



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

USA Surfing Board of Directors Meeting
June 27, 2019 - The Outlets at San Clemente
6:00 PM - 9:00 PM

ATTENDEES: Greg Cruse (CEO), Andrea Swayne, Kevyn Dean, Courtney Conlogue, Kevin Schulz, Randy Brecher, Jason Velez, Charlie Setzler, Christiaan Bailey, Brian Bourgeois, Chad Faulkner

GUESTS: John Ruger, USOC consultant

1. ROLL CALL - Swayne
 - Meeting called to order
 - Quorum present
2. CLOSED SESSION - Swayne
3. REGULAR MEETING - Swayne

ATTENDEES: Greg Cruse (CEO), Andrea Swayne, Kevyn Dean, Courtney Conlogue, Kevin Schulz, Randy Brecher, Jason Velez, Charlie Setzler, Christiaan Bailey, Chad Faulkner

ABSENT: Brian Bourgeois

GUESTS: John Ruger

4. BUDGET & FINANCIAL REPORT
 - Velez -Marriott Family Trust received a commitment for \$15,000 to go along with the DonJoy sponsorship.
 - Cruse: The second quarter is not quite over yet. I did all the books today and entered all the stuff from US Champs, there were 200 transactions I had to reconcile, and we are shifting everything over to Altruic tomorrow.
 - Received first half of accounting grant funds for Altruic of \$3850. Will forward.
 - An extension was filed and approved for 2018 taxes. Altruic will work on taxes through 2018.
 - Surfing America carryover debt remains on hold per June 4 freeze (Swayne).
5. USOC Audit Update
 - USOC auditors reviewed preliminary items they requested. They accepted info and introduced a new list of items due before the end of the month.
 - USOC auditors scheduled a July 11 and 12 visit to review the audit process. Auditors may call standing committee membership roster as part of the audit process.
 - Re High Performance Plan grant funds from 2018 under audit scrutiny, Cruse noted one was \$18,000 for Ruger's consultancy. Cruse provided documentation of the funds being received, Ruger's invoice, and the check from USAS to Ruger. For other 2018 HPP funding Cruse advised USAS is late on some payables but we are paying them. He noted he is confident USAS will not have to return funds because although late, USAS is paying for the correct items for which the grant funding was approved.



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6. OLYMPICS 2020

- Assembled an Olympics 2020 Athlete Selection Committee and met on June 11, 2019
 - Christiaan Bailey, Courtney Conlogue, Greg Cruse, Lakey Peterson, Kevin Schulz, Brett Simpson, Andrea Swayne, Chris Stone
 - Athlete Selection Criteria for 2020 Olympics adopted by Committee.
- Assembled an Olympics 2020 Coaches Selection Committee and met on June 11, 2019
 - Christiaan Bailey, Courtney Conlogue, Greg Cruse, Lakey Peterson, Kevin Schulz
 - Ruger is currently working on coach criteria and will submit to committee within the next couple of weeks for review and vote.

7. ANOC BEACH GAMES

- Assembled an ANOC Coaches/Staff Selection Committee and met on June 11, 2019
 - Christiaan Bailey, Courtney Conlogue, Greg Cruse, Lakey Peterson, Kevin Schulz, Andrea Swayne
- ANOC will not be happening in San Diego due to lack of sponsorship. It has been moved to Doha, Qatar October 12-16, 2019.
- June 25 we were notified that “ANOC has removed Surfing from the Accreditation Allocation table...” We are awaiting word from the ANOC on the plan for Surfing in Doha.
- Per the USOC we are still required to provide all Games registration and delegate lists.
- Athlete safety concerns were discussed.

Committees Update

8. ETHICS COMMITTEE REPORT - Swayne

- Ethics Committee has been tasked with yearly review of Code of Ethics. Ruger has reviewed the current COE and will present to the Committee.

9. JUDICIAL COMMITTEE REPORT - Swayne

- Current case has been resolved by all parties.

10. NOMINATING & GOVERNANCE COMMITTEE REPORT - Swayne

- Nominating & Governance has been tasked with evaluating / designing a Board Self Evaluation process. BoardSpan is the most recently utilized evaluation method.

11. AUDIT COMMITTEE REPORT - Swayne, Brecher

- USAS has signed an agreement with Altruic to provide accounting services. USAS obtained a USOC grant to cover costs in excess of what the NGB has been paying to the bookkeeper.
- Brecher has received proposals from audit firms for independent audit. Some quotes have come back quite high - \$40k and \$8k plus travel.
- Brecher reported the bookkeeper was asked to update QuickBooks through June for full transition to Altruic.

Pending items with targeted completion dates

- Review balance sheet reconciliation and finalize bookkeeper financials through June 2019 – Complete by July 10
- Account for restricted grants correctly – Complete by July 10
- Transition all accounting information and the records to Altruic – Complete by second week of July



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- Transition all functions of accounting process to Altruic – Complete by July 31
- Complete annual independent audit – Complete by September 30

12. FUNDRAISING REPORT

- Fundraising Committee projects update - Velez
- Give or get set at \$1000 per Director (vote 6 to 5 for \$1K)
 - Draft policy / rules to clarify what this means - Setzler assigned to draft
 - Assets list needed - Cruse assigned

13. SafeSport - Athlete Safety - Codes of Conduct - Athlete Contracts/Agreement

- MAAPP - Discuss Minor Athlete Abuse Prevention Policies update in effect June 23.
 - Communicate to membership regarding training requirements
 - Email blast went to entire list.
 - Link placed on website.
- CODES OF CONDUCT - Should be communicated to all members early on and shared with public via website. All changes need to be communicated re “no tolerance,” etc.
- Event Code of Conduct revisions necessary to clarify the process in adherence to Ted Stevens Act (disciplinary procedure, penalties, decision, etc.) Will be brought back to the BOD for a final vote of approval.
- Athlete Contract progress update (Cruse)
- Use IOC definition of personal entourage in Codes of Conduct, including Event Code of Conduct.
- Onboarding training needed for new Board members.
- Conflict of Interest disclosure forms to be vetted by Nominating & Governance.
- SafeSport training for minors should be offered for minor athletes and their parents. Parent consent form needed. Awaiting USOC/SafeSport program launch.

14. MEMBER ORGANIZATION AGREEMENT

- Define “member” for Codes of Conduct and Safe Sport/Grievance process in bylaws (refer to bylaws for categories).
- Unpaid dues by member orgs will not affect athletes’ ability to participate in USAS Championships.
- Membership structure remains under review.
 - Member Organization Guidelines were passed last year. USAS needs to communicate the guidelines and enforce them, especially as related to SafeSport requirements.
 - Dues from member orgs were due January.
 - A member org/orgs in noncompliance with respect to dues as well as other Guidelines requirements (member roster, nonprofit status report, etc.)
 - Individual membership model with event sanctioning and the addition of a national ranking system has been proposed.
- Swayne made a motion to approve changing USAS membership structure.
- Motion did not advance. More discussion needed.

15. High Performance Plan - Dean

- USA Surfing Championships was a success. USAS had a great team for the event and now have a great junior team moving forward.
- We need to start honing down our team with mid-year cut offs.



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- This year Tracy Axel (Mamba Sports Academy) was a huge help with writing a rubric plan to be presented to athlete families to illustrate the importance of the team. This includes a scale that coaches can utilize when putting a team together.
- Cruse noted Simpson is a great team coach. USAS coaching program needs an analyst and/or clarification of selection criteria.
- Dean would like to bring the Junior team in for testing at Mamba.

16. HPP USOC funding update - Cruse

- High Performance Plan for 2020 is due by August.
- USAS has received half of the HPP grant funding, to be directed toward coaching and training.

17. Adaptive / Para Surfing Update - Bailey

- VA Sports Program is pleased with USAS. The fact that USAS utilized the VA money to populate half of the U.S. team with veterans puts USAS in good standing. This will pave the way in 2020 for applying for additional grants for beach wheel chairs, accessible beach paths, etc.
- ISA Adaptive Games - We are trying to hold Adaptive Games at same venue as juniors back to back and HB would be better location from the athletes' point of view.

18. New Business

- Schedule for next meeting - September Q3 - Put some dates on Slack.

Adjournment 9:06