



Member, U.S. Olympic Committee

USA Surfing, Inc.
1001 Avenida Pico
Suite C229
San Clemente, CA 92679
T – 949.391.1010
F – 949.203.6258
www.USASurfing.org

December 19, 2018

USA Surfing Board of Directors Meeting
December 19, 2018
The Outlets at San Clemente
5:30 PM - 9:00 PM

A meeting of the USA Surfing Board of Directors (the “Board”) convened in San Clemente, CA in the conference room at The Outlets of San Clemente. Notice was given pursuant to the USA Surfing Bylaws.

ATTENDANCE: Greg Cruse (CEO), Directors Andrea Swayne, Kevyn Dean, Courtney Conlogue, Kevin Schulz, Randy Brecher, Jason Velez, Shayna Marks, Charlie Setzler, Christiaan Bailey, and guests Becky Fleischauer, John Ruger

1. WELCOME / OVERVIEW

Swayne introduced USOC recommended consultant John Ruger. He then shared with the board his background/qualifications and a briefing of the type of assistance he will be providing to USA Surfing during his three-month contract.

1. ROLL CALL

All invitees were in attendance. Conlogue, Marks, Bailey, Fleischauer and Ruger attended via phone.

2. APPROVE LAST MEETING MINUTES

3. ROPES & GRAY REPORT

The full final copy of the Ropes & Gray report was presented and discussed. Swayne and Cruse reported on the process and USA Surfing response to the inquiries received during the investigation and its impact on surfing and all other NGBs with regard to necessary policy changes affecting athlete safety / SafeSport.

4. BUDGET

Cruse presented a 3rd Quarter budget review and the 2019 Draft Budget for approval. (Due to time constraints limiting the time the Board had to review the 2019 Draft, this Budget was approved post meeting via online vote on January 9, 2019. The vote was unanimous.)

5. TAXES

Cruse presented the 2017 990 for review.

6. SURFING AMERICA DEBT

Cruse presented a report showing the progress being made with regard to reducing the debt left by Surfing America and explained that this decision was made (prior to this current BOD seating) as a good faith gesture, but the debt of now defunct Surfing America is not legally the responsibility of USA Surfing.



Member, U.S. Olympic Committee

USA Surfing, Inc.
1001 Avenida Pico
Suite C229
San Clemente, CA 92679
T – 949.391.1010
F – 949.203.6258
www.USASurfing.org

7. FUNDRAISING / MAJOR DONORS

Velez gave a report on fundraising projects, including plans for a benefit golf tournament. Other ideas were discussed. Swayne reported having attended a USOC fundraising meeting held by USOC representatives handling major donors / sponsorship.

8. SPONSORSHIP REPORT

Cruse presented a report detailing two newly acquired sponsorships and one in the works.

9. COACHING

Head Coach Joey Buran's resignation was discussed, followed by suggestions for replacements and an explanation of the replacement process. Buran's resignation letter and the open job listing were presented by Cruse.

10. TEAM REPORT

Recent results, including a bronze medal at ISA World Surfing Games-bronze, team silver medal and Aloha Cup gold at ISA World Juniors, and ISA World Adaptive Surfing Championship gold medals, were highlighted. Qualification criteria for the 2020 Olympics and 2019 Pan Am Games were discussed.

11. HIGH PERFORMANCE PLAN

Dean led discussion of the training meeting in Hawaii and plans for 2019 with Mamba Sports Academy and USOC HPP funding approval for 2019.

12. COMMITTEES

Swayne presented a roster update for the required standing committees.

13. COMPLAINT

Swayne presented an update regarding ongoing counter complaints between the parents of two minor athletes on the Developmental Team.

14. ATHLETE CONTRACT

Cruse raised the question of whether the athlete contract should include out of competition dispute resolution. It was decided that a draft update be sent to Ruger. It was agreed that Velez would work with Ruger to endeavor to have a proposed new contract ready before the Steamer Lane event and before the initial training summit for elite athletes.

15. MEMBER ORGANIZATION AGREEMENT

Cruse introduced a proposed new, tiered member organization agreement based on subcommittee suggestions from last meeting. (Due to time constraints limiting the time the Board



Member, U.S. Olympic Committee

USA Surfing, Inc.
1001 Avenida Pico
Suite C229
San Clemente, CA 92679
T – 949.391.1010
F – 949.203.6258
www.USASurfing.org

had to review the proposal, the new member organization agreement was approved post meeting via online vote on February 28, 2019. The vote was unanimous.)

16. STRATEGIC PLAN

Swayne reported learning of a USOC program that supports strategic planning for NGBs and announced that she would be requesting the scheduling to get a date set for a Strategic Plan session with USOC personnel.

17. SCHEDULE OF NEXT MEETINGS

A Q1 conference call was tentatively set for February 13. Other tentative dates were set as follows:

Q2-May 15

Q3-Aug 14

Q4-Nov 13

18. ADJOURNMENT

Swayne adjourned the meeting at 9:04 p.m.