



CERTIFICATION RENEWAL REVIEW OF USA WATER SKI & WAKE SPORTS

Executive Summary

The USOPC's Certification Review Group (CRG) renewed [USA Water Ski & Wake Sports](#) as the certified National Governing Body (NGB) for the sport(s) of waterskiing and wakeboarding within the United States. The CRG's holistic review resulted in a Renewal with Conditions rating to provide USA Water Ski & Wake Sports until August 7, 2025 to remediate outstanding issues before the CRG considers an upgrade to Renewal in Good Standing. The details of the CRG's review are included in the following report.

NGB Certification Overview

NGB Certification History

The CRG first reviewed USA Water Ski & Wake Sports in 2021, after its quadrennial compliance audit. As noted in the associated graph, USA Water Ski & Wake Sports received a rating of Renewal in Good Standing based on the NGB's remediation of compliance audit findings, as well as its overall performance in five key areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Protections and Rights, Sport Performance, and Operational Performance.

NGB Certification Status	
Renewal with Conditions	June 2025
Renewal in Good Standing	2021

Athlete Representation Review Working Group (ARRWG) Decisions

USA Water Ski & Wake Sports requested that the ARRWG review and approve expanded athlete representation options. The ARRWG's determinations can be found in USA Water Ski & Wake Sports' effective [Record of Decision](#).



Athlete Well-Being

Athlete Listening

The CRG uses feedback from eligible, currently competing Team USA Athletes about their NGBs through the annual Athlete Listening Survey. To supplement, the Athlete Services department also engages in discussion with athlete representatives from the NGB under certification review. If an NGB does not have enough participants to meet the survey's participation threshold¹, which triggers an individual report about that specific NGB, then the CRG uses only discussion-based feedback as part of the holistic evaluation.

USA Water Ski & Wake Sports received positive athlete feedback; athletes expressed an appreciation for the NGB's responsiveness and collaboration. Further, athletes noted that they believe their voices are not only heard but valued in the conversations. Athletes noted the uniqueness of the close-knit, global community and expressed an appreciation for how many NGB staff are personally invested in the success of the program in the United States. The CEO was specifically named by athletes as someone who has demonstrated great leadership and communication across all stakeholders.

Athlete Safety

USA Water Ski & Wake Sports maintains and enforces an athlete safety program consistent with the requirements of relevant federal law, as well as with the policies and standards of the USOPC and the U.S. Center for SafeSport (the Center). Please see the Center's most recent [Administrative Audit](#), as well as its most recent [Event Audit](#) and corresponding [Corrective Action Taken report](#), for more details on the NGB's work to foster a safe environment for its athlete participants.

Anti-Doping

USA Water Ski & Wake Sports maintains an anti-doping program consistent with the requirements of the USOPC and the U.S. Anti-Doping Agency (USADA) in its efforts to preserve clean and fair competition for its athlete participants. USA Water Ski & Wake Sports submits its Registered Testing Pool and Clean Athlete Program athlete lists on time, identifies all athletes on Delegation Event Long Lists, and ensures that a staff member is responsible to serve as the USADA liaison in executing its anti-doping program.

NGB Operational Health

Audit

As depicted in the associated graph below, the NGB reduced its number of audit findings in all core areas of evaluation within its most recent [Compliance Audit](#), demonstrating its progress to achieving organizational excellence.

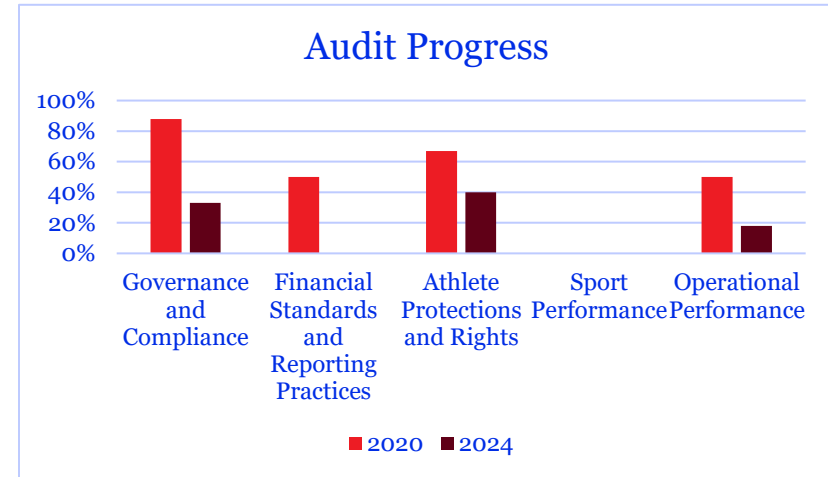
¹ See the Appendix for details on the Athlete Listening Survey.



The 2024 Compliance Audit resulted in 9 findings, and USA Water Ski & Wake Sports created management action plans to resolve the identified issues in a timely manner. At the close of its remediation period, however, USA Water Ski & Wake Sports still had outstanding higher risk audit findings open, which the CRG has incorporated as conditions of certification into this recommendation.

In 2024, the Audit department found that USA Water Ski & Wake Sports did not have at least 33% athlete representation on its Board of Directors and most of its committees, and that some seated athlete representatives may not have met eligibility criteria and were not adequately elected by the appropriate electorate. USA Water Ski & Wake Sports has taken steps to ensure adequate athlete representation thresholds, but additional work on its election processes must be done before the CRG considers the NGB in good standing. Second, the Audit department's review uncovered gaps with USA Water Ski & Wake Sports' conflict of interest disclosure and review process, including a lack of documentation of the review of disclosure forms, and any applicable conflict mitigation communications. USA Water Ski & Wake Sports is in the process of updating its policy and executing its updated protocol to meet the NGB Compliance Standards,

which has yet to be validated. Lastly, testing showed that USA Water Ski & Wake Sports' background check process was not conducted in a timely manner, which resulted in expired or incomplete tests of applicable individuals. USA Water Ski & Wake Sports is in the process of updating this control. The Audit department will return to assess resolution of these outstanding findings and conditions of certification in Q3 2025.



Compliance

USA Water Ski & Wake Sports does demonstrate operational health by fulfilling ongoing compliance obligations assessed by the USOPC Compliance department. The NGB submits required annual reporting, publishes required documentation on its website, maintains required insurance coverages, and is in good standing with the IRS. Within the last four years, USA Water Ski & Wake Sports has not been the subject of a compliance review or investigation conducted by the USOPC Compliance department.

Diversity, Equity, and Inclusion

USA Water Ski & Wake Sports' operational health is also assessed through its active participation in the USOPC's NGB DE&I programming. The NGB consistently submits its diversity data to the USOPC DE&I team as reflected in its most recent [DE&I Scorecard](#), as well as submits a comprehensive DE&I Action Plan, which outlines key DE&I initiatives, target groups, and success measures that the organization commits to for the duration of the quadrennium.



Competitive Excellence

High Performance Programs

USA Water Ski & Wake Sports maintains and executes a strategic plan that supports Team USA athletes in achieving sustained competitive excellence. The NGB submits its Delegation Event Selection Procedures to the USOPC Sport Performance and NGB Services departments on time and maintains a systemic talent identification process.

Although these performance outcomes do not impact the certification status of the NGB, the CRG includes this information to recognize USA Water Ski & Wake Sports' work to support its athletes in competitive excellence. Below is a table of highlighted performance outcomes from Delegation Events within the last four years:

Delegation Event Highlights				
Year	Delegation Event	Athletes Selected ²	Total Events	Total Medals
2023	Pan American Games	100%	10	9

Conclusion

The CRG concluded, based on the results of the USOPC Audit department's 2024 Compliance Audit as well as individual CRG members' assessments, that USA Water Ski & Wake Sports has met most of the requirements in the core areas of evaluation for NGB certification renewal. Furthermore, the CRG is confident in USA Water Ski & Wake Sports' ability to fulfill all management action plans and reach full compliance with the NGB Compliance Standards based on its interactions with USA Water Ski & Wake Sport staff. However, the CRG identified areas where USA Water Ski & Wake Sports has not yet demonstrated compliance with the NGB Compliance Standards and cannot yet be renewed as a member in good standing. Accordingly, the CRG recommends that USA Water Ski & Wake Sports' certification as a member organization of the USOPC be granted with a status of Renewal with Conditions with a deadline of August 7, 2025, to fulfill the conditions of certification. The conditions of this certification are listed below.

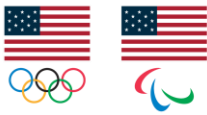
Standard		Condition	Assessment
A.1 a & b	Athlete Representation	USA Water Ski & Wake Sports must update and receive approval of athlete representative election procedures that meet the criteria required by the NGB Compliance Standards.	Submit to the USOPC Audit department testing to confirm that athlete representation requirements have been met.
A.6 a	Conflict of Interest Policy	USA Water Ski & Wake Sports must successfully execute its revised conflicts of	Submit to the USOPC Audit department testing to confirm that its conflict of

²Athletes Selected is the percentage of total athletes selected out of the total possible.



		interest policy's disclosure and review process to meet the NGB Compliance Standards.	interest disclosure and review processes are being executed in accordance with USA Water Ski & Wake Sports' policy.
C.3 a	USOPC Athlete Safety Requirements	USA Water Ski & Wake Sports must successfully execute its revised background check policy.	Submit to the USOPC Audit department testing to confirm complete and current background checks of required individuals.

In accordance with the NGB Certification Policy, if the CRG determines that USA Water Ski & Wake Sports has successfully addressed the conditions by the deadline, the CRG may recommend that its certification status be upgraded to Renewal in Good Standing. If USA Water Ski & Wake Sports does not resolve these issues to the CRG's satisfaction by the deadline, its certification rating may be downgraded and the CRG will discuss whether accountability measures are appropriate to address the NGB's delayed action.



Appendix

Certification Renewal Process

The USOPC promotes and supports a culture of good governance, ethics, and compliance among the NGBs that, as member organizations of the USOPC, make up the Olympic and Paralympic Movement. Amendments to the Ted Stevens Olympic and Amateur Sports Act (the Act), which became effective in late 2020, require the USOPC to certify NGBs.³ The USOPC determined that as of January 1, 2021, all member organizations would be certified, and their certifications would be reviewed for renewal on a rolling basis every four years.⁴

Governed by the USOPC's [NGB Certification Policy](#), the NGB certification review process is supported by a cross-functional body of professionals at the USOPC, the Certification Review Group (CRG), who interact with NGBs in their day-to-day work. These professionals evaluate an NGB's operations across multiple functional areas to provide a holistic review of an NGB's performance and culture.⁵ In addition to enumerated standards for NGB performance described in the Act, the [USOPC Bylaws](#), and the USOPC's NGB Compliance Standards, the CRG considers departmental observations about an NGB's operations that may not be identified in a formal audit but are relevant to consider when evaluating an NGB's overall performance. CRG members use departmental data, as well as consider timeliness and execution of an NGB's operational practices respective to their department's work. Thus, CRG members representing different departments use various sources of data to inform holistic NGB ratings.

Athlete Listening Survey

As required by the Act, and further prescribed in the USOPC Bylaws and [USOPC and IMS Compliance Standards](#), Standard C.6, the USOPC solicits feedback from eligible, currently competing Team USA athletes concerning their satisfaction with the USOPC, Team USA Athletes' Commission, the Center, and their NGB through an annually distributed Athlete Listening Survey. The Athlete Listening Survey aims to: (1) amplify athletes' voices in a confidential manner to better understand their experience, sentiment, service satisfaction, and overall needs; (2) provide athletes with a platform to give feedback used in USOPC decision making; and (3) capture data of the athlete experience over time.

Within an NGB's certification renewal review period, the CRG uses athletes' responses from the Athlete Listening Survey respective to their NGB to inform the CRG's overall certification rating. To trigger the production of a report specific to an NGB, the Athlete Listening Survey must be distributed to at least twenty eligible athletes and result in a minimum of five participating respondents. If this participation threshold is not met, an NGB-specific survey is not produced, but the data is still included as part of the comprehensive survey.

³ See §220521(a) of the Ted Stevens Olympic and Amateur Sports Act.

⁴ NGB Certification Policy, Section 1.

⁵ The CRG uses a four-year lookback period during this review process.



Certification Standards, Exceptions, and Review Components

As required by Standard A.2 of the USOPC and IMS Compliance Standards, and described in Section 8.4.1 of the USOPC Bylaws, the USOPC must administer its membership by requiring NGBs to satisfy certification requirements in five core areas: Governance and Compliance, Financial Standards and Reporting Practices, Athlete Safety, Sport Performance, and Operational Performance. The USOPC Implementation Guide for NGB Compliance Standards provides NGBs with specific guidance for how they will be evaluated in each of these core areas.

Section 8.4.2 of the USOPC Bylaws permits an NGB to submit a request for limited exceptions to any of the NGB Compliance Standards which, as a result of its overall structure or other extenuating circumstances, cannot or need not be reasonably met. The CRG evaluates all requests received and grants or denies such limited exceptions.

Various provisions of Section 8.5 of the USOPC Bylaws permit NGBs to seek exceptions related to minimum athlete representation requirements on boards and designated committees as well as exceptions or additions to which of its committees are considered designated committees. The Athlete Representation Review Working Group evaluates and approves or denies all requests made under Section 8.5.