



**U.S. Association of Blind Athletes
Board of Directors Meeting Minutes – May 21, 2025**

Present:

Mark Ackermann, Chair
Skye Arthur-Banning, Vice Chair
Gary Remensnyder, Treasurer
Mindy Cook, Athlete Board Member
Matt Simpson, Athlete Board Member
John Kusku, Team USA AC, Athlete Board Member
David Cohen, Board Member
Cody Colchado, Board Member
Brian Eaton, Board Member
Eve Wright-Taylor, Board Member
Ali Lawson, Team USA AC Alternate
Molly Quinn, CEO
Breann Scott, Staff
Vito Villa, Staff (first part of meeting)
Nicole Kirk, Staff (first part of meeting)

Absent:

Amy Wasson, Secretary
Charles Catherine, Athlete Board Member
Zach Buhler, Athlete Board Member
Brian Darcy, Ethics & Judicial Committee Chair
Erika Petch, Nominating & Governance Committee Chair
Catherine Raney Norman, Staff

The meeting took place via teleconference. The meeting was recorded.

Call to Order / Roll Call

The meeting was called to order by chair, Mark Ackermann at 4:00 p.m. MST.

Conflict of Interest

Mark asked if any board members had a conflict of interest. No such conflicts were declared. The board members were reminded to declare if a conflict arises during the meeting.

Approval of Minutes

Mark asked for approval of the February 26, 2025 meeting minutes. The motion was made by Gary Remensnyder and seconded by Cody Colchado. Motion passed unanimously.



Chair Board Highlights

New staff were introduced to the board.

The new board and committee members had onboarding sessions, and the floor was opened for those in attendance to share their comments on the onboarding process.

An update was provided on the NGB Recertification process. The audit portion is complete, and the board received the report in the board packet. The organization met 42 out of 46 applicable standards and staff is working diligently to comply with the standards that were not met.

The blind soccer men's national team hosted an April camp in Colorado Springs and invited Romania to the camp. This was an opportunity for the USOPC staff to see the required set-up and venue for this sport.

It was announced that the goalball gym is now open at the USOPC Training Center in Colorado Springs. Both the goalball and blind soccer teams have the opportunity to be at the training center, to experience being with other Olympians and Paralympians. Athlete board members shared their experience at the training center and the new goalball gym.

CEO & Staff Report

Staff promotions and positions filled were announced to the board.

The goalball resident program will start June 2 with four national team athletes joining the program and an athletic trainer will start at that time.

The goalball program quickly implemented a process to fill the pipeline of development athletes for the program. This not only met the needs of the program but addressed the questions we have received from the community.

National team contracts for goalball have been signed and communication between the athletes and management over the past couple of weeks has been productive.

Blind soccer program has adjusted its schedule and programming for 2025. They will attend an international ranking tournament in Mexico. This was a collaborative decision between management, the board treasurer and the coaches. We're not ready for a permanent blind soccer pitch in Colorado Springs and it was difficult to host Romania for a camp and showed us that we're not in a position to host an international ranking tournament at this time.

The organization's current relationship with the Paralympic Sports Ambassador program through the U.S. Olympic & Paralympic Foundation has provided us the opportunity to submit proposals for additional Paralympic sport ambassador funding (an initiative of the foundation).

Additional information will be provided at the next board meeting regarding the branding and marketing plan to celebrate the organization's 50th anniversary in 2026.



Committee Updates and Reports

Gary Remensnyder presented the Audit & Finance Committee report. The bylaws require that a report be provided to the board members on a quarterly basis regarding profit and loss, balance sheet position, forecast, and cash flow analysis. 2025 was a breakeven budget approved by the board. The 1st quarter of 2025 report was compared to the budget with a note that the staff monitor the forecast monthly. An improved process that the staff utilizes is to apply probability and prorate the revenue pipeline for forecasting purposes going forward to maintain a conservative approach. Mark Ackermann called for a motion to accept and approve the committee's 1st Quarter Financial Statements, John Kusku made the motion, and David Cohen seconded. The vote was called and was unanimously approved.

John Kusku presented the Athlete Advisory Committee report. There was a written version that was sent with the board packet. In process of forming our internal athlete commission for USABA. The nomination period was extended to gather more candidates to May 30th. John attended the spring virtual forum and May monthly meeting where he learned more about his roles and responsibilities. He fielded questions and concerns regarding the development of goalball athletes and the community response to the process implemented in April and May to bring in new development athletes was positive.

Molly presented the Ethics & Judicial Committee report on behalf of Brian Darcy. The committee conducted two reviews regarding potential conflicts of interest and report that both reviews resulted in zero findings with no breaches or concerns identified. The committee oversaw one formal complaint hearing during this past period. The findings and recommendations of the appointed hearing panel have been completed and remitted to the board for their review and any necessary action.

Molly Quinn presented the Nominating and Governance committee report on behalf of Erika Petach. A committee meeting is planned for May 30th to find a third committee member.

An executive session was held at which the board discussed several personnel matters.

The meeting was adjourned at 6:20 pm MST.