



**TEAM USA ATHLETES'
COMMISSION**

2022 Impact

Report





EXECUTIVE SUMMARY

In only two years of having full-time dedicated staff, the Team USA Athletes' Commission (Team USA AC), formally known as the United States Olympic and Paralympic Commission Athletes' Advisory Council (USOPC AAC), has made strides in its ability to serve its' athlete constituency best. In 2022 the Team USA AC executed its strategic plan, made advancements in professionalization, engaged deeper with and with more stakeholders than ever before, worked to improve governance from the NGB level up to the USOPC, advocated for athletes on a variety of critical issues, conducted elections and supported Team USA in Beijing. There is still room for improvement, but the Team USA AC is proud of what it has accomplished thus far.

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TEAM USA AC BACKGROUND

The Team USA AC serves as the representative group and voice of Team USA athletes. Per the Ted Stevens Act (the Act), in governance and conducting its affairs, the USOPC shall provide for reasonable representation of amateur athletes, defined as actively engaged or who have represented US in int'l competition in the preceding 10 years, including establishing an AAC (The Team USA AC), which is composed of and elected by such athletes. The Team USA AC serves as a source of athlete opinion and advice to the USOPC Board with regard to both current and contemplated policies of the USOPC, and to help ensure a strong and effective athlete voice in corporate governance. The primary role of the Commission is to Advocate for the athletes' voice, represent the athletes' voice and empower Team USA to inspire and drive positive change and appoint athlete reps to various committees, working groups, and task forces.

Mission

To ensure communication between the USOPC and athletes who are actively engaged in amateur athletic competition or who have represented the United States in international competition within the preceding ten (10) years

Vision

Represent the athlete voice and empower Team USA to inspire and drive positive change.

Core Values

The Team USA AC will advance its mission, vision, and strategic priorities through commitment to the following values:





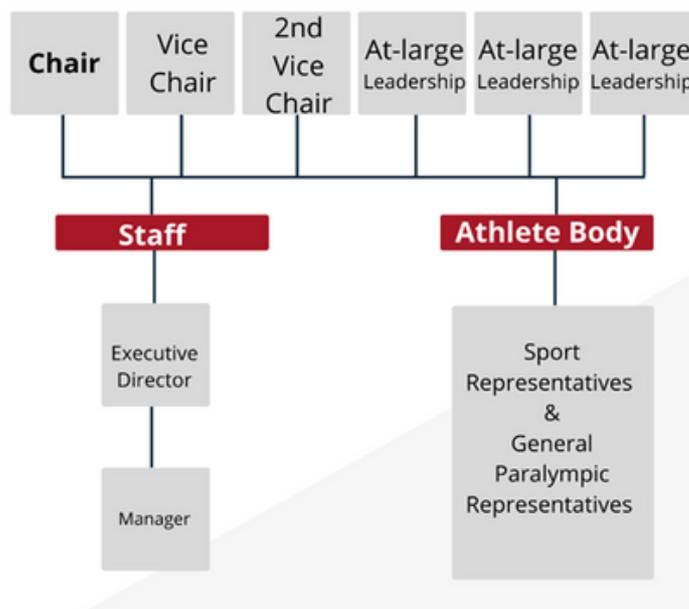
Priorities

The following pillars and strategies represent the 2021-2024 priorities for the Team USA AC to focus time, energy, and effort to advance its purpose and principles and achieve future success.

Organizational Excellence & Sustainability	<ol style="list-style-type: none"> 1. Member Engagement & Cultural Transformation 2. Team USA AC Resources & Support
Team USA Athlete Success	<ol style="list-style-type: none"> 1. Athlete Voice Amplification 2. Athlete Financial Health 3. Athlete Representation & Good Governance 4. Transition Support
Awareness & Brand Promotion	<ol style="list-style-type: none"> 1. Telling Our Story 2. Digital/Media Presence
Stakeholder Relations	<ol style="list-style-type: none"> 1. Athlete Community 2. NGB Internal AACs 3. NGBs 4. USOPC 5. USOPA 6. Anti-doping Advocates

Composition

The Team USA AC is composed of: (1) six members of leadership- one chair, two vice-chairs and three at-large representatives; and (2) 64 general representatives- one athlete and one alternate from each NGB, six paralympic general athletes and ex-officio members from the IOC Athletes Commission and IPC Athletes' Council. Additionally, the Commission has two support staff members- an executive director and a manager.





STRATEGIC PLANNING

Background

In the second half of 2020, Team USA AC initiated the Strategic Planning Process for the 2021-2024 quadrium. Current and past AAC leaders participated in the initial drafting of the plan by participating in a survey that identified the top Team USA AC strengths and weaknesses, influential environmental factors and barriers, key opportunities and challenges, and the vision for strategic success. After conducting feedback and discussion sessions with the reps at our February 2021 Meeting, the plan was finalized. Below are some of the highlights from the plan including a new mission and vision statement, core values, and priorities. The complete strategic plan can be found in here:

<https://www.usopc.org/teamusa-athletes-commission>

Team USA AC Staff, in conjunction with leadership, also developed an internal Strategic Operating Plan that details initiatives, action steps and success measures for each strategic priority listed in the plan. We continue to evaluate on track on the completion of all of our tactics for each priority.

2022 Strategic Process

The Team USA AC activated on each of its strategic priorities by executing various pointed initiatives. Halfway through the Quad, the AC is on track to make significant strategic progress in the service of athletes. Below are strategic initiatives accomplished in 2022 organized by strategic priority.





1. Organizational Excellence & Sustainability

Member Engagement & Cultural Transformation	<ul style="list-style-type: none">• Create member job descriptions
Team USA Resources & Support	<ul style="list-style-type: none">• Partner with Advocacy Groups

2. Team USA Athlete Success

Athlete Voice Amplification	<ul style="list-style-type: none">• Establish a strong communication channel between the Tand the Congressional Commission• Collaborate with the Team USA Council for Racial & Social Justice
Athlete Financial Health	<ul style="list-style-type: none">• Continue work with USOPC to analyze the effectiveness of the Athlete Marketing Platform (AMP)• Work to create clarity around Elite Athlete Health Insurance (EAHI) eligibility
Athlete Representation and Good Governance	<ul style="list-style-type: none">• Increase effective athlete participation in governance: continuous leadership seminars
Transition Support	<ul style="list-style-type: none">• Strengthen the relationship with USOPC learning & development: bi-weekly meetings with Athlete services





3. Awareness & Brand Promotion

Telling Our Story and Digital/Media Presence	<ul style="list-style-type: none">• Increase Athlete community communication<ul style="list-style-type: none">◦ Monthly Newsletter◦ Prepared to launch a podcast in 2023◦ Develop an news page on the USOPC website• Began Re-branding process from USOPC AAC to Team USA AC
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4. Stakeholder Relations

Athlete Community Engagement	<ul style="list-style-type: none">• Increase Athlete community communication<ul style="list-style-type: none">◦ Monthly Newsletter◦ Prepared to launch a podcast in 2023
NGB Internal AAC Success	<ul style="list-style-type: none">• Ensure each NGB has an effective AAC<ul style="list-style-type: none">◦ Develop Additional Resources◦ Engagement with NGB AACs
USOPC Collaboration	<ul style="list-style-type: none">• Collaboration with Athlete Services and Ombuds on areas of alignment<ul style="list-style-type: none">◦ Develop Athlete Resources- rights and responsibilities• Increase USOPC awareness of the Team USA AC<ul style="list-style-type: none">◦ Include the Team USA AC in the USOPC Board of Directors training
USOPA and 10+ Athlete Representation	<ul style="list-style-type: none">• Collaborate on Joint Athlete Rep appointments• Collaborated on a USOPC Bylaw Revisions regarding At-Large Athlete Directors





PROFESSIONALIZATION OF THE TEAM USA AC

Legal Consultant

The Team USA AC retained Steve Olenick, Chair of the Sports & Entertainment Practice at Mintz. Olenick provides organizations and individuals in the sports industry with counsel on strategic, transactional, and litigation issues. Steve counsels and serves as a trusted advisor to some of the world's biggest superstar athletes, advising on many of the most complex and high-stakes issues and providing crisis counseling on sensitive matters. He regularly represents stakeholders in a broad range of complex sports law matters, including equity-related deals, endorsement deals, branding and intellectual property issues, and disciplinary actions and disputes. Olenick has advised the Team USA AC in commercial matters to help the Commission best advocate on athletes' behalf.

Additionally, one of the Commission's strategic priorities involves athlete financial health and seeking ways to increase funding, decrease costs and expand resources to enable athletes to pursue competitive careers. With this in mind and with the guidance of Olenick the Commission plans to build out an education program around the Commercial Marketplace Education for Team USA athletes. Below are the five pillars to the Commercial Marketplace Education Plan:



In 2022, Team USA AC made initial progress in developing an endorsement agreement checklist and terms explanations resource for Team USA athletes who may not have an agent to use when signing an agreement. Team USA athletes are often at a disadvantage when signing endorsement agreements with sponsors because brands have more bargaining power. Olenick presented an initial draft of the checklist at our November 2022 Representative Meeting, and we are planning on launching the checklist along with an educational webinar to the broader Team USA athlete community in the summer of 2023.





Team USA AC Re-Branding

After two years, the USOPC approved the Team USA AC's proposal for a re-brand. Starting in 2023, the USOPC AAC will be known as the Team USA Athletes' Commission (Team USA AC). The Team USA AC began working with the USOPC to develop a logo, policies and procedures around branding as well as a brand guideline book.

Having USOPC in the name led to confusion by athletes thinking the USOPC AAC was just another department of the USOPC rather than an athlete-led organization. This is the structure supported in the Memorandum of Understanding (MOU) and the name should better illustrate that. The language Athletes' Commission lines up with athlete organizations on the international stage and will reduce confusion domestically at the NGB level as NGBs are required to have their own internal AACs. This has caused much confusion in documentation and communication within the USOPC community.

Team USA Athletes' Commission is a name that best captures the group of athletes the Commission represents. The name provides clarity domestically and continuity internationally among other athlete groups. It is important to note that until the Team USA AC can change its name officially in the Ted Stevens Act, the AAC will still be called as such in the Act.

Communication

1, Athlete Communication

A significant pain point for Team USA AC has been communication. The AC was unable to directly communicate with its' athlete constituency, which is a huge barrier to effective athlete representation. Fortunately starting in October 2022 the Team USA AC began directly communicating with the Team USA athlete community by sending out monthly newsletters as well as other athlete-centric issue communications when appropriate.

The function of the newsletter is to drive familiarity, understanding, and excitement among the athlete community for the Team USA AC and its role as an athlete advocate.

Past newsletters have included calls for nominations for athlete representative positions, pertinent athlete information, and provided an avenue to capture athlete feedback. A newsletter removed the burden on representatives to be the main source of pushing out Team USA AC communications and the Team USA AC no longer needs to rely on athlete services / NGB services to communicate with its constituents.





However, until the USOPC improves its 10-year athlete list, athletes who are actively engaged in amateur athletic competition or who have represented the United States in international competition within the preceding ten (10) years, the communication barrier to athlete representative still remains. Why this list is so important is that once an athlete meets the above criteria making them a 10-year athlete they are now eligible to receive benefits and services from the USOPC, one being they are now represented by the Commission. Without an accurate list, the Commission will not reach all athlete constituents, which is a disservice to the USOPC's mission of empowering Team USA.

2. NGB AAC Support

In 2021 Team USA AC retained a media consultant to assist with communication strategy, social media and to provide athlete education. This year the Team USA AC expanded this relationship to include vertical integration to NGB AACs. The Team USA AC has begun supporting NGB AAC's by offering assistance to those groups in their communication strategy and in the drafting of their own statements. The Commission has received positive feedback from athletes of the usefulness of this service and hope to expand this in 2023.

ENGAGEMENT

Team USA AC Members

The Team USA AC engages with our members through a variety of different channels including but not limited to bi-monthly Leadership Meetings, three all-membership meetings (January, June & November), monthly meetings, and staff one-on-one meetings with representatives to provide additional support. Additionally, the Commission utilizes Slack, an online communication platform and emails regularly with the membership to conduct Commission work.





Team USA Athletes

As the representative group and voice of Team USA athletes, it is vital that the AC communicates with the broader Team USA athlete community. Team USA AC tactfully thinks about engagement points and what events make the most sense for those touchpoints.

1. Team USA Week



In May of 2022, Team USA Olympians and Paralympians from both the Tokyo and Beijing Games game together in Washington D.C. to celebrate their achievement. For the first time, Summer and Winter Athletes were brought together as a unified team in one place, at one time. The three-day program consisted of pillar events that celebrated the accomplishments and supported the personal and professional growth of the Athletes

The events kicked off with an Athlete Summit, a day of programming that educated, informed, and provided professional resources for more than 400 Athletes with the goal of providing diverse offerings to address the varied needs of athletes. During the summit, the Team USA AC hosted an Athlete Representation 101 Session open to athletes who were interested in learning more about athlete representation generally and how to get involved. The Commission also had a presence at the Expo with a booth to meet more athletes one-on-one to build relationships and inform them about the work of the Commission. The program concluded with the athletes' visit to the White House, which was attended by Team USA AC Executive Director Elizabeth Ramsey.

2. NGB AAC Engagement and Support

Part of the Team USA AC's strategic plan is to actively work to increase collaborative opportunities between NGBs and their athletes to establish a strong and effective athlete voice in the decision-making process and governance of the Team USA athlete community. In 2022, Team USA AC spent time engaging with NGB AACs by having staff present and meet with nine NGB AACs.

Beyond those presentations, Team USA AC increased its support to NGB AACs and athletes at the sport level. That support included:





USA Archery	Worked with the Team USA AC Representative on an athlete concern involving a para-archery policy pertaining to agents that retrieve arrows at events.
USA Soccer	The Commission facilitated the services of its' media consultant to assist their AAC in the drafting of a statement that was shared on their social media channels. The statement was needed due to an issue that arose in the sport and through this process, the AC also worked closely with the Team USA AC Representative to make sure athletes are supported.
USA Curling	Issues arose in the sport and the Commission worked closely with the Team USA AC Athlete representative to make sure athletes were supported through this. Staff met with their AAC and provided support for their own engagement with their athlete constituents.
USA Breaking	Commission staff met with athletes to acquaint them with the Commission and answer questions as their sport onboards to being part of the Olympic Movement.
USA Pentathlon	Commission staff supported the sport Representative with issues that arose in their athlete community. Staff also met with athletes to hear their concerns.
American Canoe Association	Commission staff worked to ensure the Team USA AC Representative was on the NGB Board of Directors, as required by the USOPC Bylaws..
USA Skateboarding	Commission staff supported and met with athletes through a potential NGB decertification process
USA Track and Field	Commission staff met multiple times with athletes to help them navigate a variety of governance issues that arose at their NGB.





<p>US Association of Blind Athletes (Goalball)</p>	<p>Commission staff supported its Representative in establishing an NGB AAC and provided them with a sample NGB AAC Charter, created jointly with the USOPC, and the NGB AAC Guide, which is a best practices document.</p>
<p>US Paralympic Boccia</p>	<p>Commission staff supported its Representative in establishing an NGB AAC and provided them with a sample NGB AAC Charter, created jointly with the USOPC, and the NGB AAC Guide, which is a best practices document.</p>
<p>US Paralympic Swimming</p>	<p>Serious allegations were leveled against a former member of the US Paralympic Swimming Team. Through this crisis, the Commission emailed the athletes to make them aware the AC was there to advocate on their behalf and be a resource through the tough situation. Commission staff worked closely with its Athlete Representative to make sure athletes were supported during this. The Team USA AC released a statement in November about the situation. The full statement can be found here: https://www.usopc.org/athletes-advisory-council/news/2022/november/14/statement-from-the-aac-on-paralympic-swimming-allegations</p> <p>Team USA AC Executive Director attended Paralympic Swimming Nationals to provide support to athletes competing that were also dealing with this tough situation. On December 21st Commission Staff attended a meeting between the athletes and the USOPC and Staff raised athlete concerns about mental health and team selection. The Team USA AC asked for exceptions to be granted to prevent athletes from losing benefits, which was granted by the USOPC.</p> <p>However, through this crisis, an issue did arise where the USOPC Para swimming staff did not provide the Team USA AC Representative with contact information for his athlete constituents. This highlights our persistent communication issues and why all Team USA AC Athlete Representatives should have access to their athlete consistent contact information (more information below.)</p>





3. U.S. Athlete Representation on International Committees

<p>World Anti-Doping Agency (WADA) Athletes Commission</p>	<p>WADA AC Rep Jeff Porter (Track & Field) presented at the Fall Team USA AC Meeting. Team USA AC staff also engaged with newly elected WADA AC Rep Clare Egan (Biathlon) and communicated to her the Commission’s stance on WADA reforms and anti doping issues</p>
<p>Pan American Athletes’ Commission (PanAm AC)</p>	<p>Team USA AC engaged with PanAm AC Rep Tony Azevedo (Water Polo) and invited him to attend the Fall AAC Meeting. The Commission offered it support and resources if he decides to run for the chair position on the PanAm AC.</p>
<p>IOC Athletes’ Commission (IOC AC)</p>	<p>Team USA AC engaged with IOC AC appointee Allyson Felix (Track & Field), uploaded her on the Commission’s stance of athlete issues, and onboarded her on her new responsibilities as a Team USA AC member.</p>



Media

To advocate on behalf of Team USA athletes the media is an important avenue to effectuate change. The Team USA also released multiple public statements on a variety of topics; Clean Sport and Fair Sport, Transgender and Nonbinary Athlete Inclusion, Roe v. Wade and the Beijing 2022 Winter Olympic Figure Skating Team Event Medal Ceremony.





The relationship between the Team USA AC and USOPC staff is vital to ensure athlete voice is heard. To engage with the USOPC, the Team USA AC Chair has bi-monthly meetings with the USOPC CEO and USOPC National Governing Body Council (NGBC) Leadership. Team USA AC staff meets bi-weekly with USOPC Athlete Learning and Development staff. Team USA AC Executive Director meets regularly with the USOPC CEO. Additionally, the Commission staff communicates daily with USOPC staff and has monthly meetings with USOPC Communications. Occasionally, Team USA AC and USOPC will jointly release statements.

Furthermore, Leadership has bi-monthly meetings that feature USOPC staff updates given by leaders from a variety of departments including Athlete Learning and Development, Ombudsman, Ethics & Compliance, and Diversity Equity & Inclusion. USOPC staff is also invited to provide updates on Team USA AC monthly calls and quarterly meetings.



The U.S. Center for SafeSport "the Cener"

Since it greatly impacts the athlete community, Team USA AC is continuously tracking the work of the Center. The Center presented at the Spring Assembly meeting and updated the group on the response and resolution process, case data, and its Climate Survey. Commission staff also has monthly meetings with Center staff.

Additionally, the Team USA AC provided recommendations for an open Athlete Director Seat on the Center's Board of Directors, but the Center did not choose one of the Commission's recommended candidates.





Anti-doping



1. United States Anti-Doping Agency (USADA)

The Team USA AC regularly engages with USADA to keep its representatives informed and partner on joint initiatives when appropriate. USADA presented at the Spring and Fall Assembly and meetings on a variety of topics including Games anti-doping information, scientific updates, contamination, and anti-doping governance education. Team USA AC staff presented at the Fall USADA Board Meeting providing updates on the Commission's anti-doping advocacy work and the athlete perspective around the figure skating team event at the Beijing Games in which a Russian athlete tested positive for a banned substance. The Team USA AC staff also shared that presenting at the board was a great opportunity to build relationships between the two organizations. Staff also attended USADA's True Sport: Mental Wellness and the Student-Athlete event.

Team USA AC jointly worked with USADA and the USOPC on interviewing and appointing eight arbitrators to serve as anti-doping arbitrators per the reformed USADA protocols. These arbitrators will hear and resolve doping disputes in the Olympics and Paralympic sport. This process involved reviewing around 200 resumes, conducting 19 interviews, and jointly agreeing on the candidates. This process was important because athletes had communicated that the previous arbitrators were not reflective of the athlete community. Because of the work of many stakeholders, athletes now know the pool of arbitrators includes qualified individuals from different backgrounds.



2. The Office of National Drug Control Policy (ONDCP)

Similarly, as with USADA, Team USA AC communicates with the ONDCP on policies impacting athletes. Team USA AC regularly engages with the ONDCP to ensure the office is aware of the US athlete's voice. The Commission also collaborated with and Supported ONDCP Director Dr. Rahul Gupta's candidacy for CADE's presidency.





3. World Anti-Doping Agency (WADA)

Team USA AC is continually tracking the work that needs to be done to reform WADA so that the organization can become a strong, independent anti-doping regulator and protector of clean athletes' rights. All athletes have been promised the opportunity for a fair, safe, and level-playing field and WADA must transform itself immediately to deliver on this agreement. Team USA AC Chair and Executive director attended the WADA Symposium, which is a conference bringing together anti-doping practitioners from International Federations, National and Regional Anti-Doping Organizations and Major Event Organizations; as well as, Athletes, Governments, WADA-accredited laboratories, Athlete Passport Management Units, service providers, researchers, and the media – to help advance clean sport globally.



U.S. Olympic & Paralympic Alumni Association (USOPA)

The Team USA AC collaborates with USOPA on a variety of athlete issues and initiatives. USOPA and the Commission had a joint meeting at the Spring Assembly as well as invited the USOPA liaison to attend all Team USA AC meetings. Additionally, the two groups collaborated on the Governance Reform Working Group as well as jointly re-appointed an At-Large Athlete Director to the USOPC Board of Directors.

International Engagement

1. International Olympic Commission Athletes' Commission (IOC AC)



The IOC AC is an elected body of Olympians across the world that serves as a link between the athletes and the IOC. The Team USA AC serves as the liaison between Team USA AC and the IOC and provides the IOC AC with the US Athlete point of view. Team USA AC stays up to date on the IOC AC's work by attending IOC AC global athlete calls.





2. Pan American Sports Continental Athletes' Forum

The Pan American Athletes' Commission's objective is to strengthen the voice of athletes throughout the Americas by increasing athlete representation in every organization and ensuring their needs are met by working to increase opportunities and access to proper development and elite competitions. Team USA AC Chair and Executive Director attended the 2022 Continental Athletes Forum where athlete leaders from around the Americas met to discuss the main challenges that the athletes of our continent currently face. Furthermore, the Commission presented to the group about Athlete Representation in the US and some best practices to follow when establishing an Athletes Commission



GOVERNANCE

USOPC Governance Reform Working Group (GRWG)



The GRWG was formed with stakeholder representatives from the Team USA AC, the U.S. Olympians and Paralympians Association (USOPA), the National Governing Bodies Council (NGBC), the Paralympic Advisory Council (PAC), and USOPC staff members. The work of the GRWG has been phased; in 2022 the group engaged in its fourth round ("Phase 4") of review and amendment proposal efforts. Team USA AC Leadership member Cody Mattern and Executive Director Elizabeth Ramsey served as the Team USA Athletes' Commission members of the Phase 4 GRWG. They provided feedback on behalf of the Commission to propose USOPC Bylaw changes and worked on drafting their own bylaw solutions. The GRWG generated a memorandum to the USOPC Board providing recommendations for revisions. Out of this work came impactful recommendations to help athletes including clarity around Athlete representative and Team USA Athlete definitions and protected competition.





One matter included in the GRWG that unfortunately did not get settled was how to improve the selection and election of the At-large Athlete Director positions on the USOPC Board. This is one of the highest positions an athlete representative can have domestically and how these athletes get elected as well as their eligibility is of huge importance to the Team USA AC. This item remained unresolved when this work was presented to the USOPC Board in December 2022 and will be a priority during 2023 to get resolved.

Bylaw Revisions

In December of 2022 the Team USA AC revised its bylaws. Minor changes included: codifying the vision and purpose sections, shifted duties from the Chair and leadership to the Executive Director to reflect what has happened in practice, changed all mentions to the Team USA AC Ethics Committee to USOPC Ethics Committee, removed polices from the bylaws, removed the open meetings provision, renamed the Nominations & Elections Committee to Nominations & Governance Committee and added a Compensation Committee.

One of the more substantial changes was to Commission Membership Categories. This change was made due to changes at the NGB level, with Lakeshore Foundation now managing Wheelchair Rugby and Boccia, and due to changes occurring at the International Federation level with the integration of Paralympic sports..

USOPC Athlete Rights and Responsibilities Working Group

Team USA AC Executive Director participated in the Athlete Rights and Responsibilities working group, which is a joint effort between USOPC Athlete Development and Engagement, USOPC AAC, and the Office of the Athlete Ombudsman. The purpose of this group is to clarify a comprehensive view of rights and responsibilities applicable to Team USA athletes, including grievance procedures and the opportunity to participate in protected competition. The goals of this project were to (1) clearly articulate athlete rights and responsibilities to engage, inspire, and proactively inform an athlete audience; (2) create a resource that is accessible, easily digestible, and useful to the athlete audience; and (3) inform and lead the way for the Movement, so that athlete rights are well understood by all. At the fall Team USA AC meeting athlete representatives provided feedback on a beta version of the website and materials that explain the six categories of athlete rights, protection and responsibilities. The Team USA AC continues to be involved in this work and looks forward to socializing the finished project once complete.





NGB AAC Best Practices



During the joint Team USA AC/ NGBC session at Assembly, the NGBs requested the Team USA AC also provide support to NGB AACs. As such, in the second half of 2022, the Commission focused on vertical integration into NGB AACs to help empower those athletes with additional resources.

As a result of the above request, in collaboration with the USOPC, Team USA AC developed an NGB AAC charter template to be used by NGBs as a resource when developing its' AAC. This document is intended to help those groups understand what the governance structure of an NGB AAC should be. Additionally, the Team USA AC development of an NGB AAC Guide provided information on requirements, recommendations, and best practices for NGB AACs.

Beyond those resources, staff provided Team USA AC Representatives support to help those who were working with their NGBs to establish an AAC. Staff also increased engagement at NGB AAC meetings and have been attending those meetings to build relationships and provide support.

Lastly, as mentioned previously, Team USA AC has extended the services of their media consultant to NGB AACs when they needed additional support especially related to communications and crisis management. Team USA AC media consultant assisted NGB AACs with their communication strategy and with the drafting of their own statements.

USOPC Athlete Representation Working Group

Based on provisions in the USOPC Bylaws, the Athlete Representation Working Group reviews requests from NGBs for exemptions from the provisions for athlete representation. The working group is comprised of representatives from NGBs, Team USA AC, and the NGB AAC. Team USA AC staff provides support to the group as well.





In 2022 12 panels were held to ensure that all NGB committees and competitions are compliant. From the Team USA AC perspective, the committee's work has been extremely impactful in finding ways to make the increase from 20% to 33% in athlete representation on all committees, working groups, task forces, etc., attainable, and realistic. The Team USA AC hopes that future athlete representation in the Olympic and Paralympic Movement domestically will be at a place where the necessity of this Working Group is needed less and less. One of the Commission's strategic initiatives is to build a robust athlete representation pipeline, but the work of this group is critical to ensuring the athlete voice is heard until that robust pipeline is developed.

[Team USA AC and USOPC Memorandum of Understanding \(MOU\)](#)

The Team USA AC initiated discussions to amend the Commission's and USOPC's MOU with a six-month notice to the USOPC. In October, staff met with USOPC General Counsel and COO Chris McCleary to discuss amending the MOU. One of the topics discussed was expanding the articulated Team USA AC duties in MOU beyond those listed in Ted Stevens Act and the USOPC Bylaws. The Team USA AC Bylaws and the Team USA AC's Strategic Plan extend the scope of the AAC's duties beyond those in the Act and USOPC Bylaws. The language, outside of increasing representation, in the USOPC Bylaws and the Act has not been amended in years and does not reflect the evolution of Team USA AC and the work it does in support of and on behalf of Team USA athletes. Team USA AC noted that since that language was articulated in the Act and Bylaws the athlete voice has been empowered, and Team USA AC should not operate from the out-of-date language.

Other topics discussed at that meeting included adding language that explicitly states the Parties agree that the Team USA AC is independent of the USOPC in decision-making and including language that the Team UAS AC will have full autonomy regarding the allocation of its budget and personnel. Both of those proposed additional were raised because of issues the Team USA AC constantly faces as a result of not being a separate legal entity from the USOPC. Adding clarity around what the Team USA AC's "independence" from the USOPC means would help the Commission be more effective in supporting Team USA Athletes.





Elections and Appointments



A significant part of the Team USA AC role in governance is the appointment of athlete representatives to serve on a variety of working groups, committees, and task forces across the Movement. For all athlete representative positions, the Team USA AC runs a robust nominations and appointment process that involves a call for nominations, a thorough review of application materials by either Team USA AC Leadership or the Team USA AC Nominations and Governance Committee and conducts interviews where appropriate. For the more significant athlete representative positions, like USOPC Board of Director Positions or international appointments the entire body votes to determine the candidate.

1. Working Groups, Committees and Task Forces

Below are the representatives the Commission appointment in 2022:

1. Athlete Safety Leadership Liaison Group: 2 Athletes
2. USOPC High-Performance Resource Allocation Working Group: 4 Athletes
3. USOPC Team Selection Working Group: 2 Athletes
4. USOPC Hall of Game Nominating Committee: 1 Athlete
5. USOPC Implementation Guide Working Group: 3 Athletes
6. NGB Medical Standards Work Group: 7 Athletes
7. NFT Athlete Advisory Group: 7 Athletes

Beyond those appointments within the USOPC, Team USA AC is involved in providing recommendations for Athlete Directors to serve on the Board of Directors of other stakeholders. In 2022, the Team USA AC recommended two athletes to serve as an Athlete Director on the Center's Board, but the Center's Nominations and Elections Committee went in a different direction and did not select either of the Team USA AC's recommendations. The Commission, also recommended two athletes to for the Athlete Director seat on USADAs Board, and USADA selected Team USA AC recommended athlete Kara Goucher (Track & Field).

2. USOPC Board Elections

The Team USA AC has a role in electing five Athlete Directors to the USOPC Board of Directors. Team USA AC directly elects three of those seats. At the end of 2022, one athlete director, Steve Mesler, term was ending and the Commission elected Elana Myers Taylor (Bobsled) for that seat. Additionally, the Commission re-elected Brad Snyder (Para Triathlon) to a second term on the USOPC Board of Directors which commenced in 2023.





Additionally, as required by the USOPC Bylaws, Team USA AC worked with USOPA appointing two At-Large Athlete Directors to the USOPC Board of Directors. In 2022, John Naber (Swimming) was re-elected by USOPA for a second term which began in 2023.

3.Team USA AC Leadership Elections

The six members of Team USA AC Leadership are elected on a staggered cycle. However, in 2022, Bree Schaaf (Bobsled) stepped down, resulting in the election of four seats in 2022 for Team USA AC Leadership. The individuals below were elected to leadership in 2022 and their terms began in 2023.

- 1.Alison Tetrick (Cycling)
- 2.Charles Aoki (Wheelchair Rugby)
Re-elected
- 3.Morgan Fuller Kolsrud (Artistic Swimming)
- 4.Charles Pratt (Racquetball)



ATHLETE ADVOCACY

As the representative group and voice of Team USA athletes, the advocacy work of Team USA AC's is a vital and significant part of the Commission's duties.

Anti-doping

1.Internationally

In 2022 Team USA AC made a concerted effort to expand its footprint advocating on behalf of U.S. athletes on the international level with regard to anti-doping and clean sport. Specifically, the World Anti-Doping Agency Athletes' Commission (WADA AC) overhauled its governance structure and held new elections. The Team USA AC collaborated with USADA in engaging with U.S. athletes to run for the open WADA AC seats and get elected or apply to get appointed to the WADA AC. Our efforts helped contribute to Claire Egan (Biathlon) being elected to the WADA AC. Additionally, the Team USA AC Chair and Executive Director attended the WADA Symposium where they engaged with stakeholders and athlete representatives from other countries to discuss anti-doping matters. Additionally, Dr. Jeff Porter, a then WADA AC member, presented at the Fall Team USA AC meeting updating the members on anti-doping issues at the international level.





Additionally, in 2022 Team USA AC in 2022 supported of the Office of National Drug Control Policy (ONDCP) in its effort to be elected President of the American Sports Council (Consejo Americano del Deporte or CADE), the 41-member association of Western Hemisphere sports ministers. This presidency is significant as it is the first time the U.S. has led CADE since it was established in 2003. The ONDCP, which coordinates sports-related U.S. anti-doping efforts, also represents the US at CADE. This Western Hemisphere organization seeks to promote the development of sports in the Americas through the sharing of best practices and technical exchanges and trainings. Sport ministries play a major role in the Americas by supporting the health and education of youth, as well in the development of elite athletes who compete at the national, regional, and international levels. Additionally, the country that leads CADE also serves on the World Anti-Doping Agency (WADA) Executive Committee as the Americas Region sole representative on the organization's 16-Member Board. Although the U.S. previously served on the WADA Executive Committee, as of 2016 this responsibility now falls exclusively to the CADE President.

This will be provided in more detail in Section VII. below, but during the Beijing Games and continuing since the Games the Team USA AC advocated for clean sport and, on social media, pushed for our U.S. Figure Skating athletes to receive their Olympic medal.

Lastly, to better educate themselves on the USADA/WADA testing process and protocols staff took a tour of the UCLA Olympic Analytical Laboratory, which is one of the world's most extensive WADA-accredited sport drug testing facilities.

2. Domestically

Domestically, Team USA AC works closely with USADA regarding clean sport. Team USA AC staff presented at the Fall USADA Board Meeting providing updates on the Commission's anti-doping advocacy work and providing the athlete perspective around the figure skating team event at the Beijing Games.

Additionally, Team USA AC jointly worked with USADA and the USOPC on interviewing and appointing eight arbitrators to serve as anti-doping arbitrators per the reformed USADA code. These arbitrators will hear and resolve doping disputes in the Olympics and Paralympic sport.





Human Rights

1. War in Ukraine

When the war broke out during the Beijing 2022 Paralympic Games the Team USA AC in collaboration with the USOPC released a joint statement calling for a complete ban on international sports participation for Russian and Belarussian athletes until peace is restored. Prior to releasing the statement, all appropriate parties were consulted.



The U.S. Olympic & Paralympic Committee (USOPC) and the United States Olympic & Paralympic Committee Athletes' Advisory Council (AAC) join the IOC and the global Olympic community in calling for a complete ban on international sport participation, effective immediately and inclusive of the Paralympic Winter Games Beijing 2022, for Russian and Belarussian athletes and officials. As the world watches in horror while Russia brazenly attacks the innocent people and athletes of Ukraine, this is the only acceptable action to be taken until peace has been restored.

2..Response to the Supreme Court Overturning Roe v. Wade

When the Supreme Court overturned Roe v. Wade, the Team USA AC released a statement advocating for gender and health equity for all. In response to that statement, athletes expressed concern that Elite Athlete Health Insurance (EAHI), would not cover an athlete's expense in needing to travel across state lines to obtain an abortion. Team USA AC relayed those concerns to the USOPC, which then came forward, stating costs would be covered



The USOPC AAC believes the right to make personal health decisions should be protected. Reproductive rights are human rights. We will continue to advocate for gender and health equity.





Transgender and Non-Binary Athlete Inclusion

Transgender and non-binary athlete participation in sport has become a very debated topic globally. Team USA AC spent 2022 educating itself on the matter and taking the pulse of the athlete community. To educate itself on the topic, Team USA AC worked with Athlete Ally, a nonprofit LGBTQ athletic advocacy group that focuses on making athletic communities more inclusive and less discriminatory and helping athletes to advocate for LGBTQ equality. Athlete Ally provided athlete representatives with an education session focused on transgender and non-binary athletes. Additionally, USOPC Vice President of Diversity, Equity and Inclusion (DE&I) Nitra Rucker presented to the Athletes' Commission on the USOPC's work on this topic. Both of these groups helped inform the Commission in the drafting of its June 2022 Statement on transgender and nonbinary athlete inclusion. This statement was voted and approved by the members of Team USA AC and was used to provide the feedback to the USOPC on their work around the transgender athlete policy.



The AAC, which serves as the representative group and voice of Team USA athletes, seeks to promote a safe and welcoming environment for everyone involved in sport, consistent with the AAC's core values of championing diversity, equity and inclusion.

Everyone should have equal access to and opportunity in sport. The AAC opposes any attempt to marginalize, limit or deny human rights and is on the side of inclusion of all participants in youth sports. Banning transgender and nonbinary kids from sports ostracizes them from a fundamental part of growing up and all the benefits sports provide to youth.

The AAC also recognizes the difference between youth sports (K-12 and recreational) and elite sports. Competitive sport relies on a level playing field where no athlete has an unfair and disproportionate advantage over another. Sport must ensure everyone, irrespective of their gender identity or sex characteristics, can compete in a safe environment that respects and recognizes their needs and identities while balancing the interests of ensuring fair competition. Like the IOC, we echo that simply because an athlete is transgender or has an intersex variation, does not mean they automatically have a competitive advantage in sport.

Each sport's governing body should be given the latitude to determine how an athlete may be at a disproportionate advantage over another considering the nature of each sport. Eligibility criteria play a paramount role in ensuring fairness, particularly at the elite level. Such criteria should be evidence-based, employ a stakeholder centered approach and be grounded in inclusion, prevention of harm, fairness and nondiscrimination. As the AAC, we remain committed to ensuring all athletes have the right to participate in sport in a way that respects their health, safety and dignity.





The Commission on the State of U.S. Olympic and Paralympics



Congress tasked the Commission on the State of U.S. Olympics and Paralympics (the Congressional Commission) to study matters relating to the state of the United States' participation in the Olympic and Paralympic Games. However, in 2022 this commission had not been provided the funding to begin its work. In May, the Team USA AC Chair, Second Vice Chair, and Executive Director met with Senator Blumenthal to advocate for the total funding of the Commission.

Additional engagements with the Congressional Commission included having Former Team USA AC Chair and Commission Co-Chair Han Xiao presenting at Assembly informing our Athlete Representatives on the background of the Commission, the areas of study of the Commission, and how athletes can provide feedback.

In July, the Team USA AC launched an initial social media campaign to inform Team USA of the Congressional Commission's work and to be a vehicle for athletes to provide feedback directly to the Commission.

Additionally, in 2022 the Team USA AC began the initial stages of establishing a Task Force dedicated to providing athlete feedback to the Commission. This Task Force was established in Q1 of 2023.

Athlete Commercial Rights

Athletes' commercial rights have been a hot-button issue with the rise of Name, Image, and Likeness (NIL) in the collegiate space. In 2022 Team USA took a variety of steps to make sure the Team USA Athletes' interests in this sphere are protected and to echo athlete concerns to the relevant stakeholders.





The Commission met with stakeholders at NBC Sports to advocate for athletes to have more freedom to post content around the Games. Team USA AC Executive Director and Chair were both active members of the USOPC Commercial Working Group and provided feedback on the MOU and Commercial guidelines. Furthermore, Team USA AC provided feedback to the USOPC on their Athlete Marketing Platform as well as selected seven athletes to sit on the United States Olympics and Paralympics Properties' (USOPP) NFT Athlete Advisory Group.

Additionally, as noted above, Team USA AC retained a commercial attorney to provide consulting work to the Commission on athlete commercial rights issues as well as to develop athlete programming and services around the commercial marketplace.

BEIJING GAMES

During both the Olympics and the Paralympics, Team USA AC Executive Director was on the ground in Beijing.

Figure Skating

At the Beijing Games in the Figure Skating Team Event Team USA placed second behind Russian Olympic Committee. However, because of a potential doping matter involving ROC figure skater Kamila Valieva, the IOC announced it would not award any medals for the event until after the conclusion of Valieva's case. Team USA figure skaters sought to receive their medal from the team event before they left Beijing but their appeal that was rejected by the Court of Arbitration for Sport. The U.S. skaters also sent a letter to IOC president Thomas Bach saying the governing body's "own rules mandate that a victory ceremony 'to present medals to the athletes shall follow the conclusion of each sports event.'" Bach had offered the skaters a memento, such as an Olympic torch, as a holdover item until a final ruling on Valieva's case was handed down. It ended up being the first time in history athletes who have earned a medal left the Games without their medals.

**CLEAN ATHLETES
EARN THEIR
OLYMPIC
MOMENTS.
THEY DESERVE A
MEDAL
CEREMONY.**





Through this situation, Team USA AC provided support on the ground to the figure skating athletes. While in Beijing, the Team USA AC Executive Director along with other USOPC staff met with the athletes to listen to their concerns. Additionally, the Commission released a statement supporting clean sport and advocating for the medal ceremony to happen before the close of the Games. The Commission also had Figure Skating Team Captain Evan Bates attend the February Team USA AC meeting to provide his perspective on the situation. Post Games the Commission has had a continuous dialogue with stakeholders to stay abreast of the situation and to provide athlete input.

AAC
Athletes' Advisory Council

On behalf of the more than 220 U.S. athletes at the Games, The United States Olympic and Paralympic Athletes' Advisory Council (USOPC AAC) is steadfast in our belief that clean and fair competition must be upheld. Every Olympian and Paralympian deserves the opportunity to compete with the knowledge that the competition is fair and in accordance with the rules.

Clean athletes who accomplish the incredible feat of winning an Olympic and Paralympic medal deserve the opportunity to have a medal ceremony and be celebrated at the Games. We are devastated that the United States Figure Skating Team and other medalists could potentially be leaving Beijing without such a celebration. All competitions at the Games must finish with a medal ceremony and we request that the IOC not take this away from the athletes.

[Athlete Resource Center \(ARC\)](#)

The Executive Director had a dedicated space in the ARC to interact with athletes one-on-one and if need be, ensure an area where an athlete could have a private conversation with the Executive Director. Topics discussed with athletes included but were not limited to: anti-doping concerns, access to personal coaches, Covid-19 protocols, rule 40, athlete representation, event access, and the Athlete Marketing Platform (AMP).





Flag Bearer Elections

Carrying our nation's flag in the Opening and Closing Ceremony of the Games is an honor bestowed upon only a few athletes. Team USA is unique in that our athletes drive the election. The Team USA AC is charged with running the flag bearer elections for both the Olympic and Paralympic Games. In fact, prior to the 1972 Olympic Games in Munich, U.S. Athletes began questioning how the team flag bearer was elected. This is what led to athletes holding the first election of a USA flag bearer for an Olympic Games and ultimately the Team USA AC. Thus, this is of huge importance to the Commission and our athletes.

After successfully holding all Flag Bearer Elections for the first time virtually during the Tokyo Games, the Commission continued that process for Beijing. The Team USA AC updated the Flag Bear Election Procedures to be more inclusive of all genders by changing the language used for determining the selection for Opening Ceremony to two athletes of different gender identities rather than one male and one female, which was used previously. Similar to the Tokyo Games, the Team USA AC coordinated with NBC, USOPC Communications staff and NGB staff to capture on video the moment the athletes found out they were elected as flag bearer.

For the Olympic Opening Ceremony, elected Flag Bearer, Elana Meyers Taylor, tested positive for Covid. As such, the second-highest vote-getter was elevated to flag bearer. But the Team USA AC Executive Director worked with USOPC and USA Bobsled and Skeleton staff to ensure Elana received her Opening Ceremony Flag Bearer Kit (clothing).





Paralympic Friends and Family Event

Then Team USA AC Coordinator and now Manager was on the ground in Park City, assisting the USOPC Events and Logistics team with their execution of the Friends and Family Events. At this event, the Coordinator was able to engage with many athlete families and attended the USOPC Athlete Services PIVOT session which focused on supporting athletes through their transition out of sport.



BARRIERS TO ATHLETE REPRESENTATION

In recent years the USOPC has taken steps to improve athlete representation and empower the athlete voice. However, like with anything there is always room for improvement. A stronger athlete voice and athlete commission benefits the Movement both internationally and domestically.

Direct Athlete Communication

Currently, it is optional for NGBs or for the USOPC, in the case of internally managed sports, to provide their Team USA Athlete Representative with a list of the athletes they represent. This is an egregious barrier to athlete representation. Representatives have been clear that they need direct access to athletes, and many have received pushback from their NGBs.

Simply, representatives need to know whom they represent and how to contact them. Team USA AC communicated this issue to the USOPC Board at its June 2022 meeting. Team USA AC thanks the NGB Board Representatives that supported Team USA and agreed that Representatives should be provided a list of their constituents.

However, some Athlete Representatives still received pushback from their NGBs and USOPC staff (for USOPC internally managed sports) on accessing their consistent lists. Or in some cases, NGBs have required communications to come through them. Because issues have persisted, Team USA AC has engaged with the NGB Reps on the USOPC Board to help assist the Team USA AC in a dialogue with the NGBs.

It is a barrier to athlete representation that Athlete Representatives are not provided a list of their constituents. Athletes must be able to engage freely with one another and speak about issues without fear of retaliation. Team USA AC looks forward to working with the USOPC on ensuring all Representatives have what they need to successfully serve their constituents. However, we are disappointed that fixing the issue has taken an extensive amount of time when a relatively easy solution exists.





Inability to Fundraise and Secure Sponsors

Team USA AC's budget is solely at the discretion of the USOPC. Team USA AC needs to increase its budget to serve athletes better and provide more resources. To do so, Team USA AC has asked the USOPC: (1) to partner with the foundation in fundraising efforts and (2) to generate its own sponsors.

The Act is extremely vague when it comes to the structure of the Team USA AC stating the USOPC must "establish and maintain an Athletes' Advisory Council." The USOPC Bylaws just state there will be a Team USA AC recognized by the corporation Board and composed of and elected amateur athletes. The USOPC dictates the manner in which Team USA AC exists and the Team USA AC's budget. As such Team USA AC does not have the autonomy and independence from the USOPC to secure additional funding in the form of philanthropic donations for sponsors.

There has yet to be an effort by the foundation to partner with USA AC. The Commission believes donors should be able to direct donations to Team USA AC to fund additional athlete programming and to increase the overall budget of the Team USA AC, as the foundation does with other USOPC departments. Additionally, the Commission believes it can be leveraged as a tool to raise funds for the entire organization. As the representative group and voice of Team USA athletes, Team USA AC has an understanding and point of view of the athlete experience and needs. As such, this perspective could resonate with donors to help grow the pie for everyone.

Secondly, Team USA AC understands it is not a separate legal entity from the USOPC. However, Team USA AC should be able to generate sponsors as long as they do not conflict with any USOPC partner or category. For example, the Commission has been approached by a wealthy Team USA athlete who wanted his business venture to be a sponsor of Team USA AC. However, we had to turn down this partnership and funds. There is significant room for improvement between the USOPC and Team USA AC to find ways for Team USA AC to generate additional funds to serve athletes better. The status quo is no longer acceptable, however, the USOPC seems hesitant to explore the options above.

NGB Managing Team USA AC Representative Elections

Team USA AC and its' Athlete Representatives are an essential part of the Olympic and Paralympic Movement, and its existence is codified in the Ted Steven Act. The USOPC Bylaws go one step further and state that as a consequence of being on the Team USA AC, Sport Representatives are members of their respective NGB Board of Directors. This illustrates the importance of these roles.





However, until very recently, Team USA AC was not adequately resourced or staffed to manage its own elections. As such, NGBs control their Sport Representative elections, which has resulted in many election issues and confusion. Additionally, the USOPC staff manages the elections for all USOPC internally managed sports.

NGBs of all sizes have had issues adhering to election procedures in the AAC bylaws. Election mistakes included comingling Team USA AC AAC positions with other NGB Athlete Representatives position elections, an inadequate nominations period, and representatives not being directly elected by the athletes they represent. These election mistakes have put a strain on USOPC Audit and Compliance team, who audits the election procedures, as well as the Team USA AC which has had to deal with disruption in representation.

Now that Team USA AC is appropriately empowered and has the staff workforce necessary, Team USA AC believes it should manage its elections which will help improve election governance.

Improvements to Athlete Empowerment

One of the USOPC's core principles is to "promote and protect athletes' rights, safety and wellness." Unfortunately, the athletes commission sometimes runs into issues when trying to do its work to also promote and protect athletes' rights, safety and wellness. There is still room for improvement by some within the USOPC and from its Leadership members to empower the Commission to do its work as the representative voice of Team USA athletes and on behalf of athletes as well as to work in collaborate for the benefit of athletes.

For example, Team USA AC is not always listed or provided as an athlete resource in the same way as the Ombuds Office. In almost every instance where the Ombuds is a resource for athletes, there is a separate but equally important value the Team USA AC can also provide athletes. Team USA AC is not included on internal USOPC messaging and town halls as providing athlete support. When the USOPC held a town hall after the Yates Report came out on the call the great work many other departments like mental health and athlete services were doing to support athletes was called out to educate staff on what was being done. However, the work of Team USA AC was overlooked. The Commission worked closely with Soccer's NGB to provide support as well as helped them draft their NGB AAC statement. Team USA AC is often left off USOPC athlete communications. On many of the USOPC's communication to para-swimming athletes where Ombuds and others were 'cced the Team USA AC was not.





Moving forward, the Team USA AC hopes that the much-needed "lanes conversation" plan between USOPC Athlete Services, the Ombuds, and the Team USA AC to create role clarity, along with amendments to the MOU listed above, will create a foundation in which the Team USA AC is more valued by the organization as well as leveraged as a resource. An empowered athlete voice will only lead to a more successful USOPC. However, there are obvious problems that need to be resolved and until those issues are addressed athletes are being negatively impacted.

BUDGET RECAP

Month Ending 12/31/2022				Year To Date 12/31/2022			Year Ending 12/31/2022
Actual	Budget	Variance		YTD Actual	YTD Budget	YTD Variance	Budget Annual
10,000	0	10,000	▼ Support and Revenue				
			▶ Contributions	10,000	0	10,000	0
10,000	0	10,000	Total Support and Revenue	10,000	0	10,000	0
			▼ Expense Summary				
28,940	31,020	2,079	▶ Personnel	294,570	286,071	(8,500)	286,071
38,184	3,000	(35,183)	▶ Travel, Business Meeting & Professional Development	177,907	146,000	(31,906)	146,000
125	470	345	▶ Dues, Subscriptions & Licenses	1,128	4,520	3,392	4,520
13,812	1,417	(12,395)	▶ NGB & Athlete Support	13,812	17,000	3,188	17,000
0	0	0	▶ Event Expense	11,283	0	(11,283)	0
0	100	100	▶ Postage, Freight, & Handling	249	1,200	951	1,200
0	833	833	▶ Promotional & Public	0	10,000	10,000	10,000
1,342	0	(1,342)	▶ Supplies	3,536	0	(3,536)	0
1,905	834	(1,071)	▶ Miscellaneous	4,279	10,000	5,721	10,000
9,974	10,083	109	▶ Professional & Outside Services	44,026	121,000	76,974	121,000
0	0	0	▶ Software, Repairs & Maintenance	679	0	(679)	0
119	100	(19)	▶ Utilities	287	1,200	913	1,200
94,401	47,856	(46,544)	Expense Summary	551,756	596,990	45,235	596,990
94,401	47,856	(46,544)	▶ Total Expense	551,756	596,990	45,235	596,990
(84,401)	(47,856)	(36,544)	▶ Grand Total	(541,756)	(596,990)	55,235	(596,990)

In the Fall of 2022, Team USA AC asked for a budget increase from the USOPC to cover primarily: Additional staff (Coordinator and part-time Executive assistant), increased travel for athlete engagement and 50th Anniversary of the Team USA AC activations. In June of 2023 one of those increases were granted, approval for an additional staff member, but - the Team USA AC is still under funded to adequately meet the needs of Team USA AC Athletes.

2023 OUTLOOK

Looking at 2023 the Team USA AC is excited to be on the ground in at the Pan American and Para Pan American games and be a resource for athletes competing. Additionally slated for the upcoming year the Team USA AC plans to execute the council's 2023 strategic planning initiatives, launch a new name and logo, set up an athlete lounge at the Colorado Springs Training Center, advocate on behalf of Team USA to the Congressional Commission and celebrate the 50th Anniversary of the Team USA AC.

