes informed of policy matters and reasonably reflect the views of such athletes in its policy decisions.
    - iv. Provide equitable support and encouragement for participation by women where separate programs for male and female surfers are conducted.
    - v. Encourage and support athletic surf programs for handicapped individuals and the participation of handicapped individuals in athletic activity, including, where feasible, the expansion of opportunities for meaningful participation by handicapped individuals in programs of athletic competition for able-bodied individuals.
    - vi. Provide and coordinate technical information on training, equipment design, coaching and judging.
    - vii. Encourage and support research, development and dissemination of information in the areas of sports medicine and safety.
2. Member Organizations shall be granted the following Benefits:
- a. Official Recognition as a Member Organization by Surfing America (on SA website, in press releases, etc).
  - b. Slot allocation to Surfing America Prime and the Surfing America USA Championships.
-

- c. A formula for Surfing America Prime athlete requalification that requires affected athletes to meet each Member Organization's minimum requirements in addition to meeting the Prime Series' minimum event requirement.
  - d. Invitation for one designated representative to serve on Surfing America's Board of Directors as a Voting Member of the Board. This representative must be fully empowered and authorized by his or her Board of Directors to vote on behalf of the Member Organization on any Motion raised at a Surfing America Board meeting at the time such Surfing America Board Meeting is in session.
3. Member organizations will be required to pay annual membership determined by the number of competing individuals in their organization.
- a. A person that surfs in 2 divisions in 3 districts is considered one competitor. At the end of the season the member organization will submit their list of unduplicated competitors with email, cell phone and date of birth in a spreadsheet to Surfing America. This list will not be shared with other member organizations, sponsors or advertisers, and will only be used for Surfing America email newsletters and correspondence related to Surfing America event participation. These lists will not be sold, bartered or given to anyone. The number of competitors will be checked against the member organizations published competition ratings. Once unduplicated, competitor membership number is determined for all member organizations, those numbers will be added to establish a total and then divided into \$45,000 to determine the member organizations Surfing America annual membership fee for the following season:  
  
WSA – 700  
NSSA – 1300  
HSA – 250  
ASF – 250  
Total – 2500  
 $\$45,000/2500 = \$18$  per member  
WSA – 700 = \$12,600  
NSSA – 1300 = \$23,400  
HSA – 250 = \$4,500  
ASF – 250 = \$4,500
  - b. Member organizations can assess their share of the dues against their membership any way they see fit; surcharge on regionals, paid from general fund, paid by sponsorship etc. The \$1000 member
-



organization annual dues will no longer charged. Membership dues will be billed in December and due in January. The Surfing America Season goes from July – June.

4. Prospective organizations may present their membership application for review by the Executive Committee of Surfing America at anytime. The application will be reviewed and voted on by the Executive Committee. If it is approved by the majority of the Executive Committee, tentative membership will be granted beginning with the next full season after date of application, membership will be ratified by a vote of the board of directors at the beginning of their June Board of Directors meeting. Once ratified the appointed representative of the new member organization may be present and have a vote on the remaining agenda of the board of directors meeting. Application must be received prior to May 1<sup>st</sup> for the organization to be considered for membership for the following July – June season of Surfing America.
-

**MEMBER ORGANIZATIONS MEMBERSHIP CRITERIA  
REVISED 6/20/17**

1. In order to gain recognition as a Member Organization within USA Surfing, applicants must meet the following criteria:

- a. No competitor shall be granted access to a Member Organization event without being a member in good standing of both USA Surfing and the Member Organization.
- b. Member organizations are encouraged, but not required to utilize the same age divisions as USA Surfing Championships.

Men (18-29)  
Women (18+)  
Masters (30-39)  
Seniors (40-49)  
Legends (50+)  
Junior Longboard (Under 18)  
Men Longboard (18-29)  
Senior Longboard (40+)  
Girls Longboard (Under 18)  
Women Longboard  
Boys Under 18 (ISA and Prime)  
Boys Under 16 (ISA and Prime)  
Boys Under 14 (Prime)  
Boys Under 12 (18+)  
Girls Under 18 (ISA and Prime)  
Girls Under 16 (Prime)  
Girls Under 14  
Girls Under 12  
SUP Surf Boys U18  
SUP Surf Girls U18  
SUP Surf Open Mens  
SUP Surf Open Womens  
SUP Surf Men's/Women's 40+

- A Member Organization may offer more Divisions than are listed above, but only these twenty-three (23) Divisions may serve as contest qualifiers to the USA Surfing Prime and/or USA Surfing Championships.
  - Member organizations must provide their list of surfers qualified for USA Surfing Championships and USA Surfing Prime in the above age groups to USA Surfing.
-

The list must include first and last name, date of birth, division, email address and cell phone number. They must be able to explain and publicize to their surfers how selections will be made if age divisions in the organization do not match up with USA Surfing's.

- c. The Judging Panel utilized for Member Organization's top Championship event (that event which directly feeds into the USA Surfing Prime and USA Surfing Championships) should be comprised of WSL/ISA certified judges.
  - d. Each Member Organization must provide USA Surfing with a complete list of its board members. This list shall include current and complete contact information, and shall be updated as changes occur.
  - e. Each Member Organization must provide USA Surfing with official proof of non-profit status and a copy of its Bylaws, with updates as they occur.
  - f. Each Member Organization must provide USA Surfing with a copy of its current General Liability, Event, and D&O Insurance policies. Naming USA Surfing, Inc. including board of directors as additional insured.
  - g. Member organizations may invite a representative of USA Surfing to their board meetings to answer USA Surfing related questions directly to the board.
  - h. Each Member Organization must provide an equal opportunity to any athlete, coach, manager, administrator, and any officials, to participate in athletic competition without discrimination on the basis of race, color, religion, sex, age or national origin, and must provide fair notice and opportunity for a hearing to any athlete, coach, manager, administrator, or judge before declaring such individual ineligible to participate.
  - i. Each Member Organization must be governed by a board of directors or other such governing board whose members are selected without regard to race, color, religion, national origin or sex, and that provides a reasonable representation of both males and females on the board of directors.
  - j. A Member Organization must not have any eligibility criteria relating to amateur status that are more restrictive than those of the International Surfing Association.
-

- k. Each Member Organization must meet the obligations imposed on USA Surfing as a National Governing Body by the USOC. USA Surfing specifically requires that each Member Organization:
  - i. Develop interest and participation throughout the regions they represent through paid membership and be responsible to the persons and sports organizations it represents.
  - ii. Minimize (through coordination with other sports organizations) conflicts in the scheduling of competitions.
  - iii. Keep athletes informed of policy matters and reasonably reflect the views of such athletes in its policy decisions.
  - iv. Provide equitable support and encouragement for participation by women where separate programs for male and female surfers are conducted.
  - v. Encourage and support athletic surf programs for handicapped individuals and the participation of handicapped individuals in athletic activity, including, where feasible, the expansion of opportunities for meaningful participation by handicapped individuals in programs of athletic competition for able-bodied individuals.
  - vi. Provide and coordinate technical information on training, equipment design, coaching and judging.
  - vii. Encourage and support research, development and dissemination of information in the areas of sports medicine and safety.

2. Member Organizations shall be granted the following Benefits:

- a. Official Recognition as a Member Organization by USA Surfing (on USAS website, in press releases, etc).
- b. Slot allocation to USA Surfing Prime and the USA Surfing Championships.
- c. Invitation for one designated representative to serve on USA Surfing's Member Organization Committee.

3. Member organizations will be required to pay annual membership determined by the number of competing individuals in their organization.

---

- a. A person that surfs in 2 divisions in 3 districts is considered one competitor. At the end of the season the member organization will submit their list of unduplicated competitors with email, cell phone and date of birth in a spreadsheet to USA Surfing. This list will not be shared with other member organizations, sponsors or advertisers, and will only be used for USA Surfing email newsletters and correspondence related to USA Surfing event participation. These lists will not be sold, bartered or given to anyone. The number of competitors will be checked against the member organizations published competition ratings. Once unduplicated, competitor membership number is determined for all member organizations, those numbers will be added to establish a total and then divided into \$45,000 to determine the member organizations USA Surfing annual membership fee for the following season:

WSA – 700  
NSSA – 700  
HSA – 300  
TGSA – 200  
ESA - 1100  
Total – 3000  
 $\$45,000/3000 = \$15$  per member  
WSA – 700 = \$10,500  
NSSA – 700 = \$10,500  
HSA – 300 = \$4,500  
TGSA – 200 = \$3,000  
ESA – 1100 = \$16,500

- b. Member organizations can assess their share of the dues against their membership any way they see fit; surcharge on regionals, paid from general fund, paid by sponsorship etc. The \$1000 member organization annual dues will no longer charged. Membership dues will be billed in December and due in January. The USA Surfing Season goes from July – June.
4. Prospective organizations may present their membership application for review by the Board of Directors of USA Surfing at anytime. The application will be reviewed and voted on by the Board. If it is approved by the majority of the Board, membership will be granted beginning with the next full season after date of application. Once ratified the appointed representative of the new member organization may participate in the member organization committee, who's chairperson will bring matters of interest to the member organizations to the board of directors and will have a vote on the board. Application must be received prior to May 1<sup>st</sup> for the organization to be considered for membership for the following July – June season of USA Surfing.
-



## Attachment E

### *Ted Stevens Act excerpt:*

#### §220521. Recognition of amateur sports organizations as national governing bodies

(a) GENERAL AUTHORITY.—For any sport which is included on the program of the Olympic Games, the Paralympic Games, or the Pan-American Games, the corporation is authorized to recognize as a national governing body (in the case of a sport on the program of the Olympic Games or Pan American Games) or as a paralympic sports organization (in the case of a sport on the program of the Paralympic Games for which a national governing body has not been designated under section 220522(b)) an amateur sports organization which files an application and is eligible for such recognition in accordance with the provisions of subsections (a) or (b) of section 220522. The corporation may recognize only one national governing body for each sport for which an application is made and approved, except as provided in section 220522(b) with respect to a paralympic sports organization.

(b) PUBLIC HEARING.—Before recognizing an organization as a national governing body, the corporation shall hold at least 2 public hearings on the application. The corporation shall publish notice of the time, place, and nature of the hearings. Publication shall be made in a regular issue of the corporation's principal publication at least 30 days, but not more than 60 days, before the date of the hearings. The corporation shall send written notice, which shall include a copy of the application, at least 30 days prior to the date of any such public hearing to all amateur sports organizations known to the corporation in that sport.

(c) RECOMMENDATION TO INTERNATIONAL SPORTS FEDERATION.—Within 61 days after recognizing an organization as a national governing body, the corporation shall recommend and support in any appropriate manner the national governing body to the appropriate international sports federation as the representative of the United States for that sport.

(d) REVIEW OF RECOGNITION.—The corporation may review all matters related to the continued recognition of an organization as a national governing body and may take action it considers appropriate, including placing conditions on

the continued recognition.

## §220522. Eligibility requirements

(a) GENERAL.—An amateur sports organization is eligible to be recognized, or to continue to be recognized, as a national governing body only if it—

(1) is incorporated under the laws of a State of the United States or the District of Columbia as a not-for-profit corporation having as its purpose the advancement of amateur athletic competition;

(2) has the managerial and financial capability to plan and execute its obligations; (3) submits—

(A) an application, in the form required by the corporation, for recognition as a national governing body;

(B) a copy of its corporate charter and bylaws; and

(C) any additional information considered necessary or appropriate by the corporation;

(4) agrees to submit to binding arbitration in any controversy involving—

(A) its recognition as a national governing body, as provided for in section 220529 of this title, upon demand of the corporation; and

(B) the opportunity of any amateur athlete, coach, trainer, manager, administrator or official to participate in amateur athletic competition, upon demand of the corporation or any aggrieved amateur athlete, coach, trainer, manager, administrator or official, conducted in accordance with the Commercial Rules of the American Arbitration Association, as modified and provided for in the corporation's constitution and bylaws, except that if the Athletes' Advisory Council and National Governing Bodies' Council do not concur on any modifications to such Rules, and if the corporation's executive committee is not able to facilitate such concurrence, the Commercial Rules of Arbitration shall apply unless at least two-thirds of the corporation's board of directors approves modifications to such Rules;

(5) demonstrates that it is autonomous in the governance of its sport, in that it—



(A) independently decides and controls all matters central to governance;

(B) does not delegate decision-making and control of matters central to governance; and

(C) is free from outside restraint;

(6) demonstrates that it is a member of no more than one international sports federation that governs a sport included on the program of the Olympic Games or the Pan- American Games;

(7) demonstrates that its membership is open to any individual who is an amateur athlete, coach, trainer, manager, administrator, or official active in the sport for which recognition is sought, or any amateur sports organization that conducts programs in the sport for which recognition is sought, or both;

(8) provides an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, sex, age, or national origin, and with fair notice and opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official before declaring the individual ineligible to participate;

(9) is governed by a board of directors or other governing board whose members are selected without regard to race, color, religion, national origin, or sex, except that, in sports where there are separate male and female programs, it provides for reasonable representation of both males and females on the board of directors or other governing board;

(10) demonstrates, based on guidelines approved by the corporation, the Athletes' Advisory Council, and the National Governing Bodies' Council, that its board of directors and other such governing boards have established criteria and election procedures for and maintain among their voting members individuals who are actively engaged in amateur athletic competition in the sport for which recognition is sought or who have represented the United States in international amateur athletic competition within the preceding 10 years, that any exceptions to such guidelines by such organization have been approved by the corporation, and that the voting power held by such individuals is not less than 20 percent of the voting power held in its board of directors and other such governing boards;

(11) provides for reasonable direct representation on its board of directors or other governing board for any amateur sports organization that—

(A) conducts a national program or regular national amateur athletic competition in the applicable sport on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athletic competition; and

(B) ensures that the representation reflects the nature, scope, quality, and strength of the programs and competitions of the amateur sports organization in relation to all other programs and competitions in the sport in the United States;

(12) demonstrates that none of its officers are also officers of any other amateur sports organization recognized as a national governing body;

(13) provides procedures for the prompt and equitable resolution of grievances of its members;

(14) does not have eligibility criteria related to amateur status or to participation in the Olympic Games, the Paralympic Games, or the Pan-American Games that are more restrictive than those of the appropriate international sports federation; and

(15) demonstrates, if the organization is seeking to be recognized as a national governing body, that it is prepared to meet the obligations imposed on a national governing body under sections 220524 and 220525 of this title.

(b) RECOGNITION OF PARALYMPIC SPORTS ORGANIZATIONS.—For any sport which is included on the program of the Paralympic Games, the corporation is authorized to designate, where feasible and when such designation would serve the best interest of the sport, and with the approval of the affected national governing body, a national governing body recognized under subsection (a) to govern such sport. Where such designation is not feasible or would not serve the best interest of the sport, the corporation is authorized to recognize another amateur sports organization as a paralympic sports organization to govern such sport, except that, notwithstanding the other requirements of this chapter, any such paralympic sports organization—

(1) shall comply only with those requirements, perform those duties, and have

those powers that the corporation, in its sole discretion, determines are appropriate to meet the objects and purposes of this chapter; and

(2) may, with the approval of the corporation, govern more than one sport included on the program of the Paralympic Games.

### §220523. Authority of national governing bodies

(a) **AUTHORITY.**—For the sport that it governs, a national governing body may—

(1) represent the United States in the appropriate international sports federation;

(2) establish national goals and encourage the attainment of those goals;

(3) serve as the coordinating body for amateur athletic activity in the United States;

(4) exercise jurisdiction over international amateur athletic activities and sanction international amateur athletic competition held in the United States and sanction the sponsorship of international amateur athletic competition held outside the United States;

(5) conduct amateur athletic competition, including national championships, and international amateur athletic competition in the United States, and establish procedures for determining eligibility standards for participation in competition, except for amateur athletic competition specified in section 220526 of this title;

(6) recommend to the corporation individuals and teams to represent the United States in the Olympic Games, the Paralympic Games, and the Pan-American Games, and

(7) designate individuals and teams to represent the United States in international amateur athletic competition (other than the Olympic Games, the Paralympic Games, and the Pan-American Games) and certify, in accordance with applicable international rules, the amateur eligibility of those individuals and teams.

(b) **REPLACEMENT OF NATIONAL GOVERNING BODY PURSUANT TO ARBITRATION.**—A national governing body may not exercise any authority

under subsection (a) of this section for a particular sport after another amateur sports organization has been declared (in accordance with binding arbitration proceedings prescribed by the organic documents of the corporation) entitled to replace that national governing body as the member of the corporation for that sport.

#### §220524 General duties of national governing bodies

For the sport that it governs, a national governing body shall—

- (1) develop interest and participation throughout the United States and be responsible to the persons and amateur sports organizations it represents;
- (2) minimize, through coordination with other amateur sports organizations, conflicts in the scheduling of all practices and competitions;
- (3) keep amateur athletes informed of policy matters and reasonably reflect the views of the athletes in its policy decisions;
- (4) disseminate and distribute to amateur athletes, coaches, trainers, managers, administrators, and officials in a timely manner the applicable rules and any changes to such rules of the national governing body, the corporation, the appropriate international sports federation, the International Olympic Committee, the International Paralympic Committee, and the Pan-American Sports Organization;
- (5) allow an amateur athlete to compete in any international amateur athletic competition conducted by any amateur sports organization or person, unless the national governing body establishes that its denial is based on evidence that the organization or person conducting the competition does not meet the requirements stated in section 220525 of this title;
- (6) provide equitable support and encouragement for participation by women where separate programs for male and female athletes are conducted on a national basis;
- (7) encourage and support amateur athletic sports programs for individuals with disabilities and the participation of individuals with disabilities in amateur athletic activity, including, where feasible, the expansion of opportunities for meaningful participation by individuals with disabilities in programs of athletic competition for able-bodied individuals;

(8) provide and coordinate technical information on physical training, equipment design, coaching, and performance analysis; and

(9) encourage and support research, development, and dissemination of information in the areas of sports medicine and sports safety.

#### §220525. Granting sanctions for amateur athletic competitions

(a) **PROMPT REVIEW AND DECISION.**—For the sport that it governs, a national governing body promptly shall—

(1) review a request by an amateur sports organization or person for a sanction to hold an international amateur athletic competition in the United States or to sponsor United States amateur athletes to compete in international amateur athletic competition outside the United States; and

(2) grant the sanction if—

(A) the national governing body does not decide by clear and convincing evidence that holding or sponsoring an international amateur athletic competition would be detrimental to the best interest of the sport; and

(B) the requirements of subsection (b) of this section are met.

(b) **REQUIREMENTS.**—An amateur sports organization or person may be granted a sanction under this section only if the organization or person meets the following requirements—

(1) The organization or person must pay the national governing body any required sanctioning fee, if the fee is reasonable and nondiscriminatory.

(2) For a sanction to hold an international amateur athletic competition in the United States, the organization or person must—

(A) submit to the national governing body an audited or notarized financial report of similar events, if any, conducted by the organization or person; and

(B) demonstrate that the requirements of paragraph (4) of this subsection have been met.

(3) For a sanction to sponsor United States amateur athletes to compete in international amateur athletic competition outside the United States, the

organization or person must—

(A) submit a report of the most recent trip to a foreign country, if any, that the organization or person sponsored for the purpose of having United States amateur athletes compete in international amateur athletic competition; and

(B) submit a letter from the appropriate entity that will hold the international amateur athletic competition certifying that the requirements of paragraph (4) of this subsection have been met.

(4) The requirements referred to in paragraphs (2) and (3) of this subsection are that—

(A) appropriate measures have been taken to protect the amateur status of athletes who will take part in the competition and to protect their eligibility to compete in amateur athletic competition;

(B) appropriate provision has been made for validation of any records established during the competition;

(C) due regard has been given to any international amateur athletic requirements specifically applicable to the competition;

(D) the competition will be conducted by qualified officials;

(E) proper medical supervision will be provided for athletes who will participate in the competition; and

(F) proper safety precautions have been taken to protect the personal welfare of the athletes and spectators at the competition.

#### §220526. Restricted amateur athletic competitions

(a) **EXCLUSIVE JURISDICTION.**— An amateur sports organization that conducts amateur athletic competition shall have exclusive jurisdiction over that competition if participation is restricted to a specific class of amateur athletes, such as high school students, college students, members of the Armed Forces, or similar groups or categories.

(b) **SANCTIONS FOR INTERNATIONAL COMPETITION.**— An amateur sports organization under subsection (a) of this section shall obtain a sanction from the appropriate national governing body if the organization wishes to—

- (1) conduct international amateur athletic competition in the United States; or
- (2) sponsor international amateur athletic competition to be held outside the United States.

**Attachment F**

**COMMITTEE NOMINATIONS / MEMBERSHIP UPDATES** (Info listed is from previous meeting. High Performance list is new.)

- Audit (all directors, Randy will chair) (See 8.13)

AUDIT COMMITTEE		
CHAIR: Randy Brecher		

- Ethics (no directors, board appoints) (See Section 8.14) (Athlete reps selected per Section 8.4)

ETHICS COMMITTEE		
CHAIR: Collin McPhillips (AS)		

- Judicial (no directors, board appoints) (See Section 8.15) (Athlete reps selected per Section 8.4)

JUDICIAL COMMITTEE		
CHAIR:		

- Nominating and Governance Committee (board selects/appoints, no directors) (See Section 8.16)

NOMINATING/GOVERNANCE COMMITTEE		
CHAIR:		

- Fundraising (Jason will chair)

FUNDRAISING COMMITTEE		
CHAIR: Jason Velez		
Patty McManus (AS)		
Chris McManus (AS)		

- USA Surfing Athletes' Advisory Council (5 members, need nominations for election in November/December) (Section 9)

ATHLETE ADVISORY COUNCIL		
CHAIR:		

- **VOTE** to change Athletes' Advisory Committee rules (Section 9.3) re initial election to appointment by the Board. (recommended action)

- Section 9.3. Election.

*Athlete representatives on USA Surfing's Athletes' Advisory Council shall be directly elected by athletes who are eligible to run.*



*The initial election shall take place at the USA Surfing Quarterly Board of Directors meeting in September 2017 by a majority vote of athletes casting a ballot.*

*Subsequent elections shall take place after conclusion of the Summer Olympic Games, but prior to January 1 of the year following the Summer Olympic Games.*

USA SURFING ATHLETES ADVISORY COMMITTEE	CJ Hobgood (AS)	Brett Simpson (KD)
CHAIR: Courtney Conlogue	Kevin Schulz	

- USOC Athletes' Advisory Council (need one rep and one alternate) (Section 10)

USOC ATHLETES' ADVISORY COMMITTEE	REP Courtney Conlogue	ALTERNATE
-----------------------------------	--------------------------	-----------

- HPC Committee (must include 20% qualified athletes)

HPC COMMITTEE	HEAD COACH: Joey Buran	ELITE COACH: Chris Gallagher
CHAIR: Kevyn Dean	Dr. Warren Kramer	Tim Brown, DC
Mike Rintala, DC	Mark Kozuki, PT	Peter Park, trainer
Dr. Michael Gervais, sports psy	Lisa Anderson, athlete (non qual)	Kelly Slater, athlete (tbd)
Su Wang, PT, DPT, OCS, CSCS (AS)	Athlete (tbd)	Athlete (tbd)

- Affiliated Organizations Committee

AFFILIATED ORG COMMITTEE	MaryLou Drummy, WSA	Morgan Faulkner, TGSA
CHAIR: Michelle Sommers, ESA	Wendell or Raymond, HASA	Janice Aragon, NSSA

#### AFFILIATED ORGANIZATION COMMITTEE FUNCTION, BEST PRACTICES, ELECTION OF REPRESENTATION

- Affiliated Organization Director (initial representative appointed but bylaws require membership organizations elect their rep on the USA Surfing Board.) **NOTE:** Bylaws **do not** specify that each member organization's representative on the Membership Organization Committee must be the Executive Director.
- Affiliated Organization Director reports BOD actions/decisions/ to the Member Organization Board Chairs Committee (made up of the chair of each of the member orgs).
- Affiliated Organization Director reports BOD actions/decisions to the Member Organization Committee (made up of one rep from each of the member organizations' boards).
- Best practices: email, communication and meetings
- **VOTE** to hold an election via email sent to all member organizations asking their BODs to elect a representative to serve on the Affiliated Organization Committee and then have the Committee elect one member to serve as Affiliated Organization Director on the USA Surfing Board. (recommended action) **NOTE:** This vote may simply reaffirm the standing appointments.)

*(Section 6.6c) Affiliated Organization Director. If there is no Affiliated Organization member, then the Affiliated Organization director seat shall be vacant. If there is one (1) Affiliated Organization member, then that organization shall select a qualified individual to serve as the Affiliated Organization director. If there is more than one (1) Affiliated Organization member, then the Affiliated Organizations as a group shall select a qualified individual to serve as the Affiliated Organization director.*