



**U.S. Association of Blind Athletes
Board of Directors Meeting Minutes – February 26, 2025**

Present:

Mark Ackermann, Chair
Skye Arthur-Banning, Vice Chair
Gary Remensnyder, Treasurer
Amy Wasson, Secretary
Charles Catherine, Athlete Board Member
Mindy Cook, Athlete Board Member
Zach Buhler, Athlete Board Member
John Kusku, Athlete Board Member, Team USA AC
David Cohen, Board Member
Cody Colchado, Board Member
Brian Eaton, Board Member
Eve Wright Taylor, Board Member
Brian Darcy, Ethics & Judicial Committee Chair
Ali Lawson, Team USA AC Alternate
Molly Quinn, CEO
Catherine Raney Norman, Staff
Breann Scott, Staff

Absent:

Matt Simpson, Athlete Board Member

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 December 11, 2024 meeting minutes. The motion was made by David Cohen and seconded by Cody Colchado. Motion passed.

Chair Board Highlights

Blind Soccer has been officially added to the USABA Bylaws and for the first time we have elected a board member for the USA Blind Soccer Men's National Team. We now have representatives from all three of our teams. The initial onboarding meeting for the new board and committee members is scheduled for next week and is open to all board members.



Mark appointed Charles Catherine, Athlete Board Member, to the Audit & Finance Committee.

Mark noted that Molly hired Dr. Nicole Kirk as the USA Goalball Women's National Team Head Coach.

Mark represented USABA in Miami to interact with our benefactor with the Abraham Foundation and participate in programs with the Miami Lighthouse.

CEO & Staff Report

Molly provided an update on the Strategic Plan implemented in 2023, sharing that the organization engaged with over 3,100 participants in 2024, 1,100 above the goal.

With new board and committee members for 2025, Molly provided a description of the USOPC NGB Recertification process. A status update was provided with the draft results of 4 out of 48 findings. As a benchmark, there were 18 findings in our initial 2021 NGB Certification audit.

Molly shared an update on the membership platform, Sport80, that went live in the fall of 2024. The platform tracks members, their safety compliance (background checks and SafeSport) and will be utilized by athletes, staff, board members and committee members.

It was announced that the USA Goalball Program has moved and started team training camps at the Colorado Springs Olympic & Paralympic Training Center. The board was updated on the status of coaches hired and upcoming positions to be filled for the USA Goalball Program.

The staff for the USA Blind Soccer Men's Team for 2025 was announced by Molly. She highlighted their experience and noted that they have hit the ground running and are working well with the team.

Molly provided updates on 2025 sponsors, partnerships, and philanthropic opportunities. The move to Colorado Springs opens the door to many foundations and organizations that could support goalball and blind soccer. These proposals are a mix of restricted, unrestricted and project-based partnerships.

Questions were raised about athlete stipends for blind soccer athletes. Molly provided an overview of the USOPC allocation and funding process for athlete support in stipends and health insurance. The triggering event for blind soccer athlete support will occur in December 2025 and the staff will be requesting for 2026 support during the high-performance allocation funding application process in June 2025.

Molly called for board members to reach out to potential benefactors over the next couple of months as USABA celebrates its 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, forecast, and cash flow analysis. In 2024, we compared it to the budget of 2024. 2024 was a breakeven budget approved by the board. Early in 2024, one of our major gift was a matching challenge gift and we satisfied that challenge early in 2024 which



caused the entire pledged gift to be booked in 2024 even though the cash will be received through 2028. We revised the budget to account for this recognition to compare actuals to through 2024.

Gary presented the 2024 actual results compared to revised budget. The balance sheet reported \$1.4 million in assets that cover liabilities of \$500K. The endowment was utilized in 2024, and the board was notified that opportunities to replenish to endowment would be pursued. The committee made a recommendation to the board for the firm, Waugh and Goodwin, to audit and prepare the 990 for 2024. Mark Ackermann called for a motion to accept the committee's recommendation for auditors. David Cohen made the motion, and Amy Wasson seconded. The vote was called and was unanimously approved.

John Kusku presented the Athlete Advisory Committee report. A written version of the report was included in the board packet. USABA is in the process of forming an internal Athlete Committee. John noted that he has two goals for the Committee. The first is opening up communication pathways between the organization and athletes. The second is an organizational goal of creating a transparent, objective pipeline and selection process for both blind soccer and goalball national teams.

Brian Darcy presented the Ethics & Judicial Committee report. The committee has reviewed 23 conflict of interest forms submitted for review and found no conflicts of interest in the submissions. There is one open grievance. He is in the process of scheduling a hearing panel to handle this matter.

Molly Quinn presented the Nominating and Governance committee report on behalf of Erika Petach. Erika is the chair, and Jennifer Demby is now a member of the committee. We are looking for a third committee member that must be independent.

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

The meeting was adjourned at 6:20 p.m. MST after the executive session.