

**USA Water Ski & Wake Sports  
Board of Directors Meeting Minutes  
Lake Myrtle Sports Park, Auburndale, FL  
January 29, 2023**

(Minutes recorded by Fallon Sheffield, edited by Doug Robbins, Bob Archambeau and Nate Boudreaux)

*Virtual attendees noted in red.*

**Officers in Attendance:**

Doug Robbins\* – Chair/HND  
Robert Archambeau – President  
Dale Stevens – Vice President  
Joel Johanningmeier – Secretary/Treasurer, NSSA

**Board Members in Attendance:**

Connie Bergmark – AWSA-W (outgoing)  
Pat Byrne – AWSA-E  
**Tim Cullen – Past President/HND**  
Lauren Ehlers – ABC (incoming)  
Michael Flynn – USOPC Independent Director  
Bob Harris – AWSA-S (incoming)  
Christy Kingsmill – NCWSA  
Kelly Koehler – AWSA-SC (incoming)  
**Alex Lauretano – AAC (AWSA)**  
Jason Lee – AAC (ABC)  
Gerry Luiting – NSSA/HND  
Connor Poggetto – AAC (USA-AWSWS)  
Dave Rezin – AAC (NSSA)  
Doug Ribley – NSSA (alternate for Joel Shapiro)  
Cheryl Ruston – NWSRA  
Jessica Van Dyk – USA-AWSWS (alternate for Matt Oberholtz)  
Cathy Williams – USA-WB

**Absent:**

Andrew Adkison – AAC (USA-WB)  
Charlie Buckley – USHA  
Matt Oberholtz – USA-AWSWS (Alternate Jessica Van Dyk)  
Joel Shapiro – NSSA (Alternate Doug Ribley)  
Kenny Stuart Jr. - AKA/HND

**Committee Chairs in Attendance:**

Jeff Clark – Bylaws/HND  
Leon Larson – Waterways  
Jeff Smith – Judicial/International Activities  
Dale Stevens – Ethics/Nominating

**Honorary National Directors in Attendance (in addition to the above):**

Bill Wenner

**Headquarters' Staff in Attendance:**

Scott Atkinson – Sr. Director, Communications and External Relations  
Nate Boudreaux – Executive Director  
Molly Crum – Senior Manager of Partnership Services & Events  
Melanie Hanson – Membership Services Director  
Sandy Hardee – Membership Services Specialist  
Fallon Sheffield – Membership Services & Compliance Coordinator  
Chris Zukas – Director of Marketing & Events

**Affiliate Organizations in Attendance:**

None

**Alternate Board Members in Attendance:**

None

**Guests in Attendance:**

Dana Garcia – U.S. Representative/Pan Am Confederation  
Lyman Hardy – AWSA President  
Robert Howerton – AWSA SC Region EVP  
John Lipscomb – Ann's Angels Adaptive Water Ski Foundation  
Karen Melnik – AWSA E Region EVP  
Bonnie Ruston – NWSRA

*All votes are unanimous unless otherwise indicated.*

**1. Opening**

Chair Doug Robbins welcomed everyone to the meeting and thanked them for their attendance.

**2. Call to Order**

The meeting was called to order at 8:09 a.m.

**3. Announcements, Introductions and Roll Call**

Board members, staff and guests introduced themselves and stated their title or position on the board.

#### **4. Appointment of Parliamentarian**

Jeff Clark was appointed as Parliamentarian.

- **Motion** by Bob Archambeau and seconded by Dale Stevens to allow committee chairs, Headquarters' staff, alternate board members and guests to join the meeting with no vote – **approved**
- **Motion** by Dale Stevens and seconded by Pat Byrne to allow any action items coming from committee reports to be presented as motions with an automatic second – **approved**

#### **5. Announcement of Quorum**

A quorum was present.

#### **6. Review and Approval of 2022 Board Minutes**

- **Motion** by Poggetto and seconded by Stevens to approve Jan. 29, 2022 board meeting minutes – **approved**
- **Motion** by Stevens and seconded by Johanningmeier to approve Mar. 23, 2022 (virtual) board meeting minutes – **approved**
- **Motion** to approve June 29, 2022 (virtual) board meeting minutes – **approved**
- **Motion** to approve Nov. 12, 2022 (virtual) board meeting minutes – **approved**

#### **7. Ratification of 2022 Email Board Ballot Votes**

- **Motion** to ratify 2022 email board ballots votes – **approved**

\*\*\* Newly elected Sport Discipline Directors took their seats.

#### **8. USA-WSWS Bylaws Committee Special Report – Jeff Clark, Chair**

The written report was included in the BOD packet.

##### **a. Director Seating Allocations for 2023-2024**

- AWSA: Kelly Koehler (South Central) replaces Jerry Bautsch
- AWSA: Robert Harris (South) replaces Connie Bergmark (West)
- NSSA: Joel Shapiro (incoming president) replaces Doug Ribley (outgoing president)

ABC: Lauren Ehlers (incoming president) replaces Andrew Martin (outgoing president)

**b. Sport Discipline Vote Allocations for 2023-2024**

Andrew Adkison	USOC/AAC (USA-WB)	6.67
Alex Lauretano	AAC (AWSA)	6.67
David Rezin	AAC (NSSA)	6.67
Jason Lee	AAC (ABC)	6.67
Connor Poggetto	AAC (USA-AWSWS)	6.67
Dr. Michael Flynn	USOPC ID	6.67
Kelly Koehler	AWSA-SC	10
Bob Harris	AWSA-S	10
Pat Byrne	AWSA-E	10
Joel Shapiro	NSSA	7
Joel Johanningmeier	NSSA	7
Gerry Luiting	NSSA	7
Christy Kingsmill	NCWSA	2
Cathy Williams	USA-WB	1
Lauren Ehlers	ABC	1
Cheryl Ruston	NWSRA	1
Charlie Buckley	USHA	1
Kenny Stuart	AKA	1
Matt Oberholtz	USA-AWSWS	1
Doug Robbins	COB	1
Bob Archambeau	President	0
Dale Stevens	VP	0
Joel Johanningmeier	Sec/Treasurer	0
Tim Cullen	Past President	0

- **Motion** to approve the 2023-2024 Director Seating and Sport Discipline Vote Allocations as presented – **approved**

**9. Review and Approval of Agenda**

Robbins asked if any agenda item needs to be rearranged on the agenda for any reason. Robbins asked if any agenda items present a conflict of interest for any voting members of the board. If so, board members must disclose to allow for an adjustment of the votes. There were no conflicts disclosed.

- **Motion** to accept agenda as presented – **approved**

## 10. Nominating Committee Report – Dale Stevens, Chair (verbal)

### a. Election of Officers and Honorary National Directors:

**Officers:** Stevens stated that the existing officers have agreed to serve another term and the committee received no other nominations. Robbins opened nominations from the floor. None were forthcoming.

Chairman of the Board – Doug Robbins  
President – Bob Archambeau  
Vice President – Dale Stevens  
Secretary/Treasurer – Joel Johanningmeier

- **Motion** by Byrnes and seconded by Poggetto to approve the slate of officers as presented above – **approved**

**Honorary National Directors:** None presented.

### b. Seating of New Officers – They were seated.

Kelly Koehler to replace Jerry Bautsch – AWSA SC Region

### c. USOPC Independent Director - Dr. Flynn nominated for second term

Motion by Archambeau and seconded by Poggetto for approval of Dr Flynn for a second term.

## 11. President's Report – Bob Archambeau

The written report was included in the BOD packet.

## 12. Executive Committee Report – Bob Archambeau, Chair

The written report was included in the BOD packet.

## 13. Executive Director's Report – Nate Boudreaux, Executive Director

The written report was included in the BOD packet. Boudreaux gave an overview via PowerPoint presentation. Each staff member stood up and gave a report about items within their responsibilities.

Boudreaux stated that USA-WSWS is in the best financial position coming out of 2022 than it has been in a long time. A Bank First money market account was opened in 2022 and some of these funds were used in early January to pay insurance premiums. Paying our insurance in a lump sum saved the organization approximately \$5,500 in finance charges.

In 2022, a total of \$539,542 was generated in grant and/or external funding. Over the past four years, \$1,011,644 was generated from external sources through the USOPC, government agencies (PPP loans and Employee Retention Credits) and grants.

John Lipscomb introduced his adaptive program. Boudreaux thanked John for his assistance in providing a template for how USA-WSWS could use the veterans grant to put on events in 2022 and says USA-WSWS will continue this in the next year on a smaller scale.

Melanie Hanson presented membership statistics from 2022. Membership numbers are almost back up to where they were before the pandemic. Boudreaux introduced the new demographic findings that have been collected with the new membership registration system.

Boudreaux presented social media statistics on behalf of Emily Hammer. There has been a large percentage of growth year over year.

Scott Atkinson presented the 2022 communications accomplishments. Polk County Sports Marketing provided funding for the 100<sup>th</sup> year anniversary magazine. All magazines from 1951 to 1970 were digitally archived for members thanks to Lynn Novakofski. By the end of the year, all magazines up to Sept. 2009 will be uploaded to the archive. Next project will be to digitize videos that USA-WSWS has on old cassette and VHS tapes. There has been an increase in website traffic from 2021 to 2022. Scott credits this to social media and monthly newsletters. The podcast was launched in 2022 with Tyler Boyd as the host. The USOPC will be revamping websites for the NGBs that will be more focused on the individual NGB.

Molly Crum gave an overview of the veteran adaptive learn to ski program. Adaptive events for veterans were hosted in 11 states in 2022 and saw more than 125 veteran with disability participants. Crum also reported on the Girls Inc. Learn to Ski program. Thirty-two girls participated in 2-hour sessions over 5 weeks. The program was a recipient of the USOPC 2022 DE&I Choice Award for excellence in diversity, equity and inclusion.

Chris Zukas, USA-WSWS newest staffer, shared three new marketing initiatives launching in 2023 that will utilize member stories and emphasize younger athletes in the sport. TikTok was mentioned as a new content outlet for social media and a question was asked from the floor concerning the application's reputation with privacy and security issues.

#### **14. Treasurer's Report – Joel Johanningmeier, Secretary/Treasurer (Verbal)**

The written report with the budget and budget notes was included in the BOD packet.

Johanningmeier gave an overview of the financials for 2022. Long-term investments are down because of the current state of the market.

Boudreaux stated that USA-WSWS typically budgets low on income and high on expenses, which in the past has been a successful model.

- **Motion** by Poggetto and seconded by Ribley to approve the 2023 proposed budget as presented – **approved**

## 15. Insurance Report – Randy Melcher, EPIC

A written report from EPIC was included in the BOD packet.

USA-WSWS requires that the organization be listed as an additional insured for all boats used in sanctioned events per our published Towboat Insurance Requirements for sanctioned events. We are receiving increased pushback from insurance companies regarding this requirement, especially in the case of club-owned, twin/triple rig, or modified boats. Many insurers don't want to insure a club-owned boat.

Poggetto facilitated discussion of commercial insurance versus personal insurance for club boat options. Boudreaux suggested that further discussions be conducted in the future about this among other disciplines if they are interested. Cheryl Ruston explained that ski racing boats cannot be covered by insurance. They are only covered within sanctioned events.

## 16. Committee Reports

All committee reports were unanimously approved by the BOD as submitted unless otherwise indicated.

- **Awards – Lori Krueger, Chair (absent):** The written report was included in the BOD packet. Several board members suggested the use of more video footage at the awards banquet if applicable.
- **Bylaws – Jeff Clark, Chair:** The written report was included in the BOD packet. Robbins thanked Jeff for his years of service as the Chair of the Bylaws committee. Clark said that he would stay on the committee as an appointed member in order to help with the transition. Clark presented the proposed changes to the USA-WSWS Safe Sport Handbook to include Safe Sport's Response and Regulation requirements.

**Motion** to approve Action Item #1 changes to the USA-WSWS Safe Sport Handbook – **Approved**

There are no changes from the USOPC for this year. All are currently included in the Bylaws.

Clark reminded the board that in the past it was agreed that every 10 years there would be a review of each of the Sport Disciplines. The 10-year period was based on the fact that the majority of our members are USA-WSWS members for 10 years and takes place on years ending in 7 (ex: 2007, 2017, 2027).

- **Ethics – Dale Stevens, Chair:** The written report was included in the BOD packet.
- **International Activities – TBD, Chair:** No Report
- **Judicial – Jeff Smith, Chair:** No Report
- **Risk Management/Safety – Harley Wallace, Chair:** The written report was included in the BOD packet.
- **Towboat – George Lindy and Will Bush, Co-Chairs:** No Report (currently an inactive USA-WSWS committee.)
- **USOPC AAC – Andrew Adkison (absent), AAC/USOC Representative (absent):** The written report was included in the BOD packet.
- **Waterways – Leon Larson, Chair:** The written report was included in the BOD packet.

## 17. Sport Disciplines’ and Related Organizations’ Reports

- **Athlete Advisory Council (AAC) – Alex Lauretano, Chair (Verbal):** No Report
- **Water Sports Industry Association (WSIA):** No Report
- **American Kneeboard Association (AKA) – Kenny Stuart, President:** The written report was included in the BOD packet.
- **USA Wakeboard (USA-WB) – Cathy Williams, President:** The written report was included in the BOD packet.

Williams introduced the plan for a cable club concept within USA-WSWS. IWWF defines cable as an independent discipline, so this would have the potential to become its own discipline within USA-WSWS. Williams said her challenge is that wake does not have clubs similar to water ski. Events this year include the Pan Am Games and Wake Sports Festival coming up in 2023. The Wake Sports Festival will be used as a Pan Am qualifier for wakeboard while including kneeboard, barefoot and hydrofoil exhibitions.

- **American Barefoot Club (ABC) – Lauren Ehlers, President:** The written report was included in the BOD packet.

Ehlers stated that ABC hosted an IWWF event in San Marcos, TX. Livestreaming has been a struggle in the past due to the speed of the boats but has now become a great resource that shows what the skier is doing on the shore. Elite and Junior



World Championships are taking place in Australia in early February. Under 23 is a new division that was created in order to give these skiers a chance to ski in worlds since the 2020 tournament was cancelled.

- **National Collegiate Water Ski Association (NCWSA) – Christy Kingsmill, Chair (verbal):**

Kingsmill stated Iowa State University, one of their “powerhouse” schools, is not allowed to compete because their university defines them as a water sport and is not allowing any club water sports. The university brought in a third-party to assess all sport clubs at the school and disbanded the team as well as other sport clubs because of their involvement with water. NCWSA, Midwest Region, and Harley Wallace (Risk Management Committee) have been working on this issue as it could have the potential of happening at other schools. NCWSA plans to use Grace Stanke, former collegiate water skier and newly crowned Miss America, at events for promotion of the sport. Boudreaux mentioned the bridge between collegiate and AWSA and how the AWSA Midwest Region was able to introduce collegiate skiers to summer AWSA tournaments outside of their school season.

- **National Show Ski Association (NSSA) – Joel Shapiro, President:** The written report was included in the BOD packet.

- **National Water Ski Racing Association (NWSRA) – Cheryl Ruston:** The written report was included in the BOD packet. Ruston announced membership numbers for ski racing are down and are being reviewed. NWSRA hopes to send 8-10 skiers to Worlds this year.

- **USA Adaptive Water Ski & Wake Sports (USA-AWSWS) – Matt Oberholtz:** The written report was included in the BOD packet. Poggetto stated there has been an increase in membership over the last year due to the adaptive veteran clinics. Worlds will be held at Shortline Lake in Elk Grove, Calif. in September 2023.

- **U.S. Hydrofoil Association (USHA) – Charlie Buckley, President (Verbal):** No report

- **American Water Ski Association (AWSA) – Lyman Hardy, President:** Hardy stated over 600 participants skied in AWSA Nationals in 2022. This year, AWSA Nationals will be held in Okeeheelee Park in West Palm Beach, Fla. and run on four lakes over four days. Nationals bid form and contract have been updated. All Pro-Tour events in the U.S. will return to their previous sites. AWSA hired a contractor to run its social media platforms.

- **Pan Am and IWWF Updates – Dana Garcia:** The written report was included in the BOD packet. Garcia stated that the USA is underrepresented at the IWWF and does not have a voice. Garcia has continued to push to have a bigger voice in decisions. Minutes from several IWWF meetings are not public and have not been shared with the U.S. Garcia gets the news on decisions without seeing the minutes from meetings.

## 18. Old Business

There was no old business.

## 19. New Business

- **Calendar Year Membership Cycle vs. Rolling Membership Cycle** – Johanningmeier brought up this discussion on behalf of NSSA. He stated that a bulk of show ski tournaments happens in June with the season beginning in April. During this time, membership statuses are needing to be checked constantly and club secretaries are having to check each of these requirements for everyone on the team.

Boudreaux said the challenge with our current set up is none of the dates assigned to a member – renewal date, Safe Sport training date, official ratings, etc. are the same and all expire at different times. He also said that nearly half (4,900) of membership transactions are on auto-renew.

Ribley stated that different start dates and expirations dates has made it a nightmare for club secretaries.

Hanson stated, if all dates are set to expire on December 31, not everyone is going to get the full 12 months of membership. Most members renew in the summertime, specifically in June.

Boudreaux stated that it would take approximately 150 hours of work on the backend of our new membership system to make any changes to the membership expiration date (\$7,500). Additionally, if a change like this is made, it would have a financial impact on the organization in the short term – the first year of the calendar year cycle.

Harris stated USA-WSWS doesn't know if auto-renewal helps yet, because this is the first year of it. This would solve one of the problems if everyone was on it. Hanson noted that members are not "current" even if their dues are paid through auto renewal. Members still need to log into the system and sign their annual waiver and ensure their Safe Sport training is valid as well.

Flynn mentioned the similarity between our challenges (multiple statues and dates for various things) and the NCAA Clearinghouse. Schools can view all collegiate athletes' information in one place via the Clearinghouse and something similar could be an option for USA-WSWS.

Stevens stated members would get upset about the concept of having to pay a full year of membership if they are only going to ski one tournament and this could turn away AWSA members.

Kingsmill stated this would be detrimental to collegiate skiers. Most collegiate skiers do not need to renew their membership until September, so they would essentially only be getting four months of membership.

Ruston stated that Ski Racing's big event is in late October, and it would be hard to get people to pay full membership if it's just going to expire in a few months.

**ACTION ITEM: Archambeau to put together a task force to review the membership cycle based on the concerns of each Sport Discipline. There could potentially be different rules (expiration dates) for each discipline.**

- **Review the online sanctioning and registration tools from World of Water Skiers**

Robbins stated there are tools within the World Water Skiers technology for local clubs to use for membership and promotion and could replace online registration, sanctioning, etc.

Boudreaux stated this would mainly be for sanctioning initially and would be generic, but would be customized to meet our needs.

Harris stated there should be a confidentiality agreement executed prior to any discussions.

Robbins stated all sport discipline presidents would need to send forward someone with IT knowledge to give insight to needed features.

- **Motion** by Archambeau and seconded by Koehler to reassemble the USA-WSWS IT Advisory Group to explore possible IT integration with World Water Ski platform – **approved**
- **Motion** by Byrne and seconded by Ribley to disenfranchise the time and date committee – **approved**

- **USA-WSWS Towboat Committee**

Robbins suggested the current USA-WSWS Towboat Committee should be left as a “special committee” to be used on an “as needed basis” since the committee has been inactive. Hardy stated that the USA-WSWS towboat committee does not test AWSA boats as only AWSA does this.

## 20. Next Meeting

The next meeting of the Board of Directors will be held at 8:00 a.m., Sunday, February 4, 2024, at the Lake Myrtle Sports Complex in Auburndale, Fla. (tentative based on availability of banquet venue).

## **ADJOURN**

- **Motion** by Bautsch and seconded by Byrne to adjourn at 1:30 p.m. – **approved**



**2023 Board of Directors Meeting  
Auburndale, FL  
January 29, 2023**

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9. Treasurer's Report
10. Insurance Report

### **Committee Reports:**

11. Awards
12. Bylaws
13. Ethics
14. International Activities
15. Judicial
16. Risk Management/Safety
17. Towboat – No Report
18. USOPC AAC
19. Waterways

### **Sports Disciplines and Related Organizations Report**

20. Athlete Advisory Council (AAC) – No Report (verbal)
21. Water Sports Industry Association (WSIA)
22. American Kneeboard Association
23. USA Wakeboard
24. American Barefoot Club – No report (verbal)
25. National Collegiate Water Ski Association
26. National Show Ski Association
27. National Water Ski Race Association
28. USA Adaptive Water Skiing & Wake Sports
29. U. S. Hydrofoil Association – No report (verbal)
30. American Water Ski Association
31. Pan Am Update / IWWF Update

Additional Attachments

32. USA-WSWS Sports Discipline Funding – final (12/31/22)
33. Media Relations Report
34. Social Media Report
35. Current Membership Statistics
36. Membership by state (alpha)
37. Membership by state (members)
38. Foundation Report
39. Time & Place Report



**2023 Board of Directors Meeting  
Lake Myrtle Sports Park, Auburndale, Florida  
January 29, 2023, 8:00am  
Meeting Agenda**

1. Opening
2. Call to Order
3. Announcements, Introductions & Roll Call
4. Appointment of Parliamentarian
5. Announcement of Quorum and Number of Votes
6. Review and Approval of January 2022 Board Meeting Minutes
7. Ratification of 2022 Board Ballots
  - a. Electronic Ballots
  - b. Special Meeting Ballots
8. Review and Approval of Agenda
9. Nominating Committee Report
  - a. Election of Officers & HNDs
  - b. Seating of new Chairman, President, Vice President, Secretary, and Treasurer
  - c. Kelly Koehler to replace Jerry Bautsch – AWSA SC Region
  - d. Dr. Flynn nominated for second term
10. USA-WSWS President's Report – 2022 year in review / looking forward to 2023
11. Executive Committee Report
12. Executive Director's Report
13. Treasurer's Report
  - a. 2022 Year End Review
  - b. 2023 Proposed Budget
14. Insurance Report
15. Committee Reports:
  - a. Awards
  - b. Bylaws
  - c. Ethics
  - d. International Activities
  - e. Judicial
  - f. Risk Management/Safety

- g. Towboat
  - h. USOC AAC
  - i. Waterways
16. Sports Disciplines and Related Organizations Report
- a. Athlete Advisory Council
  - b. USA Water Ski & Wake Sports Foundation
  - c. Water Sports Industry Association
  - d. American Kneeboard Association
  - e. USA Wakeboard
  - f. American Barefoot Club
  - g. National Collegiate Water Ski Association
  - h. National Show Ski Association
  - i. National Water Ski Race Association
  - j. USA Adaptive Water Skiing & Wake Sports
  - k. U. S. Hydrofoil Association
  - l. American Water Ski Association
  - m. Pan Am Update
  - n. IWWF Update
17. Old Business
18. New Business

Adjourn



## 2023 USA Water Ski & Wake Sports Voting Roll

<u>Name</u>	<u>SD</u>	<u>Votes #</u>
Andrew Adkison	USOC/AAC / USA-WB	6.67
Alex Lauretano	AAC / AWSA	6.67
David Rezin	AAC / NSSA	6.67
Jason Lee	AAC / ABC	6.66
Connor Poggetto	AAC / USA-AWSWS	6.66
Dr. Michael Flynn	USOPC ID	6.67
Kelly Koehler	AWSA	10
Connie Bergmark	AWSA	10
Pat Byrne	AWSA	10
Doug Ribley	NSSA	7
Joel Johanningmeier	NSSA	7
Gerry Luiting	NSSA	7
Christy Kingsmill	NCWSA	2
Cathy Williams	USA-WB	1
Lauren Ehlers	ABC	1
Cheryl Ruston	NWSRA	1
Charlie Buckley	USHA	1
Kenny Stuart	AKA	1
Matt Oberholtz	USA-AWSWS	1
Doug Robbins*	COB	1
Bob Archambeau	President	0
Dale Stevens	VP	0
Joel Johanningmeier	Sec/Treasurer	0
Tim Cullen	Past President	0
<b>19 Voting Members</b>	<b>Totals</b>	<b>100</b>

**USA Water Ski & Wake Sports  
Board of Directors Meeting Minutes  
Lake Myrtle Sports Park, Auburndale, FL  
January 30, 2022**

(Minutes recorded by Melanie Hanson, edited by Doug Robbins, Bob Archambeau and Nate Boudreaux)

*Virtual attendees noted in red*

**Officers in Attendance:**

Doug Robbins\* – Chair/HND  
Robert Archambeau – President  
Dale Stevens – Vice President  
Joel Johanningmeier – Secretary/Treasurer, NSSA

**Board Members in Attendance:**

Jerry Bautsch – AWSA-SC  
**Connie Bergmark – AWSA-W**  
Don Bucher – AWSA-MW/HND (outgoing)  
**Charlie Buckley – USHA**  
Pat Byrne – AWSA-E (incoming)  
**\*Tim Cullen – Past President/HND**  
**Michael Flynn – Independent Director**  
Christy Kingsmill – NCWSA  
**Alex Lauretano\* – AAC**  
Jason Lee – AAC  
Gerry Luiting – NSSA/HND  
Andrew Martin – ABC (incoming)  
**Connor Poggetto – AAC**  
**Dave Rezin – AAC**  
Doug Ribley – NSSA  
Susan Richey – USA-AWSWS (alternate for Matt Oberholtz)  
Cheryl Ruston – NWSRA

**Absent:**

Andrew Adkison – USOC/AAC  
Kenny Stuart Jr. – AKA/HND  
Cathy Williams – USA-WB

*\*Non-voting*

**Committee Chairs in Attendance:**

Jeff Clark – Bylaws

Leon Larson – Waterways

Jeff Smith – Judicial

Dale Stevens – Ethics/Nominating

Harley Wallace – Risk Management

**Honorary National Directors in Attendance (in addition to the above):**

Jeffrey Armstrong

Floyd McCreight

Bill Wenner

**Headquarters' Staff in Attendance:**

Scott Atkinson – Sr. Director, Communications and External Relations

Nate Boudreaux – Executive Director

Frances Buchanan – Business Operations Manager

Molly Crum – Partnership Services Manager

Melanie Hanson – Membership Services Director

Sandy Hardee – Membership Services Specialist

Jennifer Walker – Membership Marketing Director

**Affiliate Organizations in Attendance:**

James Krawczyk – Water Sports Industry Association (WSIA)

**Alternate Board Members in Attendance:**

None

**Guests in Attendance:**

Geneva Brett – USA-AWSWS Secretary/Treasurer

Lyman Hardy – AWSA President

Randy Melcher – EPIC

Karen Melnik – AWSA Eastern Region EVP

Kelly Pribbenow – EPIC

Bonnie Ruston – NWSRA

Timmie Mathern - USHA

Robert Howerton – AWSA SC EVP

*All votes are unanimous unless otherwise indicated.*

## 1. Opening

Chair Doug Robbins welcomed everyone to the meeting and thanked them for their attendance.

## 2. Call to Order

The meeting was called to order at 8:04 a.m.

## 3. Announcements, Introductions and Roll Call

Board members, staff and guests introduced themselves and stated their title or position on the board.

## 4. Appointment of Parliamentarian

Jeff Clark was appointed as Parliamentarian.

- **Motion** to allow committee chairs, Headquarters' staff, alternate board members and guests to join the meeting with no vote – **approved**
- **Motion** to allow any action items coming from committee reports to be presented as motions with an automatic second – **approved**

## 5. Announcement of Quorum

A quorum was present.

## 6. Review and Approval of 2021 Board Minutes

- **Motion** to approve Jan. 31, 2021 board meeting minutes – **approved**
- **Motion** to approve Mar. 16, 2021 (virtual) board meeting minutes – **approved**
- **Motion** to approve July 28, 2021 (virtual) board meeting minutes – **approved**
- **Motion** to approve Oct. 26, 2021 (virtual) board meeting minutes – **approved**

## 7. Ratification of 2021 Email Board Ballot Votes

- **Motion** to ratify 2021 email board ballots votes – **approved**

\*\*\* Newly elected Sport Discipline Directors took their seats.

## 8. USA-WSWS Bylaws Committee Special Report – Jeff Clark, Chair

The written report was included in the BOD packet.

### a. Director Seating Allocations for 2022-2023

AWSA: East (Pat Byrne) replaces Midwest (Don Bucher) according to AWSA P&P 3.3

**b. Sport Discipline Vote Allocations for 2022-2023**

Andrew Adkison	USOC/AAC	6.6
Alex Lauretano	AAC	6.6
David Rezin	AAC	6.6
Jason Lee	AAC	6.6
Connor Poggetto	AAC	6.6
Dr. Michael Flynn	USOPC ID	6.6
Jerry Bautsch	AWSA	10
Connie Bergmark	AWSA	10
Pat Byrne	AWSA	10
Doug Ribley	NSSA	7
Joel Johanningmeier	NSSA	7
Gerry Luiting	NSSA	7
Christy Kingsmill	NCWSA	2
Cathy Williams	USA-WB	1
Andrew Martin	ABC	1
Cheryl Ruston	NWSRA	1
Charlie Buckley	USHA	1
Kenny Stuart	AKA	1
Matt Oberholtz	USA-AWSWS	1
Doug Robbins*	COB	1
Bob Archambeau	President	0
Dale Stevens	VP	0
Joel Johanningmeier	Sec/Treasurer	0
Tim Cullen	Past President	0

- **Motion** to approve the 2022-2023 Director Seating and Sport Discipline Vote Allocations as presented – **approved**

**9. Review and Approval of Agenda**

Robbins asked if any agenda needs reordered for any reason.

Robbins asked if any agenda items present a conflict of interest for any voting members of the board. If so, board members must disclose to allow for an adjustment of the votes.

There were no conflicts disclosed.

- **Motion** to accept agenda as presented – **approved**

**10. Nominating Committee Report – Dale Stevens, Chair (verbal)**

**a. Election of Officers and Honorary National Directors:**

**Officers:** Stevens stated that the existing officers have agreed to serve another term and the committee received no other nominations. Robbins opened nominations from the floor. None were forthcoming.

Chairman of the Board – Doug Robbins  
President – Bob Archambeau  
Vice President – Dale Stevens  
Secretary/Treasurer – Joel Johanningmeier

- **Motion** to approve the slate of officers as presented above – **approved**

**Honorary National Directors** – Jeff Surdej

- **Motion** to approve Jeff Surdej as an Honorary National Director – **approved**

**b. Seating of New Officers** – They were seated.

**11. President's Report – Bob Archambeau**

The written report was included in the BOD packet.

**12. Executive Committee Report – Bob Archambeau, Chair**

The written report was included in the BOD packet. Votes for Action Items 1 and 2 handled under Bylaws Committee report.

**13. Executive Director's Report – Nate Boudreaux, Executive Director**

The written report was included in the BOD packet and Boudreaux gave an overview via PowerPoint presentation.

**ACTION ITEM:** At Dave Rezin's request, HQ will work with and communicate to clubs on Get on the Water Week (GOTWW) clinic dates outside of the designated GOTW dates since many clubs have a lot of other events going on around 4<sup>th</sup> of July.

**14. Treasurer's Report – Joel Johanningmeier, Secretary/Treasurer (Verbal)**

The written report with the budget and budget notes was included in the BOD packet.

Boudreaux stated that the final 2021 financials are not yet complete; however, the totals listed for 2021 give an accurate enough picture to assist with budget projections. Closed 2021 financials will be presented to the board once completed.

Boudreaux noted that we are projecting a near \$40,000 budget deficit in 2022 due to significant increases in insurance premiums, magazine production costs, and legal expenses to defend an ongoing lawsuit and grievance. However, we will be receiving an Employee Retention Credit (ERC) of nearly \$60,000 at some point in 2022 (from credits due in 2020 and 2021) that will be used to offset the projected budget losses. The credit is not reflected in the actual budget but will be applied to the P&L in account 8028-Payroll Taxes once received.

The newly launched membership platform offers members the ability to select Auto-Renewal for 2023 membership renewal. This initiative was approved by the BOD several years ago, but we did not have the infrastructure to implement it until now. Previously we offered multi-year memberships for Individual Active members. The new auto-renewal option has replaced the multi-year membership offering for 2022. We will, however, still honor any existing multi-year memberships until they expire.

- **Motion** to approve the 2022 proposed budget as presented – **approved**

## **15. Insurance Report – Randy Melcher and Kelly Pribbenow, EPIC**

The Insurance Advisory Group summary and written report from EPIC was included in the BOD packet.

Melcher and Pribbenow shared a presentation highlighting the current state of insurance market, insurance, regulatory and claims trends, risk management best practices, and highlights of changes to USA-WSWS's insurance coverage for 2022. The BOD thanked EPIC for the presentation, stating that it was informative, very thorough, and would be an excellent resource to share with our membership. Melcher said he would send a copy of the presentation to Boudreaux.

Melcher stated that liability insurance carriers are looking for sports organizations to go above and beyond the minimum requirements established by federal and state laws in the areas of abuse risk management, prevention, and education. Melcher noted that since the statute of limitations has changed in several states with respect to abuse and molestation claims, and that it is very important that organizations maintain historical policy records since claims can surface many years down the road. If an abuse claim from 10 years ago surfaces, the liability insurance policy that was in place at the time of the alleged occurrence is the policy that will respond to that claim. Gerry Luiting asked what happens if the liability insurance carrier that wrote coverage historically is no longer in business due to bankruptcy or insolvency. Melcher responded that most states have a State Guaranty Fund to handle situations where a licensed insurance carrier is not able to fulfil its obligations under an insurance policy. He also added that in the case where an insurance carrier is acquired by another carrier, the acquiring carrier would typically assume responsibility for the defense and handling of the claim.

Melcher noted the cost of defending and settling abuse and molestation claims are significantly higher today than what similar claims would have been 10 years ago. Fortunately, USA-WSWS's new liability insurance carrier provides higher abuse coverage than what was being provided under the expiring insurance policies through Philadelphia, but that despite the availability of increased limits, we need to be diligent in preventing abuse situations from occurring through our SafeSport efforts, including awareness and prevention training and comprehensive background screening.

Boudreaux stated that Local Organizing Clubs (LOCs) were sent an email outlining the LOCs responsibilities regarding Minor Athlete Abuse Protection Policies (MAAPP). LOCs expressed concern that USA-WSWS is transferring liability to the LOCs. Melcher explained that our liability insurance policies provide coverage to the specified named insured parties with respect to events sanctioned by USA-WSWS. The coverage is underwritten with the expectation that all USA-WSWS rules & regulations, risk management & safety requirements, waiver requirements, SafeSport requirements, etc. are being followed. However, if something "falls through the cracks" from a requirements standpoint, the liability insurance carrier would still have a duty to defend and provide coverage subject to policy terms & conditions.

**ACTION ITEM:** USA-WSWS to send follow-up communication to clubs clarifying MAAPP requirements and liability concerns.

Robbins thanked Melcher and Pribbenow for their report and EPIC's valued partnership with USA-WSWS.

## 16. Committee Reports

All committee reports were unanimously approved by the BOD as submitted unless otherwise indicated.

- **Awards – Lori Krueger, Chair (absent):** The written report was included in the BOD packet.
- **Bylaws – Jeff Clark, Chair:** The written report was included in the BOD packet.

**Action Item #1:** Insert the following (suggested) Background Screening and SafeSport Training Requirements for Judges statement in the USA-WSWS SafeSport Handbook.

Clark noted that the wording presented by the Executive Committee for this action item differs from that presented by the Bylaws Committee, as noted outlined below.

Executive Committee Report Wording – USA-WSWS judges that are 18 and older who are appointed or assigned to work National Championship and/or IWWF sanctioned World or Confederation Championship events in their respective sports discipline.



Bylaws Committee Wording – All Judges that are selected and approved by a Sport Discipline of USA-WSWS to officiate in the National tournament and/or any IWWF-sanctioned event, will complete the Safe Sport Training and Background Check as required by USA-WSWS.

Revised Wording – USA-WSWS judges (who are 18 and older) who are selected and approved by USA-WSWS or one of its sport disciplines to officiate at a National Championship event, or any IWWF World Championship or Multi-Sports event (e.g., World Games), or Pan American Confederation titled event, shall complete the SafeSport Training and Background Screening as required by USA-WSWS.

- **Motion** to approve Action Item #1 as revised above – **approved**

**Action Item #2:** Update USA-WSWS Compliance Chart as Necessary

- **Motion** to approve Action Item #2 as presented – **approved**

**Action Item #3:** Update language in the Education and Training Section of the SafeSport Handbook to reflect the new SafeSport Training requirements to the current standards. The edited language and strikeouts are in red letters with yellow highlights as shown below.

SafeSport Handbook, Education and Training Section

- Page 23, second bullet near bottom of page, update to 30 days:

Within the first **45 30** days of initial membership, or upon beginning a new role subjecting the Adult Participant to this policy.

- Page 24, first paragraph, update membership statuses and remove text regarding renewing membership:

If a member has not completed the SafeSport™ Core training or required refresher course, their USA-WSWS membership status will appear as **"Pending - Safe Sport" "inactive"**; and the member will be unable to participate in sanctioned events until the training is completed. New members **and those renewing their membership** will have 30 days upon registering to complete the training. Membership status during this period will appear as **"Waiting - Need Safe Sport" "pending"** until the training is completed. If, after 30 days, training is not completed, membership status will become **"Pending - Safe Sport" "inactive"** and you will be unable to participate until training is completed.

- **Motion** to approve Action Item #3 as presented – **approved**

**Action Item #4 (taken from action items in the Executive Committee Report) – Safe Sport Training Clarification:** Update page 90 in the USA-WSWS Policies & Procedures and SafeSport Handbook on who needs to be SafeSport Trained, as follows:

All USA-WSWS Active members (18 years old and older) **who compete or participate in sanctioned tournaments or events** or have regular contact with any **amateur** athlete or other Participant who is a minor;

- **Motion** to approve EC Action Item #2 as revised in yellow above – **approved** (*Opposed - Gerry Luiting*)

Clark told the BOD that in the past the Code of Conduct and Ethics document had been sent out to all board members and they were required to sign a statement that they had read and understood the document. This process has now changed and is an online form that they must complete. BODs should review Appendix III - Code of Conduct and Ethics, Conflicts of Interest and Gifts requirements in the Policies & Procedures Manual to prepare themselves to complete the new online form.

Clark reminded the board that if they have a Conflict of Interest with any issues that may be brought to the floor through financial relationships or family involvement, they must declare these conflicts before any issues are brought to the floor and if these conflicts change at any time during the year that the member must resubmit a new form. He also reviewed the gifts policy and gave examples for consideration.

Archambeau will be sending out a letter to each of the USA-WSWS directors and committee members and the sport discipline Presidents requesting the rosters of their current national board and national committee members. These lists will be used to update the website for all these members and will also be used to send each person a link to the new online Code of Conduct and Ethics, Conflict of Interest and Gifts form for them to complete and submit. All sections in the form must be completed in its entirety.

When the form is submitted, it will go to the Ethics Committee Chair and then the Ethics Committee who will review each form and, if there are any issues, contact the person for explanation and/or how to resolve the issue.

The deadline for accomplishing all of this will be March 15 of this year.

**ACTION ITEM:** USA-WSWS HQ to communicate above changes to SafeSport Handbook and Compliance Chart to members.

- **Ethics – Dale Stevens, Chair:** No reported issues
- **International Activities – Jim Grew, Chair:** No Report

- **Judicial – Jeff Smith, Chair:** No Report
- **Risk Management/Safety – Harley Wallace, Chair:** The written report was included in the BOD packet.

**Action Item #1** – Inclusion of IWWF On-Water Concussion Recognition Tool (OWCRT) in Safety Handbook.

- **Motion** to approve Action Item #1 as presented – **approved**

**Action Item #2** – Require all safety officials (Coordinator, State, Regional and National) to complete the CDC Heads-Up Youth Sports Concussion Awareness Training.

Wallace stated that the CDC training takes approximately 20-25 minutes to complete. Return-to-play guidelines are not currently emphasized in the Safety Handbook, Rules, and safety training curriculum so the addition of the OWCRT and CDC Training will be a huge asset.

- **Motion** to approve Action Item #2 as presented – **approved**

Wallace stated that the Committee will be working on providing recommendations to the BOD/Safe Sport for revisions to the [Safe Sport Pre-Event Checklist](#) to differentiate event requirements for specific events.

Leon Larson is working on safety statistics which will be shared with the BOD once completed.

- **Towboat – George Lindy and Will Bush, Co-Chairs (absent):** No Report
- **USOPC AAC – Andrew Adkison, AAC/USOC Representative (absent):** The written report was included in the BOD packet.
- **Waterways – Leon Larson, Chair:** The written report was included in the BOD packet.

## 17. Sport Disciplines' and Related Organizations' Reports

- **Athlete Advisory Council (AAC) – Alex Lauretano, Chair (Verbal):** Lauretano stated that the AAC is having difficulty finding enough athletes to comply with the USOPC 33.3% athlete representation requirement.
- **Water Sports Industry Association (WSIA) – James Krawczyk, Director of Operations (verbal):** Krawczyk stated that there have been several personnel changes at WSIA. He

is a 14-year staff member of WSIA in marketing technology and was recently promoted to Director of Operations following Larry Meddock's retirement and Kevin Michael's departure as Executive Director in November. WSIA added Brad Fralick as chief government affairs officer. Fralick has 30 years of experience in multi-state lobbying and is a lifelong water sports enthusiast. As a lobbyist, he has worked with MADD, the Army Corps of Engineers, and the U.S. Coast Guard to develop legislation to keep waterways safe. NMMA staffer Lee Gatts also joined WSIA as its new Director of Government Affairs. In his previous role with NMMA, Gatts advanced and protected advocacy efforts, spearheading the protection of wakesurfing activities from harmful legislation in multiple states, enhancing boater safety and education throughout the southeast region, and protecting recreational boating and fishing access to the water.

WSIA is working on proactive state legislation to keep waterways open, mediating bans on ballasted boats, and promoting boating education among other programs. Wake Responsibly is their largest boating education campaign.

WSIA Summit 2022 will be held Feb. 23-24, 2022, at the Resort at Squaw Creek in Lake Tahoe, Calif. Boudreaux will be attending to represent USA-WSWS.

- **American Kneeboard Association (AKA) – Kenny Stuart, President (absent):** The written report was included in the BOD packet.
- **USA Wakeboard (USA-WB) – Cathy Williams, President (absent):** The written report was included in the BOD packet.
- **American Barefoot Club (ABC) – Andrew Martin, President:** The written report was included in the BOD packet.
- **National Collegiate Water Ski Association (NCWSA) – Christy Kingsmill, Chair (verbal):** Skier/Team Stats: NCWSA was fortunate to be able to retain so many teams/skiers from 2019 to 2021 after taking 2020 off from tournaments and so much turnover in team leadership.

Events:

- Nationals 2020 – Event moved to Spring 2021 and then cancelled again due to COVID precautions and team restrictions.
- Nationals 2021 – Bennett's (Tri Lakes Ski Team) hosted the event with great attendance after taking a year off from competitions.
- Nationals 2022 – This event will be held at San Marcos River Ranch in Martindale, TX on October 13-15, 2022.
- All-stars 2021: Our premier spring event was held in Windsor, CO hosted by Purdue and Western Washington.
- All-stars 2022: This event will be held in Harmony, NC along with Team Trials May 20-22, 2022.

- Worlds 2022: FISU University Worlds, combined with wakeboard, will be held in Minsk, Belarus on August 24-27, 2022

#### Awards

- Male Outstanding Leader of the Year - Reilly Riefsteck, Iowa State University
- Female Outstanding Leader of the Year - Anna Prior, Ohio State University
- Male Athlete of the Year - Quinn Haines, University of Alabama
- Female Athlete of the Year - Brooke Baldwin, University of Alabama
- Team of the Year - Arizona State University

NCWSA Hall of Fame: Inducted Connie Bergmark, Jeff Clark, and Tom Murphy

- **National Show Ski Association (NSSA) – Doug Ribley, President:** The written report was included in the BOD packet.
- **National Water Ski Racing Association (NWSRA) – Cheryl Ruston:** The written report was included in the BOD packet.
- **USA Adaptive Water Ski & Wake Sports (USA-AWSWS) – Susan Richey (Alternate for Matt Oberholtz):** The written report was included in the BOD packet.
- **U.S. Hydrofoil Association (USHA) – Charlie Buckley, President (Verbal):** COVID-19 significantly impacted most of their events in 2021. Buckley thanked Chain of Records hosts, Geno Yauchler and Eric Gran, for hosting such a great event which allowed him to witness first-hand the many accolades of show skiing and other sport disciplines. USHA recently elected five new board members. USHA is planning a Nationals event to be held the end of October or beginning of November. They would be interested in buddying up with another sport discipline(s) for this event. Boudreaux stated that Polk County Sports Marketing (PCSM) is interested in bringing events to the Polk County area and there could be an opportunity to partner with USA Wakeboard on an event.
- **American Water Ski Association (AWSA) – Lyman Hardy, President:** The written report was included in the BOD packet.
- **Pan Am and IWWF Updates – Dana Garcia:** The written report was included in the BOD packet.

Lyman Hardy stated that in the past, participants in AWSA Class L or R (record capability) sanctioned tournaments were required to purchase an IWWF single-event license for \$7 each or an annual license for \$25. Due to administrative constraints, AWSA proposes to eliminate the single-event license option and require participants to purchase the \$25 annual license for these events.

- **Motion** to approve elimination of the IWWF single-event license for AWSA Class L and R sanctioned events – **approved**

**ACTION ITEM:** Communicate IWWF license change to AWSA skiers who participate in AWSA Class L and R events.

NSSA questioned how the IWWF license requirement will affect the 2022 IWWF Show Ski World Championships. Andrew Martin (ABC) and Lyman Hardy (AWSA) suggested that NSSA contact IWWF about a bulk license option. ABC currently utilizes the bulk license option whereas AWSA utilizes the per skier license. *Note: After consultation with IWWF there will be no IWWF fees for the Show Ski World Championships.*

## 18. Old Business

There was no old business.

## 19. New Business

- **Membership and Event Sanctioning Pricing** - Boudreaux shared a USA-WSWS Membership and Sanctioning Pricing Chart with the BOD which was created at the request of the Executive Committee and shows past and future pricing for memberships and event sanctioning. Proposed price increases for 2022 have been pushed out to 2023 due to the addition of a 3% technology fee on all transactions implemented with the launch of the new membership platform. The only exception was the addition of the \$50 practice/exhibition sanction fee implemented in 2022 that was originally approved by the BOD two years ago.

Boudreaux noted that in the past, the BOD had asked HQ to do more frequent, smaller increases based on financial need. He asked for BOD feedback on amount and frequency of increases moving forward considering the \$40,000 budget deficit proposed for 2022.

**ACTION ITEM:** BODs asked HQ to create several pricing proposals along with how each proposal would affect our financial position for their review.

- **Background Screening** – Boudreaux shared the concern of sport disciplines and members related to data security when completing a Background Screening application through NCSI and the requirement to provide a social security number.

**ACTION ITEM:** BODs requested that HQ seek additional information from NCSI regarding data security and the social security number requirement and, if necessary, investigate other companies who provide this service for their review.

- **Sport Discipline Communication to Members** – Currently USA-WSWS provides sport disciplines the ability to send email communications to their members through Constant Contact, where the sport discipline creates the content and HQ provides the email list and sends the communication. Boudreaux stated that HQ hopes to provide sport disciplines with permission-based access to member email communications via our new membership platform in the future.

**ACTION ITEM:** BODs agreed that HQ should require separate email addresses for each sport discipline/region sending email communications to their members so as not to jeopardize email deliverability of USA-WSWS member communications and transactional emails. Unsubscribe functionality will need to be included in all sport discipline/region email communications to allow members to opt-out of these specific email categories.

### **23. Next Meeting**

The next meeting of the Board of Directors will be held at 8:00 a.m., Sunday, January 29, 2023, at the Lake Myrtle Sports Complex in Auburndale, Fla. (tentative based on availability of banquet venue).

### **ADJOURN**

- **Motion** to adjourn at 2:15 p.m. – **approved**

## 6/29/2022 USA-WSWS BOARD OF DIRECTORS BALLOTS

Board Ballot				#1		#2
<u>Name</u>	<u>SD</u>	Votes #	Present	Option 1 <u>Vote</u>	Option 2 <u>Vote</u>	YES <u>Vote</u>
Andrew Adkison	USOC/AAC / USA-WB	6.67				
Alex Lauretano	AAC / AWSA	6.67				
David Rezin	AAC / NSSA	6.67				
Jason Lee	AAC / ABC	6.66	6.66		6.66	
Connor Poggetto	AAC / USA-AWSWS	6.66	6.66		6.66	6.66
Dr. Michael Flynn	USOPC ID	6.67	6.67		6.66	6.67
Jerry Bautsch	AWSA	10	10		10	10
Connie Bergmark	AWSA	10	10	10		10
Pat Byrne	AWSA	10				10
Joel Shapiro	NSSA	7	7		7	
Joel Johannngmeier	NSSA	7	7		7	7
Gerry Luiting	NSSA	7				
Christy Kingsmill	NCWSA	2	2	2		2
Cathy Williams	USA-WB	1				
Andrew Martin/Terry Jones	ABC	1	1		1	1
Cheryl Ruston	NWSRA	1				
Charlie Buckley	USHA	1				1
Kenny Stuart	AKA	1				
Matt Oberholtz	USA-AWSWS	1	1		1	1
Doug Robbins*	COB	1	1			
Bob Archambeau	President	0	0			
Dale Stevens	VP	0	0			
Joel Johannngmeier	Sec/Treasurer	0	0			
Tim Cullen	Past President	0	0			
Jim Grew	Past President/HND	0	0			
Nate Boudreaux	Executive Director	0	0			
<b>10 Voting Members</b>	<b>Totals</b>	<b>100</b>	<b>58.99</b>	<b>12</b>	<b>45.98</b>	<b>55.33</b>

\* nonvoting  
A = abstain

Action(s) Date appr.

#1 Membership Increase 1 or 2  
#2 USA-WSWS Fee Chart Update



## 2022 USA-WSWS BOARD OF DIRECTORS ELECTRONIC BALLOTS

Board Ballot		#1		
<u>Name</u>	<u>SD</u>	<u>Votes #</u>	<u>YES Vote</u>	<u>NO Vote</u>
Andrew Adkison	USOC/AAC / USA-WB	6.67		
Alex Lauretano	AAC / AWSA	6.67		6.67
David Rezin	AAC / NSSA	6.67		
Jason Lee	AAC / ABC	6.66		6.66
Connor Poggetto	AAC / USA-AWSWS	6.66		6.66
Dr. Michael Flynn	USOPC ID	6.67		6.67
Jerry Bautsch	AWSA	10		10
Connie Bergmark	AWSA	10	10	
Pat Byrne	AWSA	10	10	
Doug Ribley	NSSA	7		7
Joel Johanningmeier	NSSA	7	7	
Gerry Luiting	NSSA	7		7
Christy Kingsmill	NCWSA	2		2
Cathy Williams	USA-WB	1		
Andrew Martin/Terry Jones	ABC	1		1
Cheryl Ruston	NWSRA	1		1
Charlie Buckley	USHA	1		1
Kenny Stuart	AKA	1		1
Matt Oberholtz	USA-AWSWS	1		
Doug Robbins*	COB	1		
Bob Archambeau	President	0	0	
Dale Stevens	VP	0	0	
Joel Johanningmeier	Sec/Treasurer	0		
Tim Cullen	Past President	0		
<b>17 Voting Members</b>	<b>Totals</b>	<b>100</b>	<b>27</b>	<b>56.66</b>

\* nonvoting  
A = abstain

Action(s)

Date appr.

#1

Russia/Belrus Athlete Ban  
for Non IWWF sanctioned events

3/28/2022

**NOTE: Under USA-WSWS P&P for electronic balloting, a no response is counted as a no vote**

**10/17/2022 USA-WSWS BOARD OF DIRECTORS BALLOTS**

**Board Ballot**

Name	SD	Votes #	PRESENT	#1		#2		#3	
				YES	NO	YES	NO	YES	NO
Andrew Adkison	USOC/AAC / USA-WB	6.67	6.67	6.67	6.67	6.67	6.67	6.67	
Alex Lauretano	AAC / AWSA	6.67	6.67	6.67	6.67	6.67	6.67	6.67	
David Rezin	AAC/NSSA	6.67	6.67	6.67	6.67	6.67	6.67	6.67	
Jason Lee	AAC / ABC	6.66	6.66	6.66	6.66	6.66	6.66	6.66	
Connor Poggetto	AAC / USA-AWSWS	6.66	6.66	6.66	6.66	6.66	6.66	6.66	
Dr. Michael Flynn	USOPC ID	6.67	6.67	6.67	6.67	6.67	6.67	6.67	
Jerry Bautsch	AWSA	10	10	10	10	10	10	10	
Connie Bergmark	AWSA	10	10	10	10	10	10	10	
Pat Byrne	AWSA	10	10	10	10	10	10	10	
Joel Shapiro	NSSA	7	7	7	7	7	7	7	
Joel Johannngmeier	NSSA	7	7	7	7	7	7	7	
Gerry Luiting	NSSA	7	7	7	7	7	7	7	
Christy Kingsmill	NCWSA	2	2	2	2	2	2	2	
Cathy Williams	USA-WB	1	1	1	1	1	1	1	
Andrew Martin/Terry Jones	ABC	1	1	1	1	1	1	1	
Cheryl Ruston	NW/SRA	1	1	1	1	1	1	1	
Charlie Buckley	USHA	1	1	1	1	1	1	1	
Kenny Stuart	AKA	1	1	1	1	1	1	1	
Matt Oberholtz	USA-AWSWS	1	1	1	1	1	1	1	
Doug Robbins*	COB	1	1	1	1	1	1	1	
<b>Totals</b>		<b>100</b>	<b>85.33</b>	<b>84.33</b>	<b>0</b>	<b>84.33</b>	<b>0</b>	<b>91.34</b>	<b>7.66</b>

**16 Voting Members**

\* nonvoting  
A = abstain

Action(s)	Date appr.
Support settlement = APPROVED	10/17/2022
Support 3 conditions	10/17/2022
Support up to \$25,000 toward settlement	10/31/2022

#1  
#2  
#3

USA Water Ski & Wake Sports  
Nominating Committee Report

January 9, 2023

As of the time of this report all the Officers of the USAWSWS have agreed to run for another year.

Currently there are no additional nominees, the search will continue until the BOD meeting and will be presented on the floor at that time.

Dale Stevens

Chairman Nominating Committee



## 2022 President's Report

Overall, the 2022 was a very successful season for all Sports Disciplines. This shows promise for the future and that is what USA Water Ski & Wake Sports is all about. We spoke about growth last year and we need to continue to focus on our Vision Statement.

These areas should remain to be our focus...

- Promoting best practices
- Increasing participation
- Growing Membership
- Membership Satisfaction

Everyone is talking about these but very few are doing anything about it! We need action from everyone to succeed!

Thank you for your participation in SafeSport and we need to continue to be aware of our operations and events. This is not about punishing water skiing or our members. It is about protecting our members and families. Awareness and the ability to "take a stance" will better protect our members and keep our reputation of being "a family sport" legitimate.

Three of our disciplines continue to lead the way in increasing participation. Barefoot, Collegiate and Show continue to lead, bringing new members into our organization. Their marketing efforts continue to draw new members. Part of their success is the fact that all have effective marketing arms that draw interest in our sport. Other SD's should look into developing this position into their disciplines.

Headquarters has been successful for their efforts in securing several grant programs promoting events across the US. They are finding avenues to promote our sport including new possibilities in broadcast sites.

Let's begin to think outside the box to promote and bring on new members. Let's promote more of what we do and continue to issue challenges to try things that we enjoy to grow our sport.

A special thanks to all the LOC's that put on events in 2022. Your work and dedication always keeps us coming back! This year, I had the opportunity to work the Collegiate All-Stars, The Masters, assist in one of the multiple Veterans Clinic that HQ organized, the World Games and Adaptive Nationals. Our hosts made each event top notch. I only wish that I could have attended the Barefoot and Show events held this year as I understand they were fantastic! On a side note - I got to attend the World Wake Surf Championships which was a great event. It would be worth our efforts to get this group into our organization.

Keep up the great work

Bob Archambeau

President USA - WSWS

# USA-WSWS Executive Committee Report 2022

In 2022 the Executive Committee met seven times as EC and once for a special meeting. They also contribute to our three quarterly Board of Director calls and our Annual Meeting. This team has kept busy this year. We meet this many times a year to review Financials (including budgets and insurance), Human Resource efforts, review special event updates and field updates on sponsorships, grants and membership reviews. This group is important in overseeing activity that USA-WSWS, our Executive Director and HQ Staff are involved with. They also get to review and analyze critical information for their vote or for presentation to the Board.

Thank you to this team of dedicated individuals.

Voting Members:	Doug Robbins	COB
	Bob Archambeau	President
	Dale Stevens	Vice President
	Joel Johanningmeier	Treasurer/Secretary
	Alex Lauretano	AAC
	Jason Lee	AAC
	Joel Shapiro	Member at large

Non-Voting Members	Tim Cullen	Past President
	Jim Grew	Advisor
	Kate Knafla	AWSA Vice President
	Nate Boudreaux	Executive Director

We do meet in this small group to address any issues, situations or policy that needs to be addressed quickly. As some think – we don't operate in secrecy. All of our meeting minutes are posted to our main website. Under Main Menu => About Us => Governance Documents => and select either BOD Minutes or EC Minutes.

There are a few new items that we are submitting to the Board of Directors this year for consideration. Those items will be found in our agenda.

I am always available to answer any questions you have.

Thank you!

Bob Archambeau

USA-WSWS President



## USA-WSWS Executive Director Report

Board of Directors Meeting

Sunday, January 29, 2023

### Financials

Account balances as of December 31, 2022:

- Bank First Operating Account - \$382,774
- Bank First Money Market Account - \$250,894
- UBS Investment Account - \$390,943

Ancillary revenue secured in 2022 in addition to existing USOPC administrative grant (\$58,100) and digital media agreement (\$50,000):

- \$12,000 in administrative/membership revenue from VA grant
- \$11,375 from referrals from Nextiva for USA Track & Field (\$10,375) and USA Climbing (\$1,000). Nextiva also produced this brand video for USA-WSWS at no cost – <https://www.youtube.com/watch?v=W2rnW9BW4vc>
- \$5,000 DE&I grant award from USOPC
- \$1,000 in value in kind banners/signage from AMI Graphics
- \$72,042 from Employee Retention Credit (ERC) from 2021
- \$1,000 in gas cards from Maverik that was distributed to NCWSA (to support collegiate teams travel to 2022 Collegiate Western Regionals) and 2023 ASWA Western Regionals

### Balance Sheet comparison from Dec. 31, 2018 vs. Dec. 31, 2022

	<u>Dec. 31, 2018</u>	<u>Dec. 31, 2022</u>
Total Assets	\$441,384	\$1,045,438
Liabilities	\$529,930	\$554,073
<b>Net</b>	<b>-\$88,546</b>	<b>+\$491,364</b>

### Total Grant & Government Funding Secured from 2019-2022

#### 2019

- |  |                |
|--|----------------|
| • Women's Sports Foundation (Learn to Ski event) | \$5,000        |
| • Florida Sports Foundation (Learn to Ski event) | \$2,500        |
| <b>2019 Total:</b>                               | <b>\$7,500</b> |

#### 2020

- |  |          |
|--|----------|
| • USOPC Administrative Grant (staff/accounting firm)     | \$50,000 |
| • USOPC Covid-19 Relief Grant (high performance)         | \$32,400 |
| • USOPC Digital Media Agreement (Team USA web platform ) | \$50,000 |

○ USOPC covers cost of cyber insurance	\$3,200
● PPP Loan #1– First Home Bank (fully forgiven)	<u>\$95,500</u>
<b>2020 Total:</b>	<b>\$231,100</b>

## 2021

● USOPC Administrative Grant (staff/accounting firm)	\$50,000
● USOPC Digital Media Agreement (Team USA web platform)	\$50,000
○ USOPC covers cost of cyber insurance	\$3,500
● Connect Sports Event Grant (distributed to SDs)	\$5,000
● PPP Loan #2 First Home Bank (fully forgiven)	\$95,500
● Employee Retention Credit for year-end 2020	<u>\$29,502</u>
<b>2021 Total:</b>	<b>\$233,502</b>

## 2022

● USOPC Administrative Grant (staff/accounting firm)	\$58,100
● USOPC Grant to Support Safe Sport Animated Video	\$3,900
● USOPC Digital Media Agreement (Team USA web platform)	\$50,000
○ USOPC covers cost of cyber insurance	\$3,500
● Employee Retention Credit for year-end 2021	\$77,042
● USOPC Diversity, Equity & Inclusion Award Grant	\$5,000
● U.S. Department of Veteran Affairs (for Adaptive Division)	\$335,000
● Women’s Sports Foundation (Learn to Ski event)	\$7,000
<b>2022 Total:</b>	<b><u>\$539,542</u></b>

**Four-Year Grant, USOPC & Government Funding Total: \$1,011,644**

Prior to 2018, the organization received no external grant funding during the previous five years.

## **Membership**

Total members as of December 31, 2022 is **13,963**, a 1.6% increase over 2021 (13,735 on December 31, 2021). Additional membership statistics below:

<u>Age</u>	<u># Members</u>	<u>Percentage</u>
12 & under	1,432	10%
13-17	1,724	12%
18-34	3,662	26%
35-49	2,537	18%
50+	<u>4,608</u>	<u>33%</u>
	13,963	100%

- 58% male; 42% female
- 37.4 average age
- 23% juniors (under age 18)
- Top 3 membership states: Wisconsin, Florida and Minnesota

Received average overall membership satisfaction score of **72** out of 100 from end of year membership survey (69 in 2021, 78 in 2020, 78 in 2019, 79 in 2018)

### **Communications**

2022 Final Statistics:

<b>Website Unique Visitors</b>		<b>E-newsletter Opens</b>	
January (5,700 in '21)	10,000	January	42.3%
February (5,500 in '21)	10,000	February	41.3%
March (7,800 in '21)	11,000	March	45.8%
April (8,800 in '21)	11,000	April	46.6%
May (15,000 in '21)	14,000	May	47.7%
June (18,000 in '21)	18,000	June	48.6%
July (24,000 in '21)	27,000	July	47.77%
August (44,000 in '21)	38,000	August	47.70%
September (17,000 in '21)	15,000	September	46.17%
October (13,000 in '21)	15,000	October	47.23%
November (9,100 in '21)	9,000	November	48.80%
December (7,000 in '21)	8,400	December	47.50%
<b>Unique Visitors- YTD</b>	<b>186,400</b>	<b>Avg. Open %- YTD</b>	<b>45.99%</b>
Goal (175,000)	107%	Goal - 34.0% open rate	

In 2022, the website generated 186,400 unique visitors compared to 117,000 unique visitors in 2018 – a **53.9%** increase in four years.

USA-WSWS produces three e-newsletters each month (AWSA version, NSSA version and USA-WSWS version) with customized content targeted to each audience. In 2022, the average open rate between all e-newsletters was **45.9%** which is better than the nonprofit membership association average of 39.4%).

### **Social Media**

Final 2022 Statistics:

Social Platform	Followers	YTD New	2021	YTD Increase
Twitter	5,360	-1	5,361	0.00%
Instagram	12,957	253	12,704	1.99%
Facebook	32,069	3,572	28,497	12.53%
YouTube	1,406	62	1344	4.61%
LinkedIn	491	91	400	22.75%

Total Facebook Growth 2018-2022:

	2018	2019	2020	2021	2022	4-Year Increase
<b>Total Followers</b>	15,468	19,042	23,574	28,497	32,069	<b>▲ 107%</b>
<b>New Followers</b>	2,498	3,574	4,532	4,923	3,572	<b>▲ 43%</b>
<b>Video Views</b>	449,305	2,172,937	5,043,500	32,861,830	11,431,880	<b>▲ 2,444%</b>



<b>Impressions</b>	3,902,099	6,963,548	11,972,052	65,097,664	20,373,065	▲ 422%
<b>Engagements</b>	223,113	349,637	575,100	2,288,884	1,880,410	▲ 743%
<b>Earnings</b>	\$0.00	\$0.00	\$0.00	\$39.42	\$257.80	

Note: 2021 was an anomaly due to a video going viral. Started to monetize FB videos in late 2021.

### **Safe Sport Training**

In 2022, more than **71%** of adult USA-WSWS members have taken either the core or refresher Safe Sport training.

<b>SafeSport</b>	<b>Total Completions in 2022</b>	<b>This Month (December)</b>	<b>Last Month (November)</b>	<b>% 18+ Trained</b>
SafeSport Core Course	5,839	24	19	71%
Refresher Training	1,446	86	35	
<b>Total Active Trained Members</b>	<b>7,285</b>	110	54	

### **2022 Organizational Highlights**

**100<sup>th</sup> Anniversary of water skiing** – In partnership with Visit Central Florida, USA-WSWS created a year-long marketing effort around the 100<sup>th</sup> anniversary of water skiing which included an enhanced annual banquet/gala, branding at all USA-WSWS events, more than 3,000 promotional giveaways (tote bags, water bottles and hand fans) and a commemorative issue of *The Water Skier* Magazine. Worked with the city of Lake City, Minn. to have a USA-WSWS presence at Water Ski Days, an annual celebration of the birth of water skiing.

**100<sup>th</sup> Anniversary Book Project in partnership with PCI** – As part of the 100<sup>th</sup> Anniversary, PCI, a publishing company in association with USA-WSWS, will be producing a book in 2023 that celebrates 100 years of water skiing with 400 member stories. Below are some stats from the project:

- 2,400 responses
- Stories
  - 1,452 total stories collected (414 included in the book)
- Data Verification
  - Confirmed 2,200 email addresses and updated 95
  - Confirmed 822 home phone numbers and updated 453
  - Updated 1,259 cell phone numbers
  - Confirmed 2,146 home addresses and updated 149

**Get on the Water program** - USA-WSWS recognizes that new skiers are essential to keeping towed water sports thriving. *Get on the Water* was a two-month promotion from June-July that provided affiliated clubs with free sanctioning, free guest members and 100<sup>th</sup> anniversary giveaways. In 2022, host clubs also received a discount on club membership, and the first 20 clubs to host an event received a customized ski kit from Radar Skis. In 2022, **31 clubs** hosted **50 events** in **17 states** and introduced **849 new skiers** to the water.

**Veteran Adaptive Water Ski Clinics and Equipment Grant program** – Thanks to a grant from the U.S Department of Veteran Affairs, hosted **13 events** with **123 veteran skiers**. A total of \$32,744.54 was reimbursed to the host clubs and each received \$16,000 in ski equipment. USA-WSWS made \$12,496 from the grant on guest member fees, sanction fees, travel reimbursements, and administration expenses. Additionally, 11 individual veteran athletes were awarded equipment valued at nearly \$10,000. Ten of 11 equipment grant recipients participated in a Veterans Learn to Ski Clinic and eight are brand new skiers who had their first water skiing experience at one of our veterans' ski events.

<https://www.youtube.com/watch?v=NuvQjOqYas&t=7s>

**Girls, Inc. Learn to Ski program** - Financial limitations often bar some segments of society from participating in towed water sports. Through a grant from the Women's Sports Foundation and Sports 4 Life, we were able to host a free learn to ski program for minority girls in Central Florida. The purpose of Sports 4 Life is to create and expand developmental youth sports programs that serve African American and Hispanic girls, ages 11-18. The program was hosted by Cypress Gardens Show Ski team and Central Florida Show Ski team from June-July 2022, and each host club hosted a total of five, 2-hour sessions. None of the 32 girls that participated had ever attempted to water ski before, but by the second week, every girl had successfully gotten up on two skis. Many of the girls are now permanently involved with the local ski clubs as members.

<https://www.youtube.com/watch?v=AUpX1aiDyug&t=18s>

**Launched new membership registration system** – The new system gives members a better user experience when joining/renewing with USA-WSWS. The system also has customized dashboard for individual members and clubs to access and view their membership details.

**Launched new podcast (Hit It!)** – Hosted by Tyler Boyd and sponsored by Visit Central Florida, the monthly podcast features current and former stars from each of the Sports Disciplines.

<https://usawaterskihitit.podbean.com/>. In 2022, podcast guests included:

- Episode 1 - Scot Ellis
- Episode 2 - Regina Jaquess
- Episode 3 - Marcus Brown
- Episode 4 - Freddy Krueger
- Episode 5 - Anna Gay
- Episode 6 - Sammy Duval Part 1
- Episode 6 (Part 2) - Sammy Duval Part 2
- Episode 7 - Matt Heilman and Dave Rezin directors of Team USA show ski team
- Episode 8 - Dawn Goode and Regina Jaquess
- Episode 9 - Lauren Morgan
- Episode 10 - Jeff Surdej and Marcus Brown discussing Collegiate water skiing
- Episode 11 - Keith St. Onge
- Episode 12 - Jay Bennett

## **2023 Goals and Objectives**

- Grow *Get on the Water* program
- Continue Adaptive Clinics and Girls, Inc. Learn to Ski programs
- Develop marketing microsite [www.wheretowaterski.com](http://www.wheretowaterski.com) and apply for Google Ad grant for SEO support
- Complete website refresh to [www.usawaterski.org](http://www.usawaterski.org) as part of USOPC/Team USA web platform upgrade
- Launch streaming channel on Roku/Samsung/others in partnership with RTH-TV
- Host inaugural Wake Sports Festival
- Launch new Learning Management System (LMS) to host boat driver and instructor certification as well as officials testing and re-certification. Work to re-develop coaching level 1 certification and boat driver educational content
- Develop an IT plan for sanctioning and officials programs and event registration for non-AWSA events
- Investigate opportunities in the sports gaming/betting space for professional water ski (in partnership with Pro Water Ski Tour)

## **Strategic Plan – Next Five Years (2023-2027)**

### **Grow the Sport**

- Learn to Ski Clinics - Get on the Water
- Digital presence - Where2waterski.com
- DE&I initiatives – Girls, Inc. program
- Collegiate + Jr. Development

### **Elevate the USA-WSWS brand and eyeballs on towed water sports**

- Streaming Channel
- Sports gaming
- Social media

### **Ensure Financial Strength**

- Maximize revenue streams
- Minimize spending

### **Serve Our Members**

- Develop new events
- Ensure all members have a positive experience in the sport
- Bring value to membership
- Enhanced IT/user experience with USA-WSWS

## USA-WSWS Treasurer Report

### Account balances as of December 31, 2022:

- Bank First Operating Account \$382,774
- Bank First Money Market Account \$250,894
- UBS Investment Account\* \$390,943

\*See UBS investment account summary

\*\*2022 Financials are still being closed by Altruic. The 2022 actuals in the 2023 budget are through December 11, 2022. Final closed financials will be shared in February.

# USA Water Ski & Wake Sports Inc.

## Balance Sheet

As of December 31, 2022

	TOTAL	
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)
<b>ASSETS</b>		
Current Assets		
Bank Accounts		
1022 BankFirst (6610)	389,061.42	480,119.88
1023 Bank First MM (2409)	250,894.78	
1025 Auth.net	-19,494.59	
1032 Pay Pal Account	756.58	1,209.54
1033 Stripe	0.00	313.10
1034 Square	0.00	0.00
1037 UBS Financial Services	390,943.77	459,854.60
1039 Unrealized Gain or Loss	0.00	0.00
1072 Bill.com Money Out Clearing	0.00	0.00
<b>Total Bank Accounts</b>	<b>\$1,012,161.96</b>	<b>\$941,497.12</b>
Accounts Receivable		
1050 Accounts Receivable	17,865.03	7,092.13
<b>Total Accounts Receivable</b>	<b>\$17,865.03</b>	<b>\$7,092.13</b>
Other Current Assets		
1054 Insurance Receivables	0.00	0.00
1055 Returned Checks	0.00	0.00
1057 Other Receivables	2,019.16	215.51
1065 Employee Advance	0.00	0.00
1070 Reserve for Bad Debt	0.00	0.00
1111 Prepaid Insurance	2,335.21	9,357.24
1112 Prepaid Lease/Pitney Bowes	0.00	0.00
1113 Prepaid Software (CDW Direct)	0.00	0.00
1115 Prepaid Meter Postage	0.00	0.00
1120 Prepaid Magazine Postage	0.00	0.00
1122 Prepaid Clothing Postage	0.00	0.00
1123 Prepaid Expenses-Other	11,056.94	1,215.00
1140 Deferred Exp. Current Year	0.00	0.00
1144 Expense Deferred/Next Year	0.00	0.00
1150 Suspense	0.00	0.00
1175 Inventory	0.00	0.00
1499 Undeposited Funds	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$15,411.31</b>	<b>\$10,787.75</b>
<b>Total Current Assets</b>	<b>\$1,045,438.30</b>	<b>\$959,377.00</b>

# USA Water Ski & Wake Sports Inc.

## Balance Sheet

As of December 31, 2022

	TOTAL	
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)
<b>Fixed Assets</b>		
1210 Furniture & Equipment	5,549.93	5,549.93
1215 Computers & Software	11,941.76	11,941.76
1225 Leasehold Improvements	0.00	0.00
1230 Reserve for Depreciation	-17,491.69	-16,195.56
1240 Leased Furniture & Equip	0.00	0.00
1241 Reserve For Amort/Leases	0.00	0.00
<b>Total Fixed Assets</b>	<b>\$0.00</b>	<b>\$1,296.13</b>
<b>Other Assets</b>		
1125 Refundable Deposits	0.00	0.00
1126 Working Capital for Claims	0.00	0.00
1145 Prepaid Occupancy Expenses	0.00	0.00
<b>Total Other Assets</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>TOTAL ASSETS</b>	<b>\$1,045,438.30</b>	<b>\$960,673.13</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Accounts Payable</b>		
2020 Accounts Payable	32,142.61	1,718.11
Accounts Payable (A/P) - EUR	0.00	
<b>Total Accounts Payable</b>	<b>\$32,142.61</b>	<b>\$1,718.11</b>
<b>Credit Cards</b>		
2012 Bank First (3836)	3,100.56	4,409.16
<b>Total Credit Cards</b>	<b>\$3,100.56</b>	<b>\$4,409.16</b>

# USA Water Ski & Wake Sports Inc.

## Balance Sheet

As of December 31, 2022

	TOTAL	
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)
<b>Other Current Liabilities</b>		
2022 Suspense (Income)	0.00	0.00
2025 Sales Tax Payable	0.00	0.00
2026 A/P Pan-Am Sanction Fees	800.00	0.00
2028 A/P Regions Sanctions	31,552.75	7,545.75
2029 A/P IWSF - Sanction Fees	0.00	0.00
2036 Wisconsin State Taxes	0.00	0.00
2041 Accrued Payables	0.00	5,181.47
2042 Integress Fees	-963.50	0.00
2043 Foundation Members & Misc.	161.00	500.00
2044 Donations to Sport Disciplines	466.00	886.00
2045 AWSA Auction Income	0.00	0.00
2046 Grassroots % To Clubs	0.00	0.00
2047 USA Adaptive W.S.Income	90.00	65.00
2048 USA Wakeboard Income	0.00	0.00
2049 G.E Capital Mail Equip. Payoff	0.00	0.00
2050 Accrued Liability - Other	0.00	0.00
2051 AWSA Undistributed Funds	10.00	10.00
2055 Year 2026 Membership	2,006.24	2,006.24
2056 Year 2025 Membership	5,468.75	5,468.75
2057 Year 2024 Membership	10,863.66	10,863.66
2058 Year 2023 Membership	32,569.25	32,569.25
2059 Year 2022 Membership	375,429.71	355,665.74
2060 Year 2021 Membership	0.00	141,051.37
2061 Year 2020 Membership	0.00	0.00
2067 Year 2019 Membership	0.00	0.00
2068 Next Year Misc. Income	0.00	35,650.48
2069 Next Year Membership	0.00	0.00
2070 Deferred Revenue	24,140.00	12,365.00
2071 Leisure Sports Ins.(Club.Ins.)	3,917.00	0.00
<b>2100 Payroll Liabilities</b>		
2110 FICA/MC Payable	0.00	0.00
2115 Federal Withholding Payable	0.00	0.00
2120 FL State Unemployment Payable	0.00	0.00
2125 Emp.Unpaid Vacation	28,877.99	28,385.37
2129 Employee Benefits Payable	1,653.11	817.32
2135 Accrued Retirement	1,788.34	2,943.15
<b>Total 2100 Payroll Liabilities</b>	<b>32,319.44</b>	<b>32,145.84</b>
2600 PPP Loan Payable	0.00	0.00
Sales Tax Agency Payable	0.00	0.00
<b>Total Other Current Liabilities</b>	<b>\$518,830.30</b>	<b>\$641,974.55</b>

# USA Water Ski & Wake Sports Inc.

## Balance Sheet

As of December 31, 2022

	TOTAL	
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)
<b>Total Current Liabilities</b>	<b>\$554,073.47</b>	<b>\$648,101.82</b>
Long-Term Liabilities		
2130 Lease Oblig.-Postal Equip.	0.00	0.00
<b>Total Long-Term Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Liabilities</b>	<b>\$554,073.47</b>	<b>\$648,101.82</b>
Net Assets		
2745 Net Restricted Assets	66,564.82	0.00
2750 Unrestricted Net Assets	246,006.72	-51,667.63
3001 Opening Bal Equity	-0.23	-0.23
Change in Net Assets	178,793.52	364,239.17
<b>Total Net Assets</b>	<b>\$491,364.83</b>	<b>\$312,571.31</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$1,045,438.30</b>	<b>\$960,673.13</b>

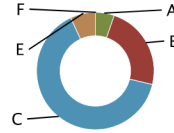


# Portfolio review

as of December 31, 2022

## Asset allocation review

	Value on 12/31/2022 (\$)	% of Portfolio
<b>A Cash</b>	<b>20,399.09</b>	<b>5.22</b>
Cash	20,399.09	5.22
<b>B Fixed Income</b>	<b>91,828.47</b>	<b>23.49</b>
US	87,507.47	22.38
International	4,321.00	1.11
<b>C Equity</b>	<b>251,729.47</b>	<b>64.39</b>
US	202,906.92	51.90
International	48,822.55	12.49
<b>D Commodities</b>	<b>0.00</b>	<b>0.00</b>
<b>E Non-Traditional</b>	<b>26,946.91</b>	<b>6.89</b>
Non-Traditional	26,946.91	6.89
<b>F Other</b>	<b>39.89</b>	<b>0.01</b>
Other	39.89	0.01
<b>Total Portfolio</b>	<b>\$390,943.82</b>	<b>100%</b>



Balanced mutual funds represented in multiple asset classes based on Morningstar allocations

Pending investments and/or reserve cash as of 12/31/2022: \$ 1,277.10

Pooled investment cash allocation: \$7,036.23

### Overview:

After factoring in the downside protection on some investments, our accounts are down 11.5% for the year (vs. nearly 20% for the S&P 500). The market saw it's largest 1-year decline since 2008.

Last year we made some changes to the strategy to become more defensive as a hedge for potential downside to the market.

## Portfolio value and investment results

	Performance returns (cumulative)			
	2021 12/31/2020 to 12/31/2021	2022 12/31/2021 to 12/31/2022	YTD 12/31/2021 to 12/31/2022	ITD 12/31/2018 to 12/31/2022
<b>Opening value</b>	<b>422,262.40</b>	<b>459,995.45</b>	<b>459,995.45</b>	<b>29.07</b>
Net deposits/withdrawals	-5,357.26	-4,343.92	-4,343.92	349,109.02
Div./interest income	6,390.87	7,081.17	7,081.17	23,432.33
Change in accr. interest	0.00	0.00	0.00	0.00
Change in value	36,699.44	-71,788.88	-71,788.88	18,373.40
<b>Closing value</b>	<b>459,995.45</b>	<b>390,943.82</b>	<b>390,943.82</b>	<b>390,943.82</b>
Net Time-weighted ROR	8.94	-15.01	-15.01	15.31

Net deposits and withdrawals include program and account fees.

Pending investments and/or reserve cash as of 12/31/2022: \$ 1,277.10

## Summary of gains and losses

	Short term (\$)	Long term (\$)	Total (\$)
<b>2021 Realized gains and losses</b>	<b>2,091.42</b>	<b>30,914.38</b>	<b>33,005.80</b>
Taxable	2,091.42	30,914.38	33,005.80
Tax-deferred	0.00	0.00	0.00
<b>2022 Year to date</b>	<b>-11,725.97</b>	<b>-6,326.37</b>	<b>-18,052.34</b>
Taxable	-11,725.97	-6,326.37	-18,052.34
Tax-deferred	0.00	0.00	0.00

### USA-WSWS Investment Buckets:

Liquid (have if needed)	\$48,800 (12.5%)
Legacy (aggressive/growth)	\$46,000 (12%)
Longevity (workhorse)	\$296,143 (75.5%)

Past performance does not guarantee future results and current performance may be lower/higher than past data presented.

Pending investments reflect securities or cash which have not yet been allocated.





**USA Water Ski Wake Sports  
Profit Loss Statement**

		Year to Date	2020	Percentage of	Year to Date	2021	Percentage of	Year to Date	2022	Percentage of	Year to Date	2023	Percentage of
		12/31/20	Budget	2020 Budget	12/31/21	Budget	2021 Budget	12/22/22	Budget	2022 Budget		Budget	2023 Budget
<b>3260</b>	<b>Sport Development Income</b>												
3262	Officials Clinic Fees	9,846.02	13,019.00	75.63%	13,642.98	11,349.00	120.21%	9,785.78	13,075.00	74.84%	0.00	13,075.00	0.00%
3274	Criminal Background Screen	1,737.50	9,920.00	17.52%	2,790.00	0.00	0.00%	18,780.00	7,500.00	250.40%	0.00	17,250.00	0.00%
3276	Instructor Cert./Develop.	1,462.62	2,269.00	64.46%	1,572.00	2,095.00	75.04%	1,874.61	1,700.00	110.27%	0.00	1,700.00	0.00%
3277	Coaches General Liability	1,890.50	2,580.00	73.28%	2,310.00	2,520.00	91.67%	420.00	2,400.00	17.50%	0.00	0.00	0.00%
3279	Motor Vehicle Reports	1,836.00	13,500.00	13.60%	75.00	0.00	0.00%	13,110.00	22,500.00	58.27%	0.00	14,250.00	0.00%
3280	Grassroots/Basic Skills	5,896.86	17,300.00	34.09%	6,227.90	8,250.00	75.49%	22,194.00	23,000.00	96.50%	0.00	13,000.00	0.00%
3286	Club Development	5,000.00	5,000.00	100.00%	0.00	375.00	0.00%	0.00	0.00	0.00%	0.00	0.00	#DIV/0!
<b>Total</b>	<b>Sport Development Income</b>	<b>27,669.50</b>	<b>63,588.00</b>	<b>43.51%</b>	<b>26,617.88</b>	<b>24,589.00</b>	<b>108.25%</b>	<b>66,164.39</b>	<b>70,175.00</b>	<b>94.28%</b>	<b>0.00</b>	<b>59,275.00</b>	<b>0.00%</b>
<b>5260</b>	<b>Sport Develop Expense</b>												
5268	Sport Discipline Grants	69,363.00	66,812.00	103.82%	66,479.00	66,026.00	100.69%	60,965.00	60,954.00	100.02%	0.00	63,871.00	0.00%
5274	Criminal Background Screen	2,062.50	9,920.00	20.79%	2,550.00	630.00	404.76%	21,211.80	9,750.00	217.56%	0.00	17,250.00	0.00%
5277	Coaches General Liability	2,291.64	2,500.00	91.67%	2,708.36	2,500.00	108.33%	2,316.38	2,500.00	92.66%	0.00	2,500.00	0.00%
5279	Motor Vehicle Reports	2,100.00	13,500.00	15.56%	30.00	0.00	0.00%	12,540.00	22,500.00	55.73%	0.00	14,250.00	0.00%
5280	Grassroots/Basic Skills Programs	2,938.60	9,424.00	31.18%	2,655.50	8,775.00	30.26%	19,018.43	25,825.00	73.64%	0.00	24,062.50	0.00%
5282	Marketing/Promotion (Sport Develop.)	706.88	2,260.00	31.28%	888.52	2,200.00	40.39%	250.00	1,420.00	17.61%	0.00	2,695.00	0.00%
5286	Club Development Expense	125.00	500.00	25.00%	0.00	500.00	0.00%	0.00	500.00	0.00%	0.00	500.00	0.00%
<b>Total</b>	<b>Sport Development Expense</b>	<b>79,587.62</b>	<b>104,916.00</b>	<b>76%</b>	<b>75,311.38</b>	<b>80,631.00</b>	<b>93%</b>	<b>116,301.61</b>	<b>123,449.00</b>	<b>94%</b>	<b>0.00</b>	<b>125,128.50</b>	<b>0%</b>
	<b>Net Sport Development</b>	<b>-50,697.50</b>	<b>-41,328.00</b>	<b>122.67%</b>	<b>-48,693.50</b>	<b>-56,042.00</b>	<b>86.89%</b>	<b>-50,137.22</b>	<b>-53,274.00</b>	<b>94.11%</b>	<b>0.00</b>	<b>-65,853.50</b>	<b>0.00%</b>



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		Year to Date	2020	Percentage of	Year to Date	2021	Percentage of	Year to Date	2022	Percentage of	Year to Date	2023	Percentage of
		12/31/20	Budget	2020 Budget	12/31/21	Budget	2021 Budget	12/22/22	Budget	2022 Budget		Budget	2023 Budget
<b>3500</b>	<b>Nat'l Tournaments Income</b>												
3515	Entry Fee	107,350.00	122,038.00	87.96%	111,705.00	121,050.00	92.28%	111,170.00	119,900.00	92.72%	0.00	110,925.00	0.00%
3516	USAWS Admin. & Late Fees	6,365.00	5,213.00	122.10%	8,355.00	8,200.00	101.89%	7,480.00	8,200.00	91.22%	0.00	7,700.00	0.00%
3520	Exhibit Direct Sales	0.00	2,300.00	0.00%	2,200.00	2,000.00	110.00%	2,350.00	1,350.00	174.07%	0.00	2,000.00	0.00%
3524	Presenting/Title/Event Sponsorships	19,050.00	20,000.00	95.25%	20,000.00	20,000.00	100.00%	16,775.00	20,000.00	83.88%	0.00	20,000.00	0.00%
3525	Exhibit Sponsorships	16,755.05	9,300.00	180.16%	9,241.65	9,750.00	94.79%	14,972.50	9,750.00	153.56%	0.00	9,750.00	0.00%
3526	WebCast Sponsorship	4,500.00	7,500.00	60.00%	12,500.00	12,000.00	104.17%	7,500.00	12,000.00	62.50%	0.00	15,500.00	0.00%
3530	America's Cup Entry Fees	0.00	2,250.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
3535	Wake Sports Festival	0.00	0.00	0.00%	0.00	0.00	0.00%	1,000.00	0.00	0.00%	0.00	0.00	0.00%
<b>Total</b>	<b>Nat'l Tournament Income</b>	<b>154,020.05</b>	<b>168,601.00</b>	<b>91.35%</b>	<b>164,001.65</b>	<b>173,000.00</b>	<b>94.80%</b>	<b>161,247.50</b>	<b>171,200.00</b>	<b>94.19%</b>	<b>0.00</b>	<b>165,875.00</b>	<b>0.00%</b>
<b>5500</b>	<b>Nat'l Tournament Expense</b>												
5510	Awards Expense	120.87	3,523.00	3.43%	787.71	2,406.00	32.74%	4,921.52	5,188.00	94.86%	0.00	10,675.50	0.00%
5512	Banquet Expense	462.00	630.00	73.33%	588.00	644.00	91.30%	840.00	644.00	130.43%	0.00	644.00	0.00%
5515	AWSA Admin Fee	11,151.00	14,385.00	77.52%	14,007.00	14,175.00	98.81%	12,180.00	14,175.00	85.93%	0.00	13,125.00	0.00%
5516	LOC Share of Entry Fees	69,026.75	83,375.00	82.79%	82,207.25	99,913.00	82.28%	72,945.00	82,425.00	88.50%	0.00	103,257.00	0.00%
5517	America's Cup (Entries to AWSA)	0.00	2,250.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
5518	LOC Share of Exhibits	3,000.00	2,000.00	150.00%	1,500.00	1,500.00	100.00%	1,500.00	1,500.00	100.00%	0.00	1,500.00	0.00%
5526	Exhibits Expenses	4,545.64	9,800.00	46.38%	10,294.43	9,800.00	#REF!	13,879.78	9,900.00	103.98%	0.00	13,600.00	0.00%
5528	Miscellaneous Expense	113.40	400.00	28.35%	5,300.00	300.00	1766.67%	390.40	300.00	130.13%	0.00	300.00	0.00%
5532	Officials Lunches	400.00	700.00	57.14%	700.00	700.00	100.00%	400.00	800.00	50.00%	0.00	800.00	0.00%
5534	Officials Rooms	1,000.00	2,000.00	50.00%	2,000.00	2,000.00	100.00%	1,000.00	2,000.00	50.00%	0.00	2,000.00	0.00%
5535	Wake Sports Fest	0.00	0.00	0.00%	0.00	0.00	0.00%	551.98	0.00	0.00%	0.00	0.00	0.00%
5536	Officials Shirts	1,905.00	5,809.00	32.79%	5,478.38	5,056.00	108.35%	7,581.16	5,229.00	144.98%	0.00	8,161.50	0.00%
5540	Refund Entry Fees	5,725.00	4,320.00	132.52%	3,500.00	4,500.00	77.78%	3,545.00	5,625.00	63.02%	0.00	3,750.00	0.00%
5548	Webcast/TV Production Expense	6,500.00	9,400.00	69.15%	13,500.00	12,950.00	104.25%	17,000.00	14,500.00	117.24%	0.00	17,000.00	0.00%
5552	VIP Reception Expense	0.00	400.00	0.00%	400.00	600.00	66.67%	400.00	400.00	100.00%	0.00	400.00	0.00%
<b>Total</b>	<b>National Tournament Expense</b>	<b>103,949.66</b>	<b>138,992.00</b>	<b>74.79%</b>	<b>140,262.77</b>	<b>154,544.00</b>	<b>90.76%</b>	<b>137,134.84</b>	<b>142,686.00</b>	<b>96.11%</b>	<b>0.00</b>	<b>175,213.00</b>	<b>0.00%</b>
	<b>Net Nat'l Tournaments</b>	<b>54,358.74</b>	<b>29,609.00</b>	<b>183.59%</b>	<b>23,738.88</b>	<b>18,456.00</b>	<b>128.62%</b>	<b>24,112.66</b>	<b>28,514.00</b>	<b>84.56%</b>	<b>0.00</b>	<b>-9,338.00</b>	<b>0.00%</b>

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		Year to Date	2020	Percentage of	Year to Date	2021	Percentage of	Year to Date	2022	Percentage of	Year to Date	2023	Percentage of
		12/31/20	Budget	2020 Budget	12/31/21	Budget	2021 Budget	12/22/22	Budget	2022 Budget		Budget	2023 Budget
<b>4000</b>	<b>Merchandise Income</b>												
4018	Merchandise	10,630.33	20,000.00	53.15%	18,040.00	17,102.00	105.48%	30,275.61	17,690.00	171.15%	0.00	10,088.00	0.00%
4019	Mdse. Shipping Income	1,921.62	1,500.00	128.11%	1,910.64	1,500.00	127.38%	2,001.43	1,915.00	104.51%	0.00	2,160.80	0.00%
<b>Total</b>	<b>Donations/Merchandise</b>	<b>12,551.95</b>	<b>21,500.00</b>	<b>58.38%</b>	<b>19,950.64</b>	<b>18,602.00</b>	<b>107.25%</b>	<b>32,277.04</b>	<b>19,605.00</b>	<b>164.64%</b>	<b>0.00</b>	<b>12,248.80</b>	<b>0.00%</b>
<b>6000</b>	<b>Merchandise Expense</b>												
6018	Merchandise Expense	2,491.17	8,860.00	28.12%	8,145.63	8,220.00	99.10%	6,926.98	8,130.00	85.20%	0.00	4,169.00	0.00%
6019	Merchandise Shipping Expense	0.00	1,500.00	0.00%	1,822.96	1,500.00	121.53%	2,001.48	1,915.00	104.52%	0.00	1,920.00	0.00%
6020	Mdse Booth Expense	0.00	0.00	0.00%	487.50	0.00	0.00%	0.00	0.00	0.00%	0.00	250.00	0.00%
6025	Travel for Mdse Sales	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	#DIV/0!
<b>Total</b>	<b>Merchandise Expense</b>	<b>2,491.17</b>	<b>10,360.00</b>	<b>24.05%</b>	<b>10,456.09</b>	<b>9,720.00</b>	<b>107.57%</b>	<b>8,928.46</b>	<b>10,045.00</b>	<b>88.88%</b>	<b>0.00</b>	<b>6,339.00</b>	<b>0.00%</b>
	<b>Net Income</b>	<b>10,060.78</b>	<b>11,140.00</b>	<b>90.31%</b>	<b>9,494.55</b>	<b>8,882.00</b>	<b>106.90%</b>	<b>23,348.58</b>	<b>9,560.00</b>	<b>244.23%</b>	<b>0.00</b>	<b>5,909.80</b>	<b>0.00%</b>
<b>4100</b>	<b>U. S. Open Junior Income</b>												
4110	U.S. Open Junior Entry Fees	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	#DIV/0!
4112	U.S. Open Junior Misc. Income	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	#DIV/0!
<b>Total</b>	<b>U.S. Open Junior Income</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>
<b>6100</b>	<b>U.S. Open Junior Expense</b>												
6110	U.S. Open Junior Expense	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	#DIV/0!
<b>Total</b>	<b>U.S. Open Junior Expense</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>
	<b>Net U.S. Open Junior</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>

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		Year to Date	2020	Percentage of	Year to Date	2021	Percentage of	Year to Date	2022	Percentage of	Year to Date	2023	Percentage of
		12/31/20	Budget	2020 Budget	12/31/21	Budget	2021 Budget	12/22/22	Budget	2022 Budget		Budget	2023 Budget
<b>3200</b>	<b>Special Income</b>												
3211	Grant Income (Employee Retention Credits)	0.00	0.00	0.00%	0.00	0.00	0.00%	77,042.94	0.00	0.00%	0.00	0.00	#DIV/0!
3212	Donations General	6,221.33	3,000.00	207.38%	10,638.15	1,100.00	967.10%	1,091.43	1,460.00	74.76%	0.00	650.00	0.00%
3214	Integrass System Processing Fees (1%)	0.00	0.00	0.00%	0.00	0.00	0.00%	8,361.05	9,500.00	88.01%	0.00	8,500.00	0.00%
3215	Grants Restricted (VA Grant)	0.00	0.00	0.00%	0.00	0.00	0.00%	77,042.84	0.00	0.00%	0.00	0.00	0.00%
3216	Gain on Sale of Assets	4,777.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
3218	Misc. Special Income	541.75	1,000.00	54.18%	11,859.51	500.00	2371.90%	21,118.71	500.00	4223.74%	0.00	500.00	0.00%
3221	USOC Grants	66,207.00	50,000.00	132.41%	71,198.00	66,207.00	107.54%	58,100.00	58,100.00	100.00%	0.00	61,600.00	0.00%
<b>Total</b>	<b>Special Income</b>	<b>77,747.08</b>	<b>54,000.00</b>	<b>143.98%</b>	<b>93,695.66</b>	<b>67,807.00</b>	<b>138.18%</b>	<b>165,714.03</b>	<b>69,560.00</b>	<b>238.23%</b>	<b>0.00</b>	<b>71,250.00</b>	<b>0.00%</b>
	<b>Net Special Income</b>	<b>77,747.08</b>	<b>54,000.00</b>	<b>143.98%</b>	<b>93,695.66</b>	<b>67,807.00</b>	<b>138.18%</b>	<b>165,714.03</b>	<b>69,560.00</b>	<b>238.23%</b>	<b>0.00</b>	<b>71,250.00</b>	<b>0.00%</b>
<b>7000</b>	<b>Office Expense</b>												
7010	Bad Debt Expense	0.00	3,500.00	0.00%	2,250.00	2,750.00	81.82%	0.00	0.00	0.00%	0.00	0.00	0.00%
7012	Bank Charges	486.95	2,200.00	22.13%	137.43	600.00	22.91%	98.18	600.00	16.36%	0.00	600.00	0.00%
7018	Computer Supplies & Service	50,879.18	48,694.00	104.49%	47,587.53	44,511.00	106.91%	43,369.01	44,725.00	96.97%	0.00	45,000.00	0.00%
7019	Development Computer System	5,000.00	16,000.00	31.25%	12,837.50	15,000.00	85.58%	5,500.00	8,500.00	64.71%	0.00	23,000.00	0.00%
7020	Credit Card Merchant Fee	31,016.66	36,596.00	84.75%	37,459.69	28,875.00	129.73%	30,541.70	37,572.00	81.29%	0.00	38,028.00	0.00%
7022	Depreciation Expense	4,338.80	10,410.00	41.68%	3,483.24	3,374.00	103.24%	1,296.13	3,374.00	38.42%	0.00	3,600.00	0.00%
7024	Dues & Subscriptions	2,952.89	3,219.00	91.73%	1,834.00	3,174.00	57.78%	2,934.75	3,030.00	96.86%	0.00	3,030.00	0.00%
7026	HR Expenses	1,038.45	9,565.00	10.86%	500.00	500.00	100.00%	1,249.05	600.00	208.18%	0.00	600.00	0.00%
7032	Insurance - General	26,094.27	43,503.00	59.98%	29,973.26	42,176.00	71.07%	117,690.73	56,440.00	208.52%	0.00	39,829.00	0.00%
7036	Legal & Accounting	30,850.87	44,751.00	68.94%	63,431.48	38,846.00	163.29%	59,049.85	71,726.00	82.33%	0.00	40,962.00	0.00%
7037	SafeSport	360.00	9,360.00	3.85%	9,000.00	9,360.00	96.15%	6,318.00	6,318.00	100.00%	0.00	6,318.00	0.00%
7038	Office Supplies	1,710.31	1,500.00	114.02%	1,213.81	750.00	161.84%	538.58	1,200.00	44.88%	0.00	525.00	0.00%
7042	Misc. Office Expense (storage units, etc.)	1,976.23	3,070.00	64.37%	4,710.59	2,988.00	157.65%	3,328.02	3,384.00	98.35%	0.00	5,332.00	0.00%
7044	Printing - In House	888.60	7,927.00	11.21%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
7048	Postage - General (includes 7062 shipping)	2,841.28	1,060.00	268.05%	764.46	660.00	115.83%	920.24	1,020.00	90.22%	0.00	960.00	0.00%
7052	Postage Equipment	3,866.71	9,580.00	40.36%	1,537.50	1,500.00	102.50%	0.00	0.00	0.00%	0.00	0.00	0.00%
7054	Promotion (USA WS)	1,500.00	4,180.00	35.89%	0.00	425.00	0.00%	0.00	550.00	0.00%	0.00	0.00	0.00%
7064	Taxes & License	412.57	2,431.00	16.97%	569.31	993.00	57.33%	572.00	663.00	86.27%	0.00	921.00	0.00%
7066	Telephone Expense	11,312.72	12,593.00	89.83%	6,543.23	6,300.00	103.86%	6,333.47	7,080.00	89.46%	0.00	7,080.00	0.00%
7072	Office Move Expense	1,431.20	1,750.00	81.78%	0.00	0.00	#DIV/0!	0.00	0.00	0.00%	0.00	1,600.00	0.00%
<b>Total</b>	<b>Net Office Expenses</b>	<b>178,957.69</b>	<b>271,889.00</b>	<b>65.82%</b>	<b>223,833.03</b>	<b>202,782.00</b>	<b>110.38%</b>	<b>279,739.71</b>	<b>246,782.00</b>	<b>113.35%</b>	<b>0.00</b>	<b>217,385.00</b>	<b>0.00%</b>



**USA Water Ski Wake Sports  
Profit Loss Statement**

		Year to Date	2020	Percentage of	Year to Date	2021	Percentage of	Year to Date	2022	Percentage of	Year to Date	2023	Percentage of
		12/31/20	Budget	2020 Budget	12/31/21	Budget	2021 Budget	12/22/22	Budget	2022 Budget		Budget	2023 Budget
<b>8000</b>	<b>Administrative Expenses</b>												
8014	Insurance - Work. Comp.	1,333.60	3,644.00	36.60%	805.13	1,327.00	60.67%	1,083.10	1,665.00	65.05%	0.00	1,820.00	0.00%
8016	Insurance - Group Health	26,997.90	52,025.00	51.89%	39,792.82	37,634.00	105.74%	39,879.86	47,710.00	83.59%	0.00	44,680.84	0.00%
8028	Payroll Taxes (FICA & Medicare)	28,336.66	33,634.00	84.25%	9,780.88	27,915.00	35.04%	30,545.52	32,419.00	94.22%	0.00	43,218.52	0.00%
8050	Salaries - Gross	369,008.50	444,650.00	82.99%	396,969.78	374,150.00	106.10%	398,403.77	438,773.00	90.80%	0.00	436,702.00	0.00%
8052	Y/E PTO Liability	11,425.59	0.00	#DIV/0!	5,696.81	12,000.00	47.47%	2,834.50	10,000.00	28.35%	0.00	5,000.00	0.00%
8064	Contract Work & Temp Help	18,530.00	28,000.00	66.18%	16,773.29	14,000.00	119.81%	13,220.63	16,500.00	80.13%	0.00	20,200.00	0.00%
8065	Payroll Fees	791.55	0.00	#DIV/0!	907.80	1,080.00	84.06%	854.25	960.00	88.98%	0.00	960.00	0.00%
8070	Travel & Accomodations (Exec.Dir.)	1,832.45	4,570.00	40.10%	4,349.36	2,820.00	154.23%	8,433.78	6,862.00	122.91%	0.00	8,176.00	0.00%
8071	Misc. Admin.Office Related Travel	0.00	150.00	0.00%	0.00	150.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
8080/8040	Retirement Plan 401k Matching	9,696.53	18,000.00	53.87%	16,346.77	18,000.00	90.82%	15,371.57	18,000.00	85.40%	0.00	16,800.00	0.00%
<b>Total</b>	<b>Admin. Expenses</b>	<b>467,952.78</b>	<b>584,673.00</b>	<b>80.04%</b>	<b>491,422.64</b>	<b>489,076.00</b>	<b>100.48%</b>	<b>510,626.98</b>	<b>572,889.00</b>	<b>89.13%</b>	<b>0.00</b>	<b>577,557.36</b>	<b>0.00%</b>
<b>8200</b>	<b>Governance</b>												
8210	AAC Travel	0.00	500.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%
8220	Board of Directors Meetings	677.34	675.00	100.35%	0.00	0.00	#DIV/0!	691.71	675.00	102.48%	0.00	0.00	#DIV/0!
8225	Awards Banquet Income	-13,581.02	-11,650.00	116.58%	-14,000.00	-14,000.00	100.00%	-16,576.50	-18,700.00	88.64%	0.00	-16,200.00	0.00%
8226	Awards Banquet Expense	15,442.68	14,569.00	106.00%	15,217.16	15,000.00	101.45%	14,525.45	18,759.00	77.43%	0.00	16,202.50	0.00%
8230	Committee Meetings	0.00	250.00	0.00%	0.00	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	0.00	#DIV/0!
8240	Presidents Budget	0.00	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	0.00	#DIV/0!
<b>Total</b>	<b>Governance Expense</b>	<b>2,539.00</b>	<b>4,344.00</b>	<b>58.45%</b>	<b>1,217.16</b>	<b>1,000.00</b>	<b>121.72%</b>	<b>-1,359.34</b>	<b>734.00</b>	<b>-185.20%</b>	<b>0.00</b>	<b>2.50</b>	<b>0.00%</b>
	<b>Total Income (All Accounts)</b>	<b>1,186,504.90</b>	<b>1,580,804.00</b>	<b>75.06%</b>	<b>1,444,880.12</b>	<b>1,325,423.00</b>	<b>109.01%</b>	<b>1,701,242.52</b>	<b>1,496,875.00</b>	<b>113.65%</b>	<b>0.00</b>	<b>1,556,788.80</b>	<b>0.00%</b>
	<b>Total Expenses (All Accounts)</b>	<b>1,180,525.83</b>	<b>1,569,254.00</b>	<b>75.23%</b>	<b>1,316,107.76</b>	<b>1,323,953.00</b>	<b>99.41%</b>	<b>1,377,627.70</b>	<b>1,537,303.00</b>	<b>89.61%</b>	<b>0.00</b>	<b>1,599,381.36</b>	<b>0.00%</b>
	<b>(Sub) Net Income -Loss</b>	<b>5,979.07</b>	<b>11,550.00</b>		<b>128,772.36</b>	<b>1,470.00</b>		<b>323,614.82</b>	<b>-40,428.00</b>		<b>0.00</b>	<b>-42,592.56</b>	
<b>9210</b>	<b>Investments Income or - Loss</b>	<b>16,844.73</b>	<b>13,000.00</b>	<b>129.57%</b>	<b>40,454.48</b>	<b>0.00</b>	<b>0.00%</b>	<b>-56,268.03</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>9220</b>	<b>Other Misc. Income (VA Grant, etc.)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>192,677.01</b>	<b>0.00</b>	<b>0.00%</b>	<b>678.76</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
	<b>Net Income -Loss</b>	<b>22,823.80</b>	<b>24,550.00</b>		<b>361,903.85</b>	<b>1,470.00</b>		<b>268,025.55</b>	<b>-40,428.00</b>		<b>0.00</b>	<b>-42,592.56</b>	

## **2023 Budget Notes** (as of 12-22-22)

### **Overall**

As we have done in years past, we have budgeted conservatively on income and a bit higher on expenses. Last year, we budgeted for a \$40k loss yet will end the year in the black due to managed spending and greater than expected membership revenue (more deferred revenue), as well more than \$70k in income from an Employee Retention Credit for 2021.

Although we are budgeting for a small loss in 2023, we have accrued enough cash in the operating account due to positive net income over the last three years to cover any shortfalls.

In 2023, we are also budgeting to invest more in projects that directly affect our Sports Disciplines and/or National Team athletes such as \$10,000 towards redeveloping our sanctioning and officials programs, \$10,000 to continue the adaptive learn to ski program, \$5,000 toward AWSA Junior Development, \$5,000 toward Team USA athlete apparel for all international team (polos, sun shirts and backpacks) and a \$5,000 distribution from Towboat Testing to AWSA. Additionally, we restructured the LOC contract for AWSA National for the LOC to receive 90% of the registration revenue and USA-WSWS just 10% (vs. the previous 75/25 revenue split).

*Note: The 2022 actuals on this budget are not finalized. Altruic will complete the 2022 closed financials by early February. There are some accounting codes that need to be adjusted before these are finalized – for example the insurance expenses in 7032 / 5010.*

### **Membership Income/Expense**

3012 Active Membership – Budgeting for similar revenue in 2023 vs. 2022 even though we are expecting an additional \$60,000 in membership revenue from the \$5 membership fee increase for Individual, U25 and Grassroots and \$15 increase for Family Head of Household.

5010 Insurance Membership – Premiums for general liability, excess general liability and participant accident each rose slightly in 2023 due to annual premium increase and increase in number of members vs. 2022 estimates.

### **Sponsorship Income/Expense**

3110 Sponsorship – We are counting renewals in the budget which are still pending with Connelly, Discount Inboard Marine, D3 Skis, Goode, OJ Props and Radar. The budgeted number is the total amount of sponsorship (both distributed and undistributed). Projecting less sponsorship revenue in 2023 vs. 2022 because Polk County Sports Marketing contributed \$17,500 more in 2022 - \$12,500 for the 100<sup>th</sup> anniversary and \$5,000 for USA-WSWS to manage the 2022 IWWF World Show Ski Championships. Also seeing cash reductions in several sponsorship renewals.

3111 Sponsorship (non-Endemic) – Budgeting a small amount of revenue from sponsorship/advertising sales revenue share from RTH-TV streaming channel.

5114 Marketing Fulfillment Costs – Includes \$5,000 pass-through to NCWSA from HO Sports for the title sponsorship of the collegiate nationals.

5116 Marketing/Partnership Travel – Budgeting to have Molly Crum (partnership services manager) to attend AWSA Nationals.

### **Publications Income/Expense**

5152/5154 Magazine Postage and Magazine Production – Difference in budget for 2023 vs. 2022 actual is the 100<sup>th</sup> anniversary issue that was produced last year. In 2023, we will go back to four quarterly issues (2022 included the four quarterly issues plus the special 100<sup>th</sup> anniversary issue).

### **Sport Development Income/Expense**

3274/5274 Background Screen and 3279/5270 MVRs –This should be pass through revenue to NCSI with a small amount of background screens being taken care of by HQ for staff, Pan Am Games team and appointed Nationals judges.

3280 Grassroots/Basic Skills Income – This account is less in 2023 due to lack of 100<sup>th</sup> anniversary income from Polk County Sports Marketing. The expense code associated with this account (5280) is still consistent with 2022 since we are still budgeting to do five adaptive clinics (\$10,000) and the Girls Inc. learn to ski clinics (\$7,500). Unfortunately, we did not receive funding from the U.S. Department of Veteran Affairs for the veteran adaptive clinics in 2023 but did receive a grant from the Women’s Sports Foundation (\$7,000) for the Girls, Inc. program. This is our last year of funding from WSF for that program as they do not fund beyond three consecutive years. Also includes a \$5,000 one-time grant from the USOPC as the DE&I 2022 award winner.

5282 Promo/Marketing – Travel to the board meeting/banquet and NSSA Nationals for Chris Zukas (Marketing & Events Director) is included in this accounting code. This expense was not accounted for in 2022.

### **Team USA/Pan Am Games**

5354 Team USA/Pan Am Miscellaneous Expense – Budgeting to provide apparel (polo, sun shirt and backpack) to approximately 75 athletes (@ \$75 each) across all SDs that are representing Team USA at international competitions.

### **Towboat Testing**

2050 Distribution to AWSA – Adding this expense to the towboat program in 2023. Members of AWSA conduct these tests on behalf of AWSA and their tournaments, but USA-WSWS receives the revenue from the boat manufacturers. The plan is over the next few years to increase this distribution - \$5,000 in 2023 \$10,000 in 2024 and \$15,000 in 2025. We are still accounting for additional expenses to conduct the testing; however, physical testing was not completed in

2021 or 2022. Even without a physical test, the boat manufacturers still pay an annual towboat testing/licensing fee.

### **National Tournament Expense**

5510 Awards – Supply chain issues and the cost of medals has increased substantially from 2022 to 2023.

5516 LOC Share of Entry Fees – In 2023, changed the percentage of revenue split between LOC and USA-WSWS from 75/25 to 90/10 in an effort to give the LOC hosting AWSA Nationals a larger piece of the pie. Also expecting more skiers in West Palm Beach, FL vs. Maize, Kansas.

5526 Exhibit Expenses – Cost of tent rental for vendor area has nearly doubled from years past.

### **Merchandise**

4018 Merchandise Income – Budgeting for less income in 2023 vs. 2022 because in 2022 we had the IWWF Show Ski Worlds here in Florida and Polk County Sports Marketing gave us all the revenue earned from merchandise sales at the event (more than \$11,000 in event related merchandise sales). With this event not happening in 2023, merchandise revenue will be significantly less than the previous year.

### **Special Income**

3211 Grant Income (Employee Retention Credit) – In 2022, received \$77,042 in employee retention credits which will not be available in 2023.

3218 Miscellaneous Income – In 2022, received \$11,375 in referral bonuses from Nextiva (phone company) in referrals for USA Track & Field and USA Climbing as well as a \$7,000 reallocation of income after the 2021 financial audit. This additional income is not expected in 2023.

### **Office Expense**

7019 Development Computer Systems – This account also includes the Integress Membership Management System (MMS) monthly subscription fee as well as any out-of-scope development projects. Budgeting \$4,000 to create a credit card payment link that can be used for various programs (e.g., officials clinic testing, donations, etc.) vs. using PayPal, and \$10,000 for sanction system and officials program upgrades/re-development.

7032 Insurance – This code includes premiums for D&O insurance, side D&O, multi-media, team physician, drone, coaches' liability, and insurance financing. Accounting code 5010 includes general liability (GL), umbrella GL and participant accident insurance. Insurance premiums on all products rose slightly from 2022 vs. 2023.

7036 Legal & Accounting – 2022 included nearly \$50,000 in expense to defend a grievance/lawsuit brought against USA Water Ski & Wake Sports.

7042 Misc. Office Expense – The majority of this expense is for storage. We currently have two storage facilities – one in Polk City, FL (file cabinets full of membership and financial papers from 1960-2015) and one in Auburndale, FL (old magazines, photos, banners, banquet stuff, and miscellaneous items from the old office space). We will be discontinuing the Polk City unit after February. See expenses associated with 7072 Office Move Expense for shredding and junk removal.

7072 Office Move Expense - We plan to have a shredding (\$1,200) and junk removal company (\$400) come and get rid of everything in the Polk City storage unit in late January. Any key documents (historical financial statements and/or BOD meeting minutes) will be kept and moved to the Auburndale storage unit. Everything else in the unit will be destroyed.

### **Administrative Expense**

8016 Group Health Insurance – Cost of group health care premiums rose by 7% in 2023.

8050 Salaries – Marginal cost of living adjustments between 2-3% to staff salaries are the differences between 2022 and 2023 (Note: Executive Director salary is fixed and is not included in the annual cost of living increases).

8064 Contract Work – Increase from 2022 to 2023 due to budgeting \$6,000 (\$500/month) for Tyler Boyd to host the USA-WSWS podcast. In 2021, he hosted the podcast at no cost to USA-WSWS.

8070 Travel & Accommodations for Executive Director – In addition to the normal trips to the Annual Banquet/BOD meeting, WSIA Summit, Nautique Masters, USOCP Assembly, ACES Conference, TEAMS Conference, AWSA Nationals and NSSA Nationals, there are an additional planned trips in 2023 for the Hall of Fame/Wake Sports Festival and the IWWF Elite World Championships.

**USA Water Ski & Wake Sports, Inc.**  
**Premium Comparison Summary**  
**01/01/2023-01/01/2024**



Line of Coverage	Accounting Code	Expiring Premium- 2022	Renewal Premium- 2023
General Liability	5010	\$198,045.00	\$214,286.00
Automobile Liability & Physical Damage	n/a	Included in General Liability	Included in General Liability
Workers' Compensation & Employers Liability*	8014	\$1,162.00	\$1,570.00
Umbrella/Excess Liability	5010	\$59,414.00	\$67,491.00
Coaches Program (General Liability)**	7032	\$2,500.00	\$4,033.00
Participant Accident***	5010	\$108,920.00	\$108,895.00
Property/Inland Marine	n/a	Did not purchase	Did not purchase
Executive Protection (D&O/EPL/Fiduciary)****	5010	\$18,586.05	\$18,586.05
Side A D&O Coverage****	7032	\$5,250.00	\$4,200.00
Crime/K&R	7032	\$4,646.00	\$5,249.48
EPIC Services Fee	5010	\$10,000.00	\$10,000.00
Cyber/Media Liability****	7032	\$3,570.00	\$4,393.20
Non-owned Aircraft (Drone Liability)*****	7032	\$5,962.55	\$6,579.00
Event Medical Professional Liability*****	7032	\$3,362.50	\$3,362.50
Finance Charges	5010	\$3,668.91	\$0.00
<b>Total Annual Premium</b>		<b>\$425,087.01</b>	<b>\$448,645.23</b>

Estimated

\*Estimated annual premium. Final premium is subject to payroll audit at policy expiration.

Will pay full premium therefor no finance charges

\*\*Expiring program was minimum premium subject to reporting of enrolled coaches. Renewal program is non-auditable and contemplates coverage for all certified coaches.

\*\*\*Expiring premium has been adjusted to reflect final audited premium. 2023 policy premium will be flat, non-auditable.

\*\*\*\*Includes estimated State surplus lines taxes and fees.

\*\*\*\*\*Expiring premium reflects short-term policy. Annualized expiring premium is same as renewal (\$6,450). FL State surcharge has increased from 0.7% for 2022 to 2% for 2023.

\*\*\*\*\*Event Medical Program does NOT renew until 3/1/2023.

	2022 Expiring	2023 Renewal	% Change
GL/XS Membership	13,500	14,000	3.70%
PA Membership (expiring was audited)	14,000	14,000	0.00%
GL Rate Per Member	\$14.67	\$15.31	4.3%
XS Rate Per Member	\$4.40	\$4.82	9.5%
PA Rate Per Member	\$7.78	\$7.78	0.0%
<b>Total Rate Per Member</b>	<b>\$26.85</b>	<b>\$27.91</b>	<b>3.9%</b>

## **NO REPORTS**

### **Committee Reports:**

#14- International Activities

#15- Judicial

#17- Towboat

#18- USOPC AAC

### **Sport Discipline and Related Organization Reports**

#20- Athlete Advisory Council (verbal)

#21- Water Sports Industry Association (verbal)

#22- American Kneeboard Association (verbal)

#23- USA Wakeboard (verbal)

#24- American Barefoot Club (verbal)

#29 U.S. Hydrofoil Association (verbal)

#31 Pan Am / IWWF Update

## **Awards Committee Report – 2022 Awards**

### **USA Adaptive Water Ski & Wake Sports**

Female Athlete of the Year – Katie Mawby; Male Athlete of the Year – Connor Poggetto

### **National Water Ski Racing Association**

Most Improved Athlete – Ty Cheshier

Athlete of the Year – Matthew Klee

President's Award – Levi Frederick

### **American Barefoot Club**

Volunteers of the Year – John and Ginette Garrity

Coach of the Year – Ashleigh Stebbeings

Rising Superstar – Faith Dix

Female Athlete of the Year – Teri Jones; Male Athlete of the Year – Noah Kinnaman

### **USA Wakeboard**

Most Improved Female – Vivienne Davidson

Most Improved Male – Ryder Dillon

Female Rookie of the Year – Maya Ruegsegger

Male Rookie of the Year – Aidan Sievers

Female Rider of the Year – Kitt Smith; Male Rider of the Year – Hudson Gentry

### **National Collegiate Water Ski Association**

Female Outstanding Leader of the Year – Alyssa Hinden

Male Outstanding Leader of the Year – Gage Jarvis

Female Athlete of the Year – Kristen Baldwin; Male Athlete of the Year – Will Roberts

Team of the Year – Arizona State University

### **National Show Ski Association**

Honorary National Director – Doug Ribley

Official of the Year – Jeff Henke

Volunteers of the Year – Carter Buchman and Derek Buchman

That's Incredible Award – Craig Planton, Noah Leach and Liam Klotzbach

Female Athlete of the Year – Brea Imse; Male Athlete of the Year – Cody Coffey

Club of the Year – Aquanut Water Shows

President's Award – Cypress Gardens Show Team & Polk County Tourism & Sports Marketing

### **American Water Ski Association**

Volunteer of the Year – Bob Harris

Junior Skier of the Year – Alexia Abelson

Male Tricks Skier of the Year Jake Abelson; Female Tricks Skier of the Year – Erika Lang

Male Jump Skier of the Year – Freddy Krueger; Female Jump Skier of the Year – Lauren Morgan

Male Overall Skier of the Year – Blaze Grubbs; Female Overall – Brooke Baldwin

Male Slalom Skier of the Year – Nate Smith; Female Slalom Skier of the Year – Regina Jaquess

Athlete of the Year – Regina Jaquess

Team of the Year – U.S. 35+ Water Ski World Championships Team

### **USA Water Ski & Wake Sports**

Coaches of the Year – Matt Heilman and David Rezin

Club of the Year – Aquanut Water Shows, Inc.

Volunteers of the Year – Mike Mosley and Jazmine Gagner

Junior Athlete of the Year – Alexia Abelson

Female Athlete of the Year – Teri Jones

Male Athlete of the Year – Noah Kinnaman

Team of the Year – Arizona State University



To: USA-Water Ski & Wake Sports (USA-WSWS) Board of Directors

From: USA-WSWS Bylaws Committee, Jeff Clark, Chair

Re: 2023 Bylaws Committee Annual Report

On behalf of the USA-WSWS Bylaws Committee we thank you for the opportunity to serve and present the following Action items for your consideration.

**Action Item # 1:** The following updates to the SafeSport Manual have been made per the request of the USOPC SafeSport Center.

Each update/edit is numbered with the explanation to the actual document by page number and the edit/updates will be highlighted in Turquoise. The attached copy of the proposed, updated version of the SafeSport Manual has each of the pages with the updates BOOKMARKED to make it easy for you to reference the update/edits to the document.

1. Page 25; In the two reporting sections on this page, the reference was to “refer to chart” which was confusing, so that has been replaced with the actual URL address.
2. Page 25; In the” Reporting Other Policy Violations” section the word “shall” has replaced the word “will”. This section is not optional and this change will clarify this for the user.
3. Page 25; In the” Failure to Report” section the reference was to “refer to chart” which was confusing, so that has been replaced with the actual URL address.
4. Page 26; In the “Retaliations or Threats of Reprisal” section the first paragraph is new as requested by the USOPC as our policy on this issue.
5. Page 26; In section 1. “Report the abuse to authorities” the last sentence has been revised to show the steps to take on our website to the state child welfare laws.
6. Page 26; In section 2. “How to Report” the email address for the USA-WSWS Compliance Officer has been updated.
7. Page 26; The second paragraph in section 2 has been added to give the person filing a report the option to report anonymously. The URL address is included and this will be published on the USA-WSWS website also in the SafeSport tab.

8. Page 29; Appendix A section B. Required Prevention Policies and Implementation subsection 2. The paragraph has been revised to identify the Ethics Chair as the Compliance officer and to specify that the USA-WSWS President and Executive Director are to be copied on all reports.
9. Page 29; In section 3 b. ii revised wording for clarification.
10. Page 30 continuation of 3 b. in section 3 b. iii added instruction to “See Appendix 1 of USA-WSWS Policies and Procedures Manual”. Appendix 1 contains all of the steps necessary to be used for this process.
11. Page 30; Section 6. E revised wording for clarification on timeline and intent.

These are the updates that the USOPC has requested and are recommended by our legal counsel, Jeff Smith and the USA-WSWS Bylaws Committee.

The 2023 Implementation Guide that is published on the USOPC Hub for the organizations Bylaws and Policies and Procedures to review and possibly edit has been reviewed and all of the issues noted have been accomplished and were included in our final review and approval as an NGB last year by the USA-WSWS Board and the USOPC.

They did recommend that we have a copy of our current Strategic Plan for USA-WSWS with markers for accomplishments of the goals be posted on our website for the positive review by our membership on the progress made in our plan to grow the organization. This was sent to the Executive Committee for implementing.

## APPENDIX VIII



# SAFESPORT PROGRAM HANDBOOK

Effective **PROPOSED** January 29, 2023  
**REFERENCE THE BOOKMARKED PAGES FOR  
UPDATES/EDITS**

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# INTRODUCTION

USA Water Ski & Wake Sports (USA-WSWS) strives to provide a safe environment for its members and is committed to create an atmosphere that is free of harassment and abusive practices. ***USA-WSWS and its affiliated Sport Disciplines will not tolerate any form of harassment, abuse or misconduct and will uphold a zero-tolerance policy.***

There are many positive reasons to participate in one of USA-WSWS's nine Sport Disciplines, but like all sports, it can also be a high-risk environment for misconduct: emotional, physical, sexual, bullying, harassment, and hazing. *All forms of harassment, abuse and misconduct are unacceptable and in direct conflict with USA-WSWS values and ideals.*

Misconduct may damage an athlete's psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, and loss of self-esteem. Misconduct may also have a negative impact on family, friends, and the sport. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out of the sport entirely.

This SafeSport Handbook includes various policies that apply to all USA-WSWS members, clubs, programs, events, and activities, and specifically includes abuse prevention policies relating to youth athletes and participants. It also acts as an educational tool for USA-WSWS members. This handbook focuses on the following:

- Recognizing and reducing circumstances for potential abuse to occur
- Information on USA-WSWS's required screening and background check program
- The availability and procedures for any person to report suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting)
- The procedures and means by which USA-WSWS and its sport disciplines, member clubs and programs should respond to allegations of abuse and misconduct

Through the USA-WSWS SafeSport Program, USA-WSWS is committed to providing the safest possible environment for all participants.

# SAFE SPORT: ANTI-HARASSMENT AND ABUSE POLICY

## What is Safe Sport?

Safe Sport is an initiative of the United States Olympic and Paralympic Community and its National Governing Bodies to recognize, reduce, and respond to misconduct in sport. USA-WSWS has adopted this policy as a part of that effort, and as a part of its effort to prevent harassment or abuse from occurring. This policy defines what conduct is prohibited, outlines the training that is available to help prevent misconduct (and who is required to complete that training), and outlines what action should be taken when suspicions or allegations of misconduct occur. **Individuals should not attempt to evaluate the credibility or validity of any harassment or abuse allegations before acting under this policy; rather, this policy should be followed whenever those circumstances arise.** This is particularly important in cases involving the harassment or abuse of minors.

## Who does this Policy apply to?

This policy applies to all “Participants” who are defined to include the following persons:

- Persons who are members of USA-WSWS, including coaches, volunteers, officials, athletes and others (including persons affiliated with USA-WSWS clubs, whether or not those persons are members of USA-WSWS);
- All USA-WSWS and USA-WSWS clubs office staff, interns, and board members;
- Members of any national or international team staff;
- Anyone within the governance or disciplinary jurisdiction of USA-WSWS or USA-WSWS clubs;
- Anyone who is authorized, approved, or appointed by USA-WSWS or a USA-WSWS club to have regular contact with or authority over Minor Athletes and Minor Participants.

Further information regarding the requirements for Participants, such as background screening and U.S. Center for SafeSport training, are found in the “USA Water Ski Safe Sport Certification Requirements” attachment to this policy.

Participants shall be subject to the jurisdiction of USA-WSWS and/or the U.S. Center for SafeSport with respect to the investigation and resolution of any allegations that such Participant may have violated this policy and are subject to any actions taken by the U.S. Center for SafeSport or USA-WSWS relating to the enforcement of this policy.

More information about the SafeSport initiative and programs can be found at [www.uscenterforsafesport.org/](http://www.uscenterforsafesport.org/).

# PROHIBITED CONDUCT

**These “Prohibited Conduct” provisions apply to all Participants, irrespective of their age. These Prohibitions apply to everyone acting within USA-WSWS’ jurisdiction and are not restricted to “participant-athlete” contacts. Additional Minor Athlete and Minor Participant Protection Policies and Guidelines are discussed below.**

**Sexual Abuse and Misconduct: It is the policy of USA-WSWS that there shall be no sexual abuse or misconduct. This includes any sexual activity where consent is not or cannot be given is prohibited.**

USA-WSWS members and Participants shall not engage in sexual harassment or abuse, which includes, and is not limited to, nonconsensual sexual solicitation, physical advances or contact, or verbal or nonverbal conduct that is sexual in nature. This prohibition includes sexual contact that is accomplished by deception, manipulation, force or threat of force (regardless of the age of the Participants), and all sexual interactions between an adult and a minor (regardless of whether there is a deception or the minor understands the sexual nature of the activity. Inappropriate touching or contact is prohibited, which includes, but not limited to, nonconsensual touching, hugging, kissing, sexually oriented behavior, sexually suggestive electronic or written communications, sexually stimulating or otherwise inappropriate games.

Any act or conduct described as sexual abuse or misconduct under federal or state law is also prohibited.

Sexual misconduct also includes any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority.

Note:

- ❖ An imbalance of power is always assumed between a coach and an athlete, regardless of age.
- ❖ Minors cannot consent to sexual activity with an adult. See Minor Athlete Protection Policies and Guidelines.

## Examples of Sexual Abuse and Misconduct

<i>Touching Offenses</i>	<ul style="list-style-type: none"> <li>• Fondling another person’s breasts or buttocks</li> <li>• Exchange of reward in sport (e.g., team placement, scores, feedback, free lessons/water time, etc.) for sexual acts</li> <li>• Genital contact – whether or not either party is clothed</li> <li>• Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants</li> </ul>
<i>Non-touching Offenses</i>	<ul style="list-style-type: none"> <li>• Sexually oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior</li> <li>• An authority figure discussing his or her sex life with an athlete</li> <li>• An authority figure asking an athlete about his or her sex life</li> <li>• An authority figure requesting or sending a nude or partial-dress photo to athlete</li> </ul>

	<ul style="list-style-type: none"> <li>• Exposing others to pornographic material</li> <li>• Sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g., “sexting”)</li> <li>• Deliberately exposing an athlete to sexual acts</li> <li>• Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)</li> <li>• Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature</li> </ul>
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**Physical Abuse and Misconduct: It is the policy of USA-WSWS that there shall be no physical abuse or misconduct.**

Physical abuse includes:

- Physical contact with a Participant that intentionally causes, or has the potential to cause, the participant to sustain bodily harm or personal injury.
- Physical contact with a Participant that intentionally creates a threat of immediate bodily harm or personal injury. Physical abuse may also include intentionally hitting or threatening to hit an athlete with objects or sports equipment.
- Providing of alcohol to a Participant under the age of 21 and the providing of illegal drugs or non-prescribed medications to any participant.
- Any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect and assault).

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

Examples of Physical Abuse and Misconduct

<i>Contact Offenses</i>	<ul style="list-style-type: none"> <li>• Punching, beating, biting, striking, choking or slapping an athlete</li> <li>• Intentionally hitting an athlete with objects or sporting equipment</li> <li>• Providing alcohol to an athlete under the legal drinking age (under U.S. law)</li> <li>• Providing illegal drugs or non-prescribed medications to any athlete</li> <li>• Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, after a serious injury (e.g., a concussion)</li> <li>• Prescribed dieting or other weight-control methods (e.g., public weigh-ins, caliper tests for humiliation purposes)</li> </ul>
<i>Non-contact Offenses</i>	<ul style="list-style-type: none"> <li>• Isolating an athlete in a confined space (e.g., locking an athlete in a small space)</li> </ul>



	<ul style="list-style-type: none"> <li>• Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface)</li> <li>• Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep.</li> </ul>
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**Emotional Abuse and Misconduct: It is the policy of USA-WSWS that there shall be no emotional abuse or misconduct.**

Emotional abuse involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support.

Emotional abuse does not include generally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline or improving athletic performance.

Examples of Emotional Abuse and Misconduct

<i>Verbal Acts</i>	A pattern of verbal behaviors that attack a participant personally (e.g., calling them worthless, fat or disgusting) or repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
<i>Physical Acts</i>	A pattern of physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or punching walls, windows, or other objects.
<i>Acts that Deny Attention &amp; Support</i>	A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding a participant from practice.

**Bullying, Threats and Harassment: It is the policy of USA-WSWS that there shall be no bullying, threats, and harassment.**

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent, or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone. A threat may be communicated directly to the intended victim or communicated to a third party.

Harassment in sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability. Harassment also includes the creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive. Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances, and requests for sexual acts, as well as undue threats to perform or succeed. Harassment includes child abuse.

#### Examples of Bullying

Physical Bullying	<ul style="list-style-type: none"> <li>• Punching, kicking, or choking an athlete</li> </ul>
Verbal and Emotional Bullying	<ul style="list-style-type: none"> <li>• Cyber bullying – Using electronic communication to harass, frighten, degrade, intimidate or humiliate</li> <li>• Using words to harass, frighten, degrade, intimidate, or humiliate</li> </ul>

#### Examples of Threats

Direct Threat	<ul style="list-style-type: none"> <li>• Communicating an intent to cause physical harm to another</li> </ul>
Indirect Threat	<ul style="list-style-type: none"> <li>• Communicating an intent to cause harm through a third party</li> </ul>

#### Examples of Harassment

Environment	<ul style="list-style-type: none"> <li>• Harassing environment created by: name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed.</li> </ul>
Sexual Harassment	<ul style="list-style-type: none"> <li>• Unwanted deliberate touching</li> <li>• Unwanted sexual teasing, jokes, remarks, or questions</li> <li>• Unwanted letters, telephone calls, or materials of a sexual nature</li> </ul>

**Hazing: It is the policy of USA-WSWS that there shall be no hazing.**

Hazing includes any conduct which is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members.

### Examples of Hazing

Hazing	<ul style="list-style-type: none"><li>• Requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs</li><li>• Tying, taping, or physically restraining a participant;</li><li>• Sexual simulations or sexual acts of any nature</li><li>• Sleep deprivation, or the withholding of water and/or food</li><li>• Social actions or public displays (e.g. public nudity) that are illegal or meant to draw ridicule</li><li>• Beating, paddling, or other forms of physical assault.</li></ul>
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**Willfully Tolerating Misconduct:** It is a violation of this USA-WSWS policy if an instructor, coach, official, or any other member or affiliate of USA-WSWS knows of misconduct but takes no action to intervene on behalf of the athlete(s), participant(s), staff member and/or volunteer.

# MINOR ATHLETE AND PARTICIPANT ABUSE PROTECTION POLICIES AND GUIDELINES

**These Minor Athlete and Participant Protection Policies and Guidelines apply to all interactions at events and facilities partially or fully under USA-WSWS' jurisdiction and all In-Program Contact between Minor Athletes and Adult Participants, including athletes and other Participants. In addition to these Athlete and Participant Protection Policies and Guidelines, the above "Prohibited Conduct" provisions also apply to all interactions with minor athletes and other Participants.**

## **Definitions:**

The following **definitions** apply to these Minor Athlete Protection Policies and Guidelines:

**"Adult Participant"** is any Participant who is 18 years of age or older (see definition of Participant on p. 4).

**"Minor Athlete"** is an **athlete or other Participant** under 18 years of age, who participates in, or who has participated within the last 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA-WSWS.

**"Athlete"** is an athlete who meets the eligibility standards established by the National Governing Body or Paralympic sports organization for the sport in which the athlete competes.

**"Authority"** exists when one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also, see the Power Imbalance definition in the U.S. Center for SafeSport's Code.

**"Partial or Full Jurisdiction"** includes any event (including all travel and lodging in connection with the event) sanctioned by USA-WSWS or conducted by any of its affiliated clubs. Also included are any facilities that may be owned, leased, rented, or used by USA-WSWS or any of its affiliated clubs for practice, training, or competition.

**"In-Program Contact"** is any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete related to sport, including (but not limited to) sanctioned events and facilities, and also includes any practices, camps or clinics, training or instructional sessions, pre/post event meals or outings, team travel, team or sport-related relationship building activities, celebrations, award ceremonies, banquets,

team- or sport-related fundraising or community service, sport education, or competition site visits.

**“Local Affiliated Organization”** means any regional, state, or local club affiliated with USA-WSWS, including member clubs and local organizing committees within USA-WSWS’ jurisdiction as to any sanctioned event or activity.

**“Minor Athlete”** is an Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

**“Regular contact”** means ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete. Coaches, team managers, staff, physicians, and athletic trainers are all deemed to have regular contact with Minor Athletes.

**“NGB”** means USA-WSWS which is the National Governing Body for Towed Water Sports in the United States.

**“PSO”** means the PanAm Sports Organization

**“USOPC”** means the U.S. Olympic & Paralympic Committee.

**Exceptions:**

**“Close-in-Age” Exceptions** apply to certain policies and allow for In-Program Contact between an Adult Participant and a Minor Athlete if:

- A. The Adult Participant has no authority over the Minor Athlete; and,
- B. The Adult Participant is not more than four (4) years older than the Minor Athlete.

Note: these exceptions (under these Minor Athlete and Participant Protection Policies and Guidelines) are different than any close-in-age exception in the SafeSport Policy and Code pertaining to misconduct.

**“Dual Relationships” Exceptions** apply to certain policies where the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete’s parent/guardian at least annually.

**“Personal Care Assistant” Exceptions** apply to Adult Participants working as Personal Care Assistants with a Minor Athlete, as set forth in these Minor Athlete and Participant Protection Policies and Guidelines. Personal Care Assistants are persons to assist an athlete requiring help with activities of daily living and preparation for athletic participation. The support can

be provided by a Guide for Blind or visually impaired athletes, or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant Personal Care Assistants must be authorized by the athlete's parent/guardian.

Note that many of these exceptions (Close-in-Age, Personal Care, or Dual Relationship exceptions) require parent/guardian consent. USA-WSWS recommends that parents and guardians take training on child abuse prevention before providing consent under these policies. A free parent course is available at <https://safesporttrained.org/#/public-dashboard>.

# REQUIRED PREVENTION POLICIES

## **One-on-one interactions:**

### **Observable and Interruptible**

1. All one-on-one In-program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
2. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
  - A. When a Dual Relationship exists; or
  - B. When the Close-in-Age Exception applies; or
  - C. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
    - a. The Minor Athlete's parent/guardian has provided written consent to USA-WSWS or a USA-WSWS club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
    - c. The Adult Participant Personal Care Assistant has complied with USA-WSWS' background screening policy; or
  - D. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA-WSWS or a USA-WSWS club receives parent/guardian consent.

## **Meetings and Training Sessions:**

### **Observable and Interruptible**

1. Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athletes are present.

### **Individual Training Sessions**

2. Individual Training Sessions:
  - A. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
    - a. A Dual Relationship exists; or
    - b. The Close-in-Age Exception applies; or

- c. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
  - i. The Minor Athlete’s parent/guardian has provided written consent to USA-WSWS or a USA-WSWS club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - ii. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
  - iii. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ background screening policy.
- B. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and,
- C. Parents/guardians must be allowed to observe the individual training session.

**Meetings with Licensed Mental Health Care Professionals and Health Care Providers**

- 3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers. Note: Athletic trainers must follow the “Athletic Training Modalities, Massages, and Rubdowns” policy).
  - A. If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA-WSWS’ or a USA-WSWS club’s jurisdiction, the meeting must be observable and interruptible except:
    - a. If the door remains unlocked; and
    - b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity needs not be disclosed; and
    - c. USA-WSWS or a USA-WSWS club is notified that the provider will be meeting with a Minor Athlete; and
    - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

**Athletic Training Modalities, Massages, and Rubdowns**

**Athletic Training Modality, Massage, or Rubdown**

- 1. All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:
  - A. Be observable and interruptible; and,
  - B. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and



- C. Have documented consent as explained below; and,
  - D. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and,
  - E. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
2. The provider must narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.
  3. Minor Athlete massages can only be provided by a licensed massage therapist.

**Consent**

4. Providers of athletic training modalities, massages, or rubdowns, or USA-WSWS or a USA-WSWS club, when applicable, must obtain consent at least annually from Minor Athlete’s parents/guardians before providing any athletic training modalities, massages, or rubdowns.
5. Minor Athletes or their parents/guardians can withdraw consent at any time.

**Locker Rooms and Changing Areas:**

**Observable and Interruptible**

1. Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athletes in a locker room, changing area, or similar space where Minor Athletes are present, is observable and interruptible, except if:
  - A. A Dual Relationship exists;
  - B. The Close-in-Age Exception applies; or
  - C. A Minor Athlete needs a Personal Care Assistant and;
    - a. The Minor Athlete’s parent/guardian has provided written consent to USA-WSWS or a USA-WSWS club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
    - c. The Adult Participant Personal Care Assistant has complied with USA-WSWS’ background screening policy.
2. Any sanctioned event or activity within USA-WSWS’ jurisdiction must designate a locker room, changing area, or similar space. It is strongly recommended that the Locker Room and Changing Area Policy be posted within this designated area to communicate expectations of conduct.
  - A. If there is no discernable locker room, changing area, or similar space, it is required that the policy be communicated to all participants and for participants to seek privacy distant from the public view.

### **Conduct in Locker Rooms, Changing Areas, and Similar Spaces**

4. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
5. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
6. Adult Participants must not shower with Minor Athletes unless:
  - A. The Adult Participant meets the Close-in-Age Exception; or
  - B. The shower is part of a pre- or post-activity rinse while wearing swimwear.
7. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participants during In-Program Contact. USA-WSWS, USA-WSWS clubs and the Adult Participant(s) must abide by this request.

### **Media and Championship Celebrations in Locker Rooms**

6. USA-WSWS may permit recording or photograph in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
  - A. Parent/guardian consent has been obtained; and,
  - B. USA-WSWS or a USA-WSWS club approves the specific instance of recording or photograph; and,
  - C. Two or more Adult Participants are present; and
  - D. Everyone is fully clothed.

### **Personal Care Assistants**

7. Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athletes in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in Section 1(C) above.

### **Availability and Monitoring of Locker Rooms, changing Areas, and Similar Spaces**

8. USA-WSWS or a USA-WSWS club must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA-WSWS' or a USA-WSWS club's jurisdiction.
9. USA-WSWS or a USA-WSWS club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA-WSWS' or a USA-WSWS club's jurisdiction.

## **Electronic Communications:**

### **Open and Transparent**

1. Under this Policy, electronic communications include, but are not limited to phone calls, videoconferencing, video coaching, texting, and social media.
2. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except when:
  - A. A Dual Relationship exists;
  - B. The Close-in-Age Exception applies; or
  - C. A Minor Athlete needs a Personal Care Assistant and;
    - a. The Minor Athlete's parent/guardian has provided written consent to USA-WSWS or a USA-WSWS club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
    - c. The Adult Participant Personal Care Assistant has complied with USA-WSWS' background screening policy.
3. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
  - A. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
4. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

### **Team Communication**

5. When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

### **Content**

6. All electronic communication originating from an Adult Participant to a Minor Athlete must be professional in nature unless an exception in Section 2 exists.

### **Requests to Discontinue, Other Requirements**

7. Parents/guardians may request in writing that USA-WSWS or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA-WSWS and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

8. Electronic communications must generally be sent only between the hours of 8:00 AM and 8:00 PM local time for the location of the Minor Athlete.

**Transportation:**

**Transportation**

1. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
  - A. A Dual Relationship exists;
  - B. The Close-in-Age Exception applies; or
  - C. A Minor Athlete needs a Personal Care Assistant and;
    - a. The Minor Athlete's parent/guardian has provided written consent to USA-WSWS or a USA-WSWS club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
    - c. The Adult Participant Personal Care Assistant has complied with USA-WSWS' background screening policy; or
  - D. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
2. Minor Athletes or their parent/guardian can withdraw consent at any time.
3. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
4. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA-WSWS (or any of its local affiliated organizations), at least annually.

**Lodging:**

**Hotel Rooms and Other Sleeping Arrangements**

1. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete, except if:
  - A. A Dual Relationship exists;
    - a. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA-WSWS or a USA-WSWS club with advance, written consent for the lodging arrangement;
  - B. The Close-in-Age Exception applies; or
    - a. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA-WSWS or a USA-WSWS club with advance, written consent for the lodging arrangement; or
  - C. A Minor Athlete needs a Personal Care Assistant and;

- a. The Minor Athlete's parent/guardian has provided written consent to USA-WSWS or a USA-WSWS club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
  - c. The Adult Participant Personal Care Assistant has complied with USA-WSWS' background screening policy.
2. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

### **Monitoring or Room checks During In-Program Travel**

3. If room checks are performed during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

### **Additional Requirements for Lodging Authorized or Funded by USA-WSWS**

- B. Adult Participants traveling with any USA-WSWS or a USA-WSWS club sanctioned or sponsored activities, or otherwise subject to this policy, must agree to and sign USA-WSWS' lodging policy at least annually.
- C. Adult Participants that travel overnight with Minor Athletes are assumed to have Authority over Minor Athletes and thus must comply with the Education & Training requirements of this Policy.

### **Additional Policies:**

1. Adult Participants who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, must not give personal gifts to Minor Athletes except:
  - a. With the express consent of the Minor Athlete's parent/guardian; or
  - b. If gifts are equally distributed to all athletes (such as on a team) and serve a motivational or educational purpose.
2. Adult Participants must not publicly share or post photos or videos of Minor Athletes if the Adult Participant has not obtained the consent of the Minor Athlete and their Parent/Guardian. Photographs or videos of Minor Athletes may only be taken in public view and must observe generally accepted standards of decency.
3. Adult Participants, who do not meet the close-in-age exception or have a Dual Relationship with a Minor Athlete, cannot have out-of-program contact with a Minor Athlete without the consent of the Minor Athlete's parent or guardian, even if the out-of-program contact is not one-on-one.

# SCREENING AND BACKGROUND CHECK PROGRAM

USA-WSWS has implemented a background screen program, which is applicable to the persons listed in the attached “USA Water Ski SafeSport Certification Requirements” chart. These background checks have been implemented to promote a safe, nurturing and supportive environment for USA-WSWS athletes and members, including an environment that is safe and appropriate for minors. This background screen program also discourages the presence of those who may seek to harm athletes, and help protect USA-WSWS member clubs, programs, events, and all members from liability that could arise from allowing a previous offender to have access to minor participants. Although no background screen program can guarantee that incidents of abuse or other violations will not occur, it is intended as a preventative risk management tool for the benefit of all participants.

## USA-WSWS requires screening of the following members:

- USA-WSWS board of directors and sport discipline boards of directors
- All USA-WSWS certified instructors/coaches
- Any participant (athlete) or staff of national or international teams (Team USA representing USA-WSWS)
  - Includes coaches, team leaders, managers, medical support staff or persons in position of influence or authority, or any independent contractor serving in such a role.
- Show ski team show directors and assistant directors
- Junior development coaches and leadership, or any independent contractor serving in such a role.
- Employees of USA-WSWS
- USA-WSWS judges (who are 18 and older) who are selected and approved by USA-WSWS or one of its Sports Disciplines to officiate at a National Championships event, or IWWF World Championships or Multi-Sports event, e.g. World Games, or Pan American Confederation Titled Event, shall complete the Safe Sport training and background check as required by USA-Water Ski and Wake Sports. 1/22
- Any volunteer USA-WSWS formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.
- Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include the background check requirements set forth in this policy. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by USA-WSWS, to establish that the mandated background checks were conducted.
- When partnering with community organizations (i.e. YMCA, Boys and Girls Club) for events, USA-WSWS shall ensure that the partnership agreement includes language regarding background check requirements. The agreements

shall also specify that certification must be provided by the community organization upon request by USA-WSWS to establish that the mandated background checks were conducted.

### Screening Policy

It is USA-WSWS's policy that prior to the hiring of staff, awarding certification of instructors or designating any member into a position of influence or authority that each individual give consent to and passes a formal applicant screening process before performing or participating in USA-WSWS events and activities.

The background screen components will include a review of all criteria required under United States Olympic Committee criteria, including social security number validation, name and address history records, multi-jurisdictional criminal history searches, sex offender and national watch list checks, county criminal records for each location where the individual lives or has lived in the last seven years, federal district court records, and SafeSport disciplinary records. This background check is in addition to any motor vehicle records checks that may be required for USA-WSWS drivers. Full background checks will be conducted on all applicable individuals every two years, and supplemental, partial background checks will be conducted in the off years. All "full" and "supplemental" background checks shall meet or exceed USOPC Background Check requirements and search components.

Disqualifiers include the following:

A person should be disqualified and prohibited from serving as a volunteer if the person has been found guilty of the following crimes. Guilty means that a person was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by a court finding of guilty, regardless of whether there was an adjudication of guilt (conviction) or a withholding of guilt. This recommendation does not apply if criminal charges resulted in acquittal, Nolle Prose, or dismissal.

### **SEX OFFENSES**

- **All Sex Offenses** – Regardless of the amount of time since offense.  
**Examples include:** child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, child pornography, possession and distribution of obscene material, public indecency and any sex offender registrant, or any offense involving harm to a minor or vulnerable person including but not limited to child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor.

## FELONIES

- **All Felony Violence** – Regardless of the amount of time since offense.  
**Examples include:** murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated Burglary, etc.
- **All Felony offenses** other than **violence** or **sex** within the past 10 years.  
**Examples include:** drug offenses, theft, embezzlement, fraud, child endangerment, etc.

## MISDEMEANORS

- **All misdemeanor violence** offenses within the past 7 years  
**Examples include:** simple assault, battery, domestic violence, hit & run, stalking, harassment, blackmail or threats. (Including crimes involving firearms)
- **Animal Abuse, cruelty, or neglect.**
- **Destruction of Property** including arson, vandalism, and criminal mischief.
- **Multiple misdemeanor drug & alcohol** offenses within the past 7 years.  
**Examples include:** driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.
- **Any other misdemeanor** within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that volunteer.  
**Examples include** contributing to the delinquency of a minor, providing alcohol to a minor, theft – if person is handling monies, etc.



## EDUCATION AND TRAINING

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant participants with information necessary to monitor their organization, minimize the opportunities for abuse and misconduct, and respond to concerns more effectively. It is also a strong public statement that the organization places a priority on the safety of its participants.

To maintain a safe environment for USA-WSWS Participants, it is a requirement that the following Participants complete the "SafeSport Trained" Core training program (see below):

- All USA-WSWS active members 18 years old and older who compete or participate in sanctioned tournaments or have regular contact with any athlete or other participant who is a minor; 1/22
- Adult participants who have authority over any athlete or other participant who is a minor;
- Adult participants who are USA-WSWS or USA-WSWS club employees or board members.

"Whether or not included in these general categories, Participants serving in positions listed in the attached "USA Water Ski SafeSport Certification Requirements" chart must complete the "SafeSport Trained" Core training program (see <https://www.teamusa.org/usa-water-ski/athlete-safety>)."

It is also strongly encouraged that all USA-WSWS members familiarize themselves with the USA-WSWS SafeSport Program. The more awareness USA-WSWS members have about abuse and misconduct, the safer the sport will be.

USA-WSWS has adopted the U.S. Center for SafeSport's Core training materials as the official education and training program and as an available resource to its members. Any required SafeSport Core training must be completed immediately for the above listed Adult Participants:

- Before regular contact with an athlete or Participant who is a minor begins; or
- Within the first 30 days of initial membership, or upon beginning a new role subjecting the Adult Participant to this policy. 1/22

The above listed Adult Participants must (1) complete the SafeSport Trained Core training program (in its entirety) every four (4) years; and (2) complete a refresher course on an annual basis every other year, beginning the calendar year after first completing the SafeSport Trained core. Health Professionals serving as team physicians, safety clinic trainers, event safety director/official or in similar roles can take the Health Professionals Course (see <http://safesporttrained.org/#/public-dashboard> under Catalog) in lieu of

the SafeSport Trained Core and are required to take the refresher courses on an annual basis if they are listed in the above criteria.

If a member has not completed the SafeSport™ Core training or required refresher course, their USA-WSWS membership status will appear as “Pending – SafeSport”; and the member will be unable to participate in sanctioned tournaments until the training is completed. New members will have 30 days upon registering to complete the training. Membership status during this period will appear as “Waiting – Need SafeSport” until the training is completed. If, after 30 days, training is not completed, membership status will become “Pending - SafeSport” and you will be unable to participate until training is completed. 1/22

Free Training is available to parents (including parents of minor athletes and Participants) and other Adult Participants regarding the prevention and reporting of child abuse. See <https://safesporttrained.org/#/public-dashboard> under Catalog. Parents and other Participants are encouraged to take this training.

Free Training is available to minors regarding the prevention and reporting of child abuse, subject to parental consent. See <https://safesporttrained.org/#/public-dashboard>.

*Training other than the Core Center for SafeSport Training does not satisfy this policy.*

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at [exemptions@safesport.org](mailto:exemptions@safesport.org).

The Center will work with USA-WSWS regarding appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy the training requirements herein. USA-WSWS will provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

Certain jurisdictions in the United States may have mandatory training and testing that may apply to those who work or volunteer with youth athletes. All Covered Individuals must also comply with any state-mandated training and testing requirements.

## REPORTING ABUSE AND MISCONDUCT

USA-WSWS requires that violations of this policy including violations of Prohibited and Restricted Conduct, as well as suspicions or allegations of child physical or sexual abuse, be immediately reported. **USA-WSWS members should not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility of validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.**

### Reporting Child Physical or Sexual Abuse

All such allegations must be reported to the U.S. Center for SafeSport, as well as notification to USA-WSWS that the report was made. **Contact your local law enforcement authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred or have received a report of child sexual abuse or neglect. Reports or abuse not involving a minor may also be reported to local law enforcement authorities.**

Information regarding state mandatory reporting laws may be found at; <https://www.childwelfare.gov/topics/systemwide/laws-policies/state/>

### Reporting Other Policy Violations

Any other allegations or reports of sexual-related misconduct **shall** be reported to the U.S. Center for SafeSport, as well as notification to USA-WSWS that the report was made. **Contact your local law enforcement authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred or have received a report of child sexual abuse or neglect.**

Other non-sexual related misconduct or inappropriate behavior, including violations of the Minor Athlete Abuse Prevention policies should be reported to USA-WSWS as explained below.

### Failure to Report

It is the obligation of USA-WSWS members and member clubs to report suspicions or allegations of abuse or misconduct, including compliance with all state mandatory reporting laws <https://www.childwelfare.gov/topics/systemwide/laws-policies/state/> If a person in authority knows, or should reasonably have known, that harassment or abuse may have occurred and fails to report it or take appropriate action as set out in this policy statement, that person may be subject to disciplinary action.

## Retaliations or Threats of Reprisal

USA-WSWS expressly prohibits retaliation before, during and after the process (whether led by the Organization or by the SafeSport Center) of resolving an abuse or misconduct allegation.

Retaliation or threats of reprisal against an individual for filing a complaint under this policy or for participating or assisting in any procedure under this policy will be considered harassment for the purpose of this policy. Further, any person who makes groundless allegations or complaints of abuse or harassment may be subject to disciplinary action.

## Reporting Procedure

If you are aware of or suspect any violation of USA-WSWS's policies on abuse and misconduct, you should do all the following. There are no costs or fees for making a report under this policy.

### 1. Report the abuse to authorities.

*If the abuse and misconduct is criminal in nature, contact the authorities immediately.*

In most states, you are obligated to bring this matter to the attention of local law enforcement or public child welfare organization and make a report. You must comply with all state mandatory reporting laws located on the USA-WSWS website in the menu tab >SafeSport >Report A Concern; <https://www.childwelfare.gov/topics/systemwide/laws-policies/state/>

### 2. How to Report:

To report to the U.S. Center for SafeSport, you may use the online reporting form at [www.safesport.org/report-a-concern](http://www.safesport.org/report-a-concern), or call (833) 5US-SAFE.

To report a concern to USA-WSWS, you may contact the Compliance Officer of USA-WSWS at [compliance@usawaterski.org](mailto:compliance@usawaterski.org), with copies to the USA-WSWS President and the chair of USA-WSWS Ethics Committee.

Although persons making a report under this policy are encouraged to identify themselves to assist in the investigation of the report, reporting persons have the option to report anonymously which will be located in the SafeSport >Report A Concern tab. [https://docs.google.com/forms/d/e/1FAIpQLSfDDy-Av5zNBUBlt1ax7tzea05K6E9S5sB6HPjJi2WnjbwcNw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfDDy-Av5zNBUBlt1ax7tzea05K6E9S5sB6HPjJi2WnjbwcNw/viewform?usp=sf_link)

## **Protection for Reporting Parties**

Although USA-WSWS will review all reports under this policy, anonymous reporting may make it difficult to properly investigate allegations. To the extent permitted by law, and as appropriate, USA-WSWS will keep confidential the complainant's name on request, not make public the name(s) of potential victims, the accused perpetrator or the people who made a report of child physical or sexual abuse to local law enforcement authorities. Regardless of the outcome of a complaint, USA-WSWS will support the complainant and her/his right to express concerns in good faith. However, false complaints or complaints made in bad faith are prohibited and may subject the complainant(s) to disciplinary action depending on the nature of the allegation or complaint.

## **Complaints, Investigations and Adjudications**

All complaints or requests for investigations under USA-WSWS's SafeSport policy (including complaints relating to the failure to report violations of this policy or to comply with state mandatory reporting laws, as discussed above) will be referred to the U.S. Center for SafeSport, which shall have the sole and exclusive authority and jurisdiction to investigate, conduct hearings, make preliminary rulings and issue final orders on complaints and requests for investigations under USA-WSWS's Safe Sport Policy. In certain cases, the U.S. Center for SafeSport may decline to exercise its jurisdiction over the matter, in which case the matter will be referred to the USA-WSWS Judicial Committee for handling under Article IX of the USA-WSWS Bylaws (including all due process requirements and policies thereunder). In cases where the U.S. Center for SafeSport has accepted jurisdiction, the final decision of the U.S. Center for SafeSport shall be reported to the President of USA-WSWS and shall be binding upon and implemented by USA-WSWS.

For matters handled by USA-WSWS (in circumstances where the U.S. Center for SafeSport has declined to exercise jurisdiction over the matter), USA-WSWS may impose appropriate sanctions and penalties, including interim suspensions and permanent expulsions from membership, following the procedures set forth in the USA-WSWS Bylaws and other applicable policies. Any sanctions imposed by USA-WSWS shall be proportionate and reasonable, relative to the findings and conclusions of USA-WSWS as to what has occurred and given consideration of the interest of USA-WSWS and its members to provide a safe environment for all participants in USA-WSWS activities, the nature and seriousness of the offense and its impact on the victim, and other information provided and considered by USA-WSWS relating to the complaint. Appropriate disciplines may range from a warning to a reprimand, to a membership suspension or limitation for a period of time, or to a permanent expulsion from membership, and any continued participation or reinstatement to USA-WSWS activities may be conditioned upon the completion of specified requirements.

## **Notification**

Following USA-WSWS's notice of a credible allegation that results in the imposition of sanctions against a member, USA-WSWS may provide such notifications as are deemed

appropriate including notification of the other parties involved in the matter, publication of the sanctions, and/or notification of local law enforcement authorities.

# APPENDIX A

## ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

USA-WSWS will implement proactive policies designed to prevent abuse, as generally set forth in this Policy. These organizational requirements are described below.

### A. Organizational Requirements for Education & Training

1. USA-WSWS will track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. USA-WSWS will, on an annual basis, offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
  - a. For training to Minor Athletes, USA-WSWS will track a description of the training and how the training was offered and provided to Minor Athletes.
  - b. USA-WSWS is not required to track individual course completions of Minor Athletes.
3. USA-WSWS will, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

### B. Required Prevention Policies and Implementation

1. USA-WSWS will require that its LAOs implement these policies within each LAO.
2. The Chair of the Ethics Committee shall be the Compliance Officer under these policies. In addition, the USA-WSWS President and the USA-WSWS Executive Director shall be informed of and have access to any reports under this policy.
3. USA-WSWS will implement these policies for all In-Program Contact.
  - a. At sanctioned events and facilities partially or fully under its jurisdiction, USA-WSWS will take steps to ensure the policies are implemented and followed.
  - b. For In-Program Contact that occurs outside a USA-WSWS's sanctioned event or facility under USA-WSWS' authority or jurisdiction, implementing these policies means that USA-WSWS will:
    - i. Communicate the policies to individuals under its jurisdiction;
    - ii. Establish and maintain a reporting mechanism for alleged violations of the policies and their disposition;

iii. Investigate and enforce violations of this Policy. See Appendix 1 of USA-WSWS Policies and Procedures Manual.

4. All reports received by USA-WSWS that are within the exclusive jurisdiction of the U.S. Center for SafeSport (the Center) will be referred directly to the Center immediately and no later than within 24 hours.
5. USA-WSWS will promptly inform an identified reporting party of its jurisdictional determination regarding their report, communicating that the matter is either being referred to the Center or is being addressed by USA-WSWS.
6. If USA-WSWS imposes any sanctions, temporary measures, or administrative holds pursuant to this policy, USA-WSWS shall:
  - a. Notify all affected individuals or organizations within 72 hours
  - b. Implement a U.S. Center for SafeSport Quality Control system that prohibits those individuals with sanctions, temporary measures, or administrative holds from participating in any event, program, activity, or competition authorize by, organized by, or under the auspices of USA-WSWS.
  - c. Report to the Center immediately and no later than within 24 hours any known or suspected incident of a Participant violating existing sanctions, temporary measures, or administrative hold, and take prompt and effective action to ensure enforcement.
  - d. Report to the Center and no later than within 24 hours any instance of “Aiding and Abetting” as defined in the SafeSport Code.
  - e. Respond to requests from the Center within 72 hours for information on the eligibility status of a participant and the existence of USA-WSWS imposed temporary measures or safety plans. USA-WSWS shall not interfere in, or attempt to influence the outcome of, any Center investigation.
7. USA-WSWS shall annually submit to the Center, using a Center-provided template, the following data:
  - a. For reports of emotional or physical misconduct made to USA-WSWS:
    - Total reported incidents of alleged emotional misconduct
    - Total reported incidents of alleged physical misconduct
    - Total number of investigations of alleged emotional and physical misconduct
    - Total number of violations for emotional and physical misconduct
    - Total number of violations for emotional and physical misconduct adjudicated by USA-WSWS’ LAOs.



- b. For reports to USA-WSWS that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP):
  - Total reported incidents of alleged violations of the MAAPP, by policy type
  - Total number of investigations of alleged violations of the MAAPP
  - Total number of violations of the MAAPP
  - Total number of violations of the MAAPP adjudicated by USA-WSWS LAO(s)
- c. For reports to USA-WSWS that a Participant engaged in retaliation:
  - Total reported incidents of alleged retaliation
  - Total number of investigations of alleged retaliation
  - Total number of violations of retaliation policy
  - Total number of violations of retaliation policy adjudicated by USA-WSWS LAO(s)

# Report a Concern

Please note that in many cases individuals MUST report allegations of child physical or sexual abuse to relevant law enforcement authorities.

Any reports of emotional and physical misconduct can be reported anonymously through this form, or emailed to our Executive Director at nboudreaux@usawaterski.org or compliance team at compliance@usawaterski.org.

 jclarksr94@gmail.com (not shared) [Switch account](#)



\* Required

What type of misconduct are you reporting?

- MAAPP (Minor Athlete Abuse Protection Policy)
- Emotional or Physical Misconduct
- Other:

Clear selection

Did this occur over multiple days? \*

- Yes
- No

Incident Details: \*

abuse



# Report a Concern

 jclarksr94@gmail.com (not shared) [Switch account](#)



\* Required

## Involved Parties

Please list any individuals involved such as witnesses, victims, individual accused, etc...

First and Last Name of Involved Party \*

Your answer

Party Type \*

- Respondent (i.e. accused)
- Claimant (i.e. victim)
- Witness
- Other:

Other details (phone number, email, club affiliation, DOB, etc...)

Your answer



Additional Involved Parties:  
*(Please fill out with same information as above)*

Your answer

Back

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USA Water Ski & Wake Sports  
Ethics Committee Report

January 9, 2023

In the year of 2022 there were no task that the Ethics Committee was required to take action on.

Dale Stevens

Chairman Ethics Committee

# 2022 USAWS-WB Risk Management Report

Submitted by Harley Wallace

January 03, 2023

## Action Items

At this time the Risk Management Committee does not have any action items for changes to the Safety Program documents or any other action items for the January 2023 USA Water Ski and Wake Sports Board meeting.

## Risk Management Discussion Items

There were three items discussed by the Risk Management Committee over the past year. These items are described below:

- 2022 IWWF Safety Manual Revisions

The proposed changes to the IWWF Safety Manual were sent to this committee to review. One noteworthy discrepancy between the IWWF Safety Manual and our Tournament Safety Handbook regarded removing the jump helmet from an injured skier. The proposed language in the IWWF manual advocated for removing the helmet, while ours recommended leaving the helmet in place except in circumstances where removal was needed to maintain an injured skier's airway. Our committee felt that our manual was a better practice, and information was sent to the IWWF supporting our position. The IWWF ended up revising their safety manual to very closely mirror our section regarding helmet removal.

- Leadership and Certified Coach Eligibility Criteria

The committee was asked to review our current criteria for serving in leadership positions and serving as a USA-WSWS coach. The committee debated several different criteria and also reviewed leadership criteria found in other NGB and USOPC documents. A recommendation for adopting exclusionary criteria for leadership and coaching positions was made by Risk Management and sent to the Board for consideration in the Spring of 2022.

- Improvements to Safe Sport Pre-Event Checklist

The committee reviewed many of the Safe Sport documents, including the pre-event checklist. The committee discussed some items in the pre-event checklist that we believed are difficult or impractical for our LOC's to provide. We believe making some modifications to this checklist will make it easier for an LOC to implement will still maintaining the Safe Sport goal of protecting our athletes. These suggestions were sent to the board following our email discussion in the Spring of 2022.

Please contact me with any questions or concerns.

January 2023

To: USA Water Ski & Wake Sports Board of Directors

From: Leon J. Larson Waterways Education Committee Chairman

Re: Report to the Board, Winter 2023

The Waterways Education Committee has addressed several issues over the past year as Covid restrictions eased and waterways activities increased. Most were resolved with positive results. The assistance of the Water Sports Industry Association, on some of these issues was appreciated.

I continue to be active as Chair of the IWWF Environment Committee. Currently I have updated the IWWF Environment Manual, the IWWF Safety Manual and the USAWS&WS Waterways Education Manual. These documents are available on the IWWF and the USAWS&WS web sites. The IWWF appointment is paramount to the continued access to waterways issues and developments worldwide. My position on the USAWS&WS Risk Management Committee also helps resolve some of the waterway's issues.

I also continued my involvement on the Underwriters Laboratories Personal Floatation Device (PFD) Standards Panel. PFD classifications are in the process of being reclassified. Progress on this is almost complete. I continue with the Coast Guard (CG) and the manufacturers to obtain a special use designation for our lightweight neoprene vests that have become so popular but are not Coast Guard approved. It is a slow process.

The annual meeting of the National Marine Manufacturers Association (NMMA) was held in May 2022 and once again held virtually. The Green Sports Alliance (GSA) Summit was held in Minnesota this past year, and I once again attended virtually. Affiliation with these organizations supplies essential contacts and sustainability information essential to the committee's operation. I plan on personally attending this year and resume the ability to network with other stakeholders. IWWF membership in GSA has been maintained. The GSA is moving toward a more international presence with affiliates in both Europe and Asia.

The Waterways Education Manual and the Gronlund case file are available electronically and continue to help in several of the cases. I continue to keep the committee members active by passing on local issues on to them for action and keeping them informed of National issues. They have responded well. Most of the issues were resolved favorably. The Committee will continue to upgrade the Waterways Education Manual as new information becomes available.

Respectfully submitted,

*Leon J. Larson* Committee Chair

IWWF Environment and Safety Committees Chairman  
Olympic Committee on Sport and Environment  
United Nations Environment Program  
Water Ski Industry Association  
National Marine Mfg. Assoc. Waterways Access Task Force  
National Association of Boating Law Administrators NASBLA  
Underwriters Laboratory  
Green Sports Alliance

## **American Kneeboard Association USA-WSWS Board Report**

**Submitted by:** Kenny Stuart

### **Events Coming Up**

- We have the multi discipline event scheduled in April Details are still being discussed

### **Recent Events Recap (special notes, # of skiers, etc.)**

- We have no events to report on at this time

### **News & Notes (a few bullet points on important SD news)**

We are looking forward to competing with the Hydrofoilers and the Wakeboarders in the upcoming Wake sports event in April.



## NCWSA - USAWSWS Report from 2022

Submitted By: Christy Kingsmill

### Membership and Stats

	2021	2022	↓↑
Unique Skiers	1003	1085	↑
Teams	54	52	↓
SAC Teams	9	7	↓
MW Teams	29	29	same
SC Teams	8	8	same
West Teams	8	8	same
SAC Skiers	128	131	↑
MW Skiers	637	628	↓
SC Skiers	132	140	↑
West Skiers	106	186	↑

Working on gaining new teams by using buddy systems to help smaller teams start up! Teams only need one person to compete! Many teams are seeing the financial burdens rising.

Iowa State University has told the team that due to risk assessment they are not allowed to compete any longer. NCWSA and Risk Assessment are still working with the team and university to try to get the decision overturned.

#### **Nationals 2022: San Marcos River Ranch in San Marcos, TX**

*Great turn out from teams and alumni! Site saw many costs go up for all aspects of the tournament so NCWSA helped pay for those costs by waiving our \$5 per skier and found additional sponsors.*

#### **All-stars 2022: Skyview Lakes Harmony, NC**

*The Midwest Region won!*

## **Awards**

Male Outstanding Leader of the Year  
Gage Jarvis - Arizona State University

Female Outstanding Leader of the Year  
Alyssa Hindon - Kansas University

Male Athlete of the Year  
Will Roberts - Alabama

Female Athlete of the Year  
Kristen Baldwin - Arizona State University

Team of the Year  
Arizona State University (2nd Year in a Row)

Wisconsin Water Ski Team Member Grace Stanke won Miss America this year!

**Nationals 2023:** This event will be held at **Bennetts in Zachary, LA Oct 26th-28th**  
*With the scheduling of Worlds during our normal time for our national championships, we had to get creative with bids and sites.*

**All-stars 2023:** This event will be held at **Stevenson's Ski Ranch in Conroe, TX May 20-21**

**Bids for 2024 All Stars are secured but still in discussion with sites for 2024 Nationals.**

**Worlds:** Currently no site confirmed

**Hall of Fame:** Inducted Jeff Surdej and Gordan Hall



# Sport Discipline Report

## 2022 in Review

- 15 tournaments and 12,620 rides.
- Aquanut Water Shows of Twin Lakes, Wisconsin, won the Division I National Show Ski Championships held in Loves Park, Illinois.
- Silver Lake Water Ski Show Team of Fenton, Michigan won the Division II National Show Ski Championship held in Rock Island, Illinois.
- Brea Imse of Wonder Lake, Illinois, won the Willa Cook Female MVP Award and Cody Coffey of Medinah, Illinois, won the Skip Gilkerson Male MVP Award at the Division I National Show Ski Championships.

# Recognition

- Doug Ribley as Honorary National Director.
- Jeff Henke as Official of the Year.
- Carter and Derek Buchman as Volunteers of the Year.
- Craig Planton, Noah Leach, and Liam Klotzbach for the “That’s Incredible Award.”
- Brea Imse as Female Athlete of the Year.
- Cody Coffey as Male Athlete of the Year.
- Aquanut Water Shows as Club of the Year.
- Polk County Tourism & Sports Marketing and Cypress Gardens Water Ski Show Team for President’s Awards.

**NSSA**  
NATIONAL SHOW SKI ASSOCIATION

**2023**  
**SCHEDULE**

THINK TANK CHULA VISTA RESORT	3/3 - 3/5
CITY OF LAKES WARSAW, IN	6/17-6/18
MERCHEN CREEK ILL	6/24
SOUTHERN REGIONALS SARASOTA, FL	6/24 - 6/25
CENTRAL REGIONALS WARSAW, IN	7/8 - 7/9
WI STATE CHAMPIONSHIPS WISCONSIN RAPIDS, WI	7/20 - 7/23
MIDWEST REGIONALS WATERLOO, IA	7/28 - 7/30
EASTERN REGIONALS NORTHAMPTON, MA	7/29 - 7/30
D2 SHOW SKI CHAMPIONSHIPS LOVES PARK, IL	8/4 - 8/6
INDMAR D1 SHOW SKI CHAMPIONSHIPS WARSAW, IN	8-11 - 8/13

# 2023 Managing Points

- Live our core values
- Engage the membership
- Strive to reduce friction for members
- Embrace technology and change
- Focus on membership growth
- Innovate to advance the sport

NSSA BOD to be servant leaders – unselfish mindset in order to focus on the growth and development of the membership in pursuit of organizational objectives. Put the needs of others first and help people develop and perform as highly as possible.

## News & Notes

- Awarded bid for 2024 Division II National Show Ski Championships to the Shawano Ski Sharks of Shawano, Wisconsin.
- Awarded bid for 2024 Division I National Show Ski Championships to the Ski Broncs of Loves Park, Illinois.
- Awarded bid for 2025 Division I National Show Ski Championships to the Rock Aqua Jays of Janesville, Wisconsin, in celebration of the 50th anniversary of the competition, first held at the same site.





## **USA WATER SKI & WAKE SPORTS WINTER BOARD MEETING REPORT** **January 2023**

Post Covid, NWSRA ran a full schedule of events in 2022 (for the first time in 3 years) with no postponements or cancellations. Membership and participation appear to be on the slight upswing.

### **NEW RACE FORMAT A SUCCESS**

A new and revised format of races was introduced in 2022 which was met with apprehension, but ultimately led to some great success. The new format showcased a greater variety of classes and race structure. The new format included maximum speed based races to create more comparative competition. Additional races for select age groups and unlimited races for the top men and women provided a well-rounded selection of classes.

### **US OPEN CONTINUES TO SHINE & HIGHLIGHTS THE SEASON**

The 2022 US Open Water Ski Racing National Championships was held at Buena Vista Aquatic Recreation Area in Bakersfield, CA in October. The event was the highlight of the season and continues to be a strong event both in participation and enthusiasm.

### **KLEE, CHESHIER AND FREDERICK RECEIVE SKI RACING HONORS**

Congratulations to Matthew Klee for being named NWSRA Athlete of the Year, Ty Cheshier chosen as Most Improved and Levi Frederick who received the President's Award for outstanding contributions on and off the race course. Three very deserving skiers.

### **DUSTY SCHULZ NAMED TO IWWF HALL OF FAME**

Congratulations to long time competitor, official and ski racing extraordinaire Dusty Schulz who was selected to the IWWF Hall of Fame. This follows Dusty's USAWS Award of Merit award back in 2018. While never a skier, Dusty has contributed a tremendous amount to the sport as not only a competitive observer but more importantly as an official, committee chairman, officer, racing council representative, event organizer and much more. This was a long overdue recognition and we couldn't be happier.

### **2023 WORLD WATER SKI RACING CHAMPIONSHIPS UNDETERMINED**

Following the cancellation of the 2021 World Championships, there has been much anticipation of a 2023 event. However, the lone letter of interest from the United States was withdrawn in the fall of 2022 due to several logistical and financial issues. Australia has asked for and been granted an extended timeline until the end of January to research the possibility of hosting the event in November. As of this writing, no word as of yet.

### **2023 SEASON**

The 2023 season is set to kick off at Lake Havasu, AZ in March. NWSRA is returning to a site on the lake which has hosted plenty of ski racing in the past, but nothing in recent years. However, due to the uncertainty of a pending world championships, the format of races is yet to be determined and may have to be altered to accommodate potential team selection if necessary.

### **2023 BOARD**

Pending as of the writing of this report.



USA Adaptive Water Ski & Wake Sports Yearly Report  
January 10, 2023  
Re: USA-WSWS BOD

USA-AWSWS enjoyed a successful ski season in 2022. After a few missed seasons due to the global pandemic, we were able to host the Barbara Bolding/Jim Grew National Championships/Team Trials in September 2022 in Paducah, Kentucky. The event was a great success as we welcomed many new skiers and several Canadian athletes as well. Additionally, national and world records were set at the event. The 2023 US Adaptive Team was selected and will be lead by Jessica Van Dyk (Manager), Sue Richey (Assistant Manager), and Brian Detrick (Coach) to compete at the 2023 IWWF World Disabled Water Ski Championships, to be held at Shortline lake in Elk Grove, California September 14-21, 2023.

We were fortunate to be a part of the Department of Veteran Affairs Grant that Nate Boudreaux, Molly Crumb, and Frances Buchanan put together. We worked diligently together to provide equipment and funding for 11 organizations around the country to host several military water ski days to support our veterans. We had some learning experiences but overall it was a smashing success and we look forward to many more opportunities like this in the near future. The grant totaled \$335,000, to be divided among eleven clinics. The funds paid for new equipment to host veteran clinics, and provided ten competitive athletes with \$9500 worth of equipment each. What a wonderful way to serve our veterans and promote the sport of water skiing! We thank all those involved in making this project successful.

During the 2022 season we had 2 members of USA-AWSWS be inducted into the Hall of Fame. Joe Ray (MP2) of Alabama was inducted into the USA Water Ski Hall of Fame in May and Bill Furbish (MP1) of Atlanta, Georgia was inducted into the IWWF International Hall of Fame in April. We are also excited to share that Anne O'Brine of Winter Haven, Florida, and Royce Andes, California), are the 2023 inductees into the IWWF International Hall of Fame. Royce's induction is as a pioneer of the sport; he is unequivocally the godfather of adaptive water skiing. Anne is being inducted as an

athlete for her on the water accomplishments. Our only regret is that the awards are in memoriam and the deserving recipients aren't aware of the honors bestowed upon them.

We look forward to supporting our 2023 US Adaptive Team and continuing our push to provide informational and educational support for all adaptive towed water sports.

We hope that 2023 brings everyone healthy, active, days out on the water. Thanks go to USA-WSWS, it's Executive Committee and HQ support staff for all their hard work. We truly appreciate all that you do!

Gratefully,

Matthew Oberholtz,  
President USA-AWSWS



## Report from the President

December 16th, 2022

The American Water Ski Association (AWSA) ended 2022 with 6,706 members, an increase of 322 members from 2021; of this, 137 digital memberships originated through the ski and boat company campaign. The Nationals Championships, held in Maize, Kansas, was a huge success due to the hard work of the Mystic Lakes Ski Club. Congratulations!

In 2023, the National Championship will return to Okeeheelee Park in West Palm Beach, Florida. I would like to thank Charlotte Melcher and the Ski Club of the Palm Beaches for working with AWSA on scheduling. Their flexibility and attention to detail positions us to complete the tournament in four days. We have a tentative bid for the 2024 and 2025 National Championships from Paradise Lakes in Bakersfield, California, the site of several past Nationals.

A summary of major events can be found below. Some highlights include:

- Our three major pro tournaments (Masters, Mastercraft Pro, and Malibu Open) were very successful this year; we expect they will continue in 2023.
- It has been a long time coming, but the rights to the U.S. Open are now the property of AWSA. We will explore sanctioning this event with interested sponsors in 2023.
- The 2023 Open World Championship will return to Sunset Lakes in Groveland, Florida.

Tournament	Location	Date
2023 Masters	Callaway Gardens, Pine Mountain, Georgia	May 26th - 28th, 2023
2023 Junior U.S. Open	Mystic Lakes, Maize, Kansas	June 24th - 25th, 2023
2023 National Championship	Okeeheelee Park, West Palm Beach, Florida	August 8th - 12th, 2023
2023 Mastercraft Pro	Lake Grew, Polk City, Florida	September 2023
2023 Malibu Open	Lymanland USA, Tuscaloosa, Alabama	September 15th - 16th, 2023
2023 Open World Championship	Sunset Lakes, Groveland, Florida	October 8th - 15th, 2023
2024 Junior U.S. Open	San Marcos River Ranch, Martindale, Texas	June 2024
2025 Junior U.S. Open	Stillwater, Oconomowoc, Wisconsin	June 2025



USA-WSWS agreed to return proceeds from the AWSA boat test to AWSA beginning in December of 2022. These funds are earmarked for several projects, including funding our U.S. Teams, Nationals' webcast, and enhanced junior development clinics.

Regarding funding, we are currently in the process of restructuring the Nationals' payout for the LOCs. The National Championship bid contract forms will be made available to the Board at the January meeting.

We have two new committee chairs – Chris Eller replaced Greg Badal as Chair of the Drivers Committee, and Jim Powell replaced Hank Longo as Chair of the Announcers Committee. Dennis Downes is now Chairman of the Board of AWSA. Darren Janzig is now Executive Vice President (EVP) of the Midwest Region. All other EVPs remain the same. To all the committee members, committee chairs, and EVPs, I appreciate your hard work.

AWSA approached an individual about running our social media platforms for a small fee. This is an area in which we have been lacking and is an opportunity for improvement.

Projects for 2023 and beyond:

- Identify new host sites for the National Championships.
- Acquire non endemic sponsors.
- Clarify nationality status for all U.S. Teams.
- Secure a permanent spot for USA-WSWS/AWSA on the Pan American council. This will give AWSA consistent input at the decision making level.
- Secure additional presence on USA-WSWS committees.

It is going to be a great year. Thank you for all you do to support and further our sport.

Lyman Hardy

President, American Water Ski Association

# 2023 USA Water Ski & Wake Sports Sport Discipline Funding

**12/31/2022 FINAL**

Total Funding Pool = **\$70,161**      \$5.30      **13,169** Active Members = \$69,796 All Active (excl. 35 WKS membs)  
 \$1.40      **261** Ind Supporting Members = \$365 Excl 137 SD & 25 WKS members)  
\$70,161

	<b>12/31/2022</b>		<b>55%</b>	<b>2023</b>	<b>33%</b>	<b>Act. Mem</b>	<b>12%</b>		<b>12/31/2017</b>
	<b># of Active</b>	<b>% of Active</b>	<b>Alloc. Based</b>	<b>Avg. # of</b>	<b>Alloc. Based on</b>	<b>Growth</b>	<b>Alloc. Based</b>	<b>Total</b>	<b>2017 Active</b>
	<b>Members</b>	<b>Members</b>	<b>on % of Membership</b>	<b>Participants/Yr</b>	<b># of Participants</b>	<b>('17-'22)</b>	<b>on 5-Yr.</b>		<b>Memb.</b>
ABC	292	2.217%	\$ 856	8.50	\$ 1,600	0	\$ -	\$ 2,456	371
AKA	27	0.205%	\$ 79	0.00	\$ -	0	\$ -	\$ 79	126
AWSA	6111	46.404%	\$ 17,907	50.25	\$ 9,459	0	\$ -	\$ 27,366	6229
NCWSA	808	6.136%	\$ 2,368	4.00	\$ 753	0	\$ -	\$ 3,121	853
NP	8	0.061%	\$ -	0.00	\$ -	0	\$ -	\$ -	129
NSSA	5392	40.945%	\$ 15,800	20.00	\$ 3,765	0	\$ -	\$ 19,565	5582
NWSRA	149	1.131%	\$ 437	17.50	\$ 3,294	0	\$ -	\$ 3,731	268
USHA	21	0.159%	\$ 62	0.00	\$ -	0	\$ -	\$ 62	62
USA-WB	224	1.701%	\$ 656	14.25	\$ 2,682	0	\$ -	\$ 3,339	461
WSDA	137	1.040%	\$ 401	8.50	\$ 1,600	45	\$ 2,250	\$ 4,251	92
	<b>13,169</b>	<b>100%</b>	<b>\$ 38,565</b>	<b>123.00</b>	<b>\$ 23,153</b>	<b>45</b>	<b>\$ 2,250</b>	<b>\$ 63,968</b>	<b>14,173</b>

**updated int'l #s  
1/1/2023**

DATE	MEDIA	COVERAGE	LINK TO ARTICLE
January	Lancaster (PA) Online	Group Goes On Annual New Year's Day Barefoot Water Ski Outing	<a href="https://www.google.com/url?rct=i&amp;sa=t&amp;url=https://lancasteronline.com/news/2022/01/06/group-goes-on-annual-new-years-day-barefoot-water-ski-outing-2022-01-06-clubs-lake-to-chilly-cl-polar-bear-water-100-years-later-the-impact-of-water-skiing-on-ohio-and-sunshine-state-continues">https://www.google.com/url?rct=i&amp;sa=t&amp;url=https://lancasteronline.com/news/2022/01/06/group-goes-on-annual-new-years-day-barefoot-water-ski-outing-2022-01-06-clubs-lake-to-chilly-cl-polar-bear-water-100-years-later-the-impact-of-water-skiing-on-ohio-and-sunshine-state-continues</a>
January	FOX 9 KMSP Minnesota	New Year's Day: A Perfect Day To Water Ski?	<a href="https://www.fox9.com/video/1018804">https://www.fox9.com/video/1018804</a>
January	SpotOnFlorida.com	Winter Haven, Fla.: Water Ski Capital of the World	<a href="https://spotonflorida.com/fl-blog-entertainment/fl-to-do-3401256/winter-haven-fla-water-ski-capital-of-the-world">https://spotonflorida.com/fl-blog-entertainment/fl-to-do-3401256/winter-haven-fla-water-ski-capital-of-the-world</a>
January	BoatingIndustry.com	2021 Best In Class: Best Industry Advocate: Silver Spray Sports	<a href="https://boatingindustry.com/features/2022/01/03/2021-best-in-class-best-advocate-silver-spray-sports">https://boatingindustry.com/features/2022/01/03/2021-best-in-class-best-advocate-silver-spray-sports</a>
January	Kenyon (Minn.) Leader	Belcher Family Gets Into Chain of Records Event In Florida	<a href="https://www.southernminn.com/the-kenyon-leader/news/article_d80768">https://www.southernminn.com/the-kenyon-leader/news/article_d80768</a>
January	Sidney (Ohio) Daily News	100 Years Later, Impact of Water Skiing on Ohio and Sunshine State Continues	<a href="https://www.sidneydailynews.com/opinion/columnists/213180/100-years-later-impact-of-water-skiing-on-ohio-and-sunshine-state-continues">https://www.sidneydailynews.com/opinion/columnists/213180/100-years-later-impact-of-water-skiing-on-ohio-and-sunshine-state-continues</a>
January	SmithMountainLake.com (VA)	Skiers Celebrate The New Year On The Lake	<a href="https://smithmountainlake.com/news/local/skiers-celebrate-the-new-year-on-the-lake">https://smithmountainlake.com/news/local/skiers-celebrate-the-new-year-on-the-lake</a>
January	WIFR 23 Rockford, IL	Shorewood Park, Home Of The Ski Broncs, To See Almost \$1 Million In Upgrades By 2023	<a href="https://www.wifr.com/2022/01/06/shorewood-park-expected-get-some-upgrades-by-2023">https://www.wifr.com/2022/01/06/shorewood-park-expected-get-some-upgrades-by-2023</a>
January	The Friday Flyer (Canyon Lake, CA)	Canyon Lake Ski Club Take to Chilly CL Polar Bear Water	<a href="https://fridayflyer.com/article/2022-01-06/clubs-lake-to-chilly-cl-polar-bear-water">https://fridayflyer.com/article/2022-01-06/clubs-lake-to-chilly-cl-polar-bear-water</a>
January	SpotOnFlorida.com (SouthernBoating.com)	100 years later, the Impact Of Water Skiing On The Nation	<a href="https://spotonflorida.com/north-central-florida/3415639/100-years-later-the-impact-of-water-skiing-on-the-nation">https://spotonflorida.com/north-central-florida/3415639/100-years-later-the-impact-of-water-skiing-on-the-nation</a>
January	OpenPR.com	Participation In Beginner Kneboarding Is Increasing	<a href="https://www.openpr.com/news/2526997/the-participation-of-beginners-in-kneboarding-is-increasing">https://www.openpr.com/news/2526997/the-participation-of-beginners-in-kneboarding-is-increasing</a>
January	Wisconsin Rapids City Times	Aqua Skiers to Kick Off 2022 Season	<a href="https://wrcitytimes.com/2022/01/17/aqua-skiers-to-kick-off-2022-season">https://wrcitytimes.com/2022/01/17/aqua-skiers-to-kick-off-2022-season</a>
January	OnFocus.com	Aqua Skiers to Kick Off 2022 Season	<a href="https://www.onfocus.news/aqua-skiers-show-team-kicking-off-2022">https://www.onfocus.news/aqua-skiers-show-team-kicking-off-2022</a>
January	TheTravel.com	The Most Extreme Sports To Try Around the World In 2022 - Barefooting, Kneboarding, Wakeboard	<a href="https://www.thetravel.com/extreme-water-sports-to-try-around-the-world-in-2022-barefooting-kneboarding-wakeboard">https://www.thetravel.com/extreme-water-sports-to-try-around-the-world-in-2022-barefooting-kneboarding-wakeboard</a>
January	NBC 4 Milwaukee	Former Min-Aqua Bat Looks To Bring home Gold with Team USA Winter Olympics	<a href="https://www.tmj4.com/sports/olympics/minocqua-cross-country-skier-brings-home-gold-with-team-usa-winter-olympics">https://www.tmj4.com/sports/olympics/minocqua-cross-country-skier-brings-home-gold-with-team-usa-winter-olympics</a>
February	Yellow Hammer News	World Games Will Showcase Alabama	<a href="https://yellowhammernews.com/flowers-2022-world-games-will-showcase-alabama">https://yellowhammernews.com/flowers-2022-world-games-will-showcase-alabama</a>
February	Denver Gazette	MasterCraft and Illmore Announce World's Most Powerful Engine	<a href="https://denvergazette.com/ap/lifestyles/mastercraft-boat-company-and-illmore-announce-worlds-most-powerful-engine">https://denvergazette.com/ap/lifestyles/mastercraft-boat-company-and-illmore-announce-worlds-most-powerful-engine</a>
February	Motorbiscuit.com	Tubing Likely to Result In Severe Injury More Than Water Skiing and Wakeboarding	<a href="https://www.motorbiscuit.com/lubing-likely-result-severe-injury">https://www.motorbiscuit.com/lubing-likely-result-severe-injury</a>
March	Local 6 (CBS) Orlando	Cypress Gardens Water Ski Team Continues Tradition; 100 years of Sport	<a href="https://www.clickorlando.com/news/local/2022/03/02/cypress-gardens-water-ski-team-continues-tradition-100-years-of-sport">https://www.clickorlando.com/news/local/2022/03/02/cypress-gardens-water-ski-team-continues-tradition-100-years-of-sport</a>
March	The Free Lance-Star (Fredericksburg, VA)	82-Year-Old Water Skier Is "A Tom Brady, Only Older"	<a href="https://fredericksburg.com/lifestyles/82-year-old-water-ski-is-a-tom-brady-only-older">https://fredericksburg.com/lifestyles/82-year-old-water-ski-is-a-tom-brady-only-older</a>
March	Post Bulletin Rochester, Minn.)	Start Planning Now For A Big Summer In Lake City	<a href="https://www.postbulletin.com/lifestyle/arts-and-entertainment/start-planning-now-for-a-big-summer-in-lake-city">https://www.postbulletin.com/lifestyle/arts-and-entertainment/start-planning-now-for-a-big-summer-in-lake-city</a>
March	Southern Living	Winter Haven Offers A Unique Florida Adventure	<a href="https://www.southernliving.com/travel/florida/winter-haven-fl">https://www.southernliving.com/travel/florida/winter-haven-fl</a>
March	Stevens Point (Wis.) News	Aqua Skiers Win Award For Best Event Shows	<a href="https://www.stevenspointnews.com/2022/03/12/aqua-skiers-received-award-for-best-event-shows">https://www.stevenspointnews.com/2022/03/12/aqua-skiers-received-award-for-best-event-shows</a>
March	WFRV (Green Bay, Wis.)	Only In Wisconsin: People Are Water Skiing And Ice Fishing On The Same Lake	<a href="https://www.weargreenbay.com/news/local-news/only-in-wisconsin-people-are-water-skiing-and-ice-fishing-on-the-same-lake">https://www.weargreenbay.com/news/local-news/only-in-wisconsin-people-are-water-skiing-and-ice-fishing-on-the-same-lake</a>
March	Dothan (Ala.) Eagle	Dothan Wakeboarder Mary Morgan Howell Wins In Australia	<a href="https://dothan.eagle.com/sports/local/dothan-wakeboarder-mary-morgan-howell-wins-in-australia">https://dothan.eagle.com/sports/local/dothan-wakeboarder-mary-morgan-howell-wins-in-australia</a>
April	KEYC News Now (MN)	Morgan Native MJ Buckley Setting Records In Hydrofiling	<a href="https://www.keyc.com/2022/04/07/morgan-native-setting-records-in-hydrofiling">https://www.keyc.com/2022/04/07/morgan-native-setting-records-in-hydrofiling</a>
April	Yahoo News	Lake City, Minn., to Celebrate 100 Years of Water Skiing	<a href="https://news.yahoo.com/lake-city-celebrating-100th-anniversary">https://news.yahoo.com/lake-city-celebrating-100th-anniversary</a>
April	Post Bulletin (Lake City, Minn.)	Lake City Celebrating 100th Anniversary of Water Skiing With Ralph Samuelson Statue	<a href="https://www.postbulletin.com/news/local/lake-city-celebrating-100th-anniversary">https://www.postbulletin.com/news/local/lake-city-celebrating-100th-anniversary</a>
April	BlackSwanZine.com	Kneboard Market To Register Moderate CAGR Growth During 2021-2031	<a href="https://www.google.com/url?rct=i&amp;sa=t&amp;url=https://blackswanzine.com/kneboard-market-to-register-moderate-cagr-growth-during-2021-2031">https://www.google.com/url?rct=i&amp;sa=t&amp;url=https://blackswanzine.com/kneboard-market-to-register-moderate-cagr-growth-during-2021-2031</a>
April	Bellevue (Iowa) Herald-Leader	Ski Bellevue Sets 2022 Show Schedule	<a href="https://www.bellevueheraldleader.com/news/ski-bellevue-sets-2022-show-schedule">https://www.bellevueheraldleader.com/news/ski-bellevue-sets-2022-show-schedule</a>
April	Growing Bolder Podcast	U.S. Barefoot Athlete Joe Knapp	<a href="https://growingbolder.com/joe-knapp">https://growingbolder.com/joe-knapp</a>
April	Growing Bolder Podcast	U.S. Water Ski Athlete Leza Harrison	<a href="https://growingbolder.com/leza-harrison">https://growingbolder.com/leza-harrison</a>
April	The Friday Flyer (Canyon Lake, CA)	Finally... Ski Club Able to hold Banquet	<a href="https://fridayflyer.com/article/2022-04-22/finally-ski-club-able-to-hold-banquet">https://fridayflyer.com/article/2022-04-22/finally-ski-club-able-to-hold-banquet</a>
April	UMSL Daily	Doctoral Candidate Lauren Morgan Balances Criminal Justice Research With Water Ski Training	<a href="https://blogs.umsl.edu/news/2022/04/25/doctoral-candidate-lauren-morgan-balances-criminal-justice-research-with-water-ski-training">https://blogs.umsl.edu/news/2022/04/25/doctoral-candidate-lauren-morgan-balances-criminal-justice-research-with-water-ski-training</a>
May	Community Radio Exchange	Nate Boudreaux Interview on Adaptive Water Skiing	<a href="https://previous.ncra.ca/dsp/ProgramDetail.cfm?programID=268822">https://previous.ncra.ca/dsp/ProgramDetail.cfm?programID=268822</a>
May	White Bear Press (Minn.)	Sport of Water Skiing Celebrates 100 Years	<a href="https://www.presspubs.com/white_bear/news/sport-of-water-skiing">https://www.presspubs.com/white_bear/news/sport-of-water-skiing</a>
May	WVUA-23	World Champion water skier Graduates From Alabama	<a href="https://www.wvua23.com/world-champion-water-ski-graduates-from-alabama">https://www.wvua23.com/world-champion-water-ski-graduates-from-alabama</a>
May	Yahoo Finance	JL Audio Sponsors Nautique Masters	<a href="https://finance.yahoo.com/news/jl-audio-sponsors-2022-nautique-masters">https://finance.yahoo.com/news/jl-audio-sponsors-2022-nautique-masters</a>
May	Journal Times (Burlington, WI)	Browns Lake Aquaducks Season to Begin	<a href="https://journaltimes.com/browns-lake-aquadducks-season-to-begin">https://journaltimes.com/browns-lake-aquadducks-season-to-begin</a>
May	Palm Beach Post	County Accepts Settlement Offer From Developer On Illegal Lake Construction	<a href="https://www.palmbeachpost.com/news/county-accepts-settlement-offer-from-developer-on-illegal-lake-construction">https://www.palmbeachpost.com/news/county-accepts-settlement-offer-from-developer-on-illegal-lake-construction</a>
May	WTVM (Columbus, Ga.)	Callaway Gardens Hosting 62nd Masters	<a href="https://www.wtvm.com/2022/05/28/callaway-resort-gardens-hosting-62nd-masters">https://www.wtvm.com/2022/05/28/callaway-resort-gardens-hosting-62nd-masters</a>
May	West Central (Minn.) Tribune	Excitement In Its Wake: Little Crow Ski Team Begins Season On June 3	<a href="https://www.wctrib.com/news/local/excitement-in-its-wake-little-crow-ski-team-begins-season-on-june-3">https://www.wctrib.com/news/local/excitement-in-its-wake-little-crow-ski-team-begins-season-on-june-3</a>
May	WQAD	Backwater Gamblers Kick Off 43rd Season	<a href="https://www.wqad.com/article/news/local/backwater-gamblers-water-ski-club-welcomes-backwater-gamblers">https://www.wqad.com/article/news/local/backwater-gamblers-water-ski-club-welcomes-backwater-gamblers</a>
May	WJFW	Kwahamot Water Ski Club Welcomes Fans To Season-Opening Show	<a href="https://www.wjfw.com/news/local/kwahamot-water-ski-club-welcomes-fans-to-season-opening-show">https://www.wjfw.com/news/local/kwahamot-water-ski-club-welcomes-fans-to-season-opening-show</a>
June	LaGrange (Ga.) Daily News	Callaway Gardens Hosting 62nd Masters	<a href="https://www.lagrangenews.com/2022/05/31/callaway-gardens-hosts-62nd-masters">https://www.lagrangenews.com/2022/05/31/callaway-gardens-hosts-62nd-masters</a>
June	Dothan (Ala.) Eagle	Mary Morgan Howell Wins Masters Wakeboarding Title	<a href="https://dothan.eagle.com/sports/professional/dothan-wakeboarder-mary-morgan-howell-wins-masters-wakeboarding-title">https://dothan.eagle.com/sports/professional/dothan-wakeboarder-mary-morgan-howell-wins-masters-wakeboarding-title</a>
June	Lakeland Boating Magazine	The 100 Year Story of Water Skiing - June 2022 Issue of Lakeland Boating Magazine	<a href="https://www.lakelandboating.com/100-years-of-water-skiing">https://www.lakelandboating.com/100-years-of-water-skiing</a>
June	Milwaukee Magazine	Check Out these Local Water Ski Teams	<a href="https://www.milwaukee.com/news/local/water-ski-teams">https://www.milwaukee.com/news/local/water-ski-teams</a>
June	Muskegon (Mich.) Live	Grand City Show Skiers Find New Home To Practice	<a href="https://www.mlive.com/news/muskegon/2022/06/grand-city-show-skiers-find-new-home-to-practice">https://www.mlive.com/news/muskegon/2022/06/grand-city-show-skiers-find-new-home-to-practice</a>
June	Beloit (Wis.) Daily News	Rock Aqua Jays Open 2022 Summer Season	<a href="https://www.beloitdailynews.com/news/local/aqua-jays-opens-its-2022-summer-season">https://www.beloitdailynews.com/news/local/aqua-jays-opens-its-2022-summer-season</a>
June	Minneapolis Star Tribune	Lake City Will Honor Man Who Created Water Skiing On Lake Pepin 100 Years Ago	<a href="https://www.startribune.com/lake-city-will-honor-man-who-created-water-skiing-on-lake-pepin-100-years-ago">https://www.startribune.com/lake-city-will-honor-man-who-created-water-skiing-on-lake-pepin-100-years-ago</a>
June	CBS19 News (Charlottesville, Va.)	Local Woman Reflects On Water Skiing's Impact On Her Life	<a href="https://www.cbs19news.com/story/46626500/peace-love-and-water-skiing">https://www.cbs19news.com/story/46626500/peace-love-and-water-skiing</a>
June	West Central (Minn.) Tribune	Little Crow ski Team Returns To Area Waters For Summer Season	<a href="https://www.wctrib.com/news/local/little-crow-ski-team-returns-to-area-waters-for-summer-season">https://www.wctrib.com/news/local/little-crow-ski-team-returns-to-area-waters-for-summer-season</a>
June	White Bear Press (Minn.)	Exhibit Celebrates 100 Year Anniversary Of Water Skiing	<a href="https://www.presspubs.com/white_bear/briefs/exhibit-celebrates-100-years-of-water-skiing">https://www.presspubs.com/white_bear/briefs/exhibit-celebrates-100-years-of-water-skiing</a>
June	Spectrum News (Worcester, Mass.)	Nipmuc Water Ski Club Hosts Free Get on the Water Learn To Ski Clinic	<a href="https://www.spectrumnews.com/ma/worcester/news/2022/06/12/nipmuc-water-ski-club-hosts-free-get-on-the-water-learn-to-ski-clinic">https://www.spectrumnews.com/ma/worcester/news/2022/06/12/nipmuc-water-ski-club-hosts-free-get-on-the-water-learn-to-ski-clinic</a>
June	Minot (S.D.) Daily News	Aberdeen Aqua Addicts host Learn to Ski Clinic	<a href="https://www.minotdailynews.com/news/local/news/2022/06/escape-to-the-lake">https://www.minotdailynews.com/news/local/news/2022/06/escape-to-the-lake</a>
June	The Advocate (Baton Rouge, La.)	Bennett's To Host LA Night Jump	<a href="https://www.theadvocate.com/baton_rouge/news/communities/zachary/a-la-night-jump">https://www.theadvocate.com/baton_rouge/news/communities/zachary/a-la-night-jump</a>
June	Detroit Lakes Tribune	Water Ski Club Will Make Splash In Honor Of Water Skiing's 100th Anniversary	<a href="https://www.dl-online.com/news/local/lake-water-ski-club-to-give-free-lessons">https://www.dl-online.com/news/local/lake-water-ski-club-to-give-free-lessons</a>
June	Albert Lea (MN) Tribune	National Wheelchair Camp Returns To Albert Lea With Learn To Water Ski Clinic	<a href="https://www.albertleatribune.com/2022/06/national-wheelchair-sports-camp-returns-to-albert-lea">https://www.albertleatribune.com/2022/06/national-wheelchair-sports-camp-returns-to-albert-lea</a>
June	WAFB (Baton Rouge)	The Bayou State's Only Water Sports Festival Makes Splash In Zachary	<a href="https://www.wafb.com/2022/06/17/bayou-states-only-water-sports-festival-makes-splash-in-zachary">https://www.wafb.com/2022/06/17/bayou-states-only-water-sports-festival-makes-splash-in-zachary</a>
June	WEAU	Adaptive Water Skiing Event Returns to La Crosse	<a href="https://www.wEAU.com/2022/06/17/adaptive-water-skiing-event-returns-to-la-crosse">https://www.wEAU.com/2022/06/17/adaptive-water-skiing-event-returns-to-la-crosse</a>
June	WXOW	Adaptive Skiers Spend the Day On The Black River	<a href="https://www.wxow.com/news/adaptive-skiers-spend-the-day-on-the-black-river">https://www.wxow.com/news/adaptive-skiers-spend-the-day-on-the-black-river</a>
June	WKBT	Adaptive Ski Day In La Crosse Gets People With Disabilities Out On The Water	<a href="https://www.wkbt.com/news/adaptive-ski-day-in-la-crosse-gets-people-with-disabilities-out-on-the-water">https://www.wkbt.com/news/adaptive-ski-day-in-la-crosse-gets-people-with-disabilities-out-on-the-water</a>
June	The Bemidji (WI) Pioneer	Summertime Favorites Return for Bemidji's 78th annual Water Carnival	<a href="https://www.bemidjipioneer.com/news/local/summertime-favorites-return-for-bemidji-s-78th-annual-water-carnival">https://www.bemidjipioneer.com/news/local/summertime-favorites-return-for-bemidji-s-78th-annual-water-carnival</a>
June	KXNET (North Dakota)	Event Offers Water Skiing to People With Disabilities	<a href="https://www.kxnet.com/news/local/news/event-offers-water-skiing-to-people-with-disabilities">https://www.kxnet.com/news/local/news/event-offers-water-skiing-to-people-with-disabilities</a>
June	The Advocate (Baton Rouge, La.)	LA Night Jam Photos	<a href="https://www.theadvocate.com/baton_rouge/multimedia/photos/collection-la-night-jam">https://www.theadvocate.com/baton_rouge/multimedia/photos/collection-la-night-jam</a>
June	WJFW (NBC12 Wausau)	Minaqua Bats Welcome Hundreds Of Fans During Busy Lakeland Area Weekend	<a href="https://www.wjfw.com/news/local/minaqua-bats-welcomes-hundreds-of-fans-during-busy-lakeland-area-weekend">https://www.wjfw.com/news/local/minaqua-bats-welcomes-hundreds-of-fans-during-busy-lakeland-area-weekend</a>
June	Boat U.S. News	Water Skiing Celebrates 100 Years	<a href="https://www.boatus.com/expert-advice/expert-advice-water-skiing-celebrates-100-years">https://www.boatus.com/expert-advice/expert-advice-water-skiing-celebrates-100-years</a>
June	YamahaOutboards.com	Three Keys To Becoming A Better Wake Sports Driver	<a href="https://www.yamahaoutboards.com/en-us/utility/blog/may-2022-(1)/three-keys-to-becoming-a-better-wake-sports-driver">https://www.yamahaoutboards.com/en-us/utility/blog/may-2022-(1)/three-keys-to-becoming-a-better-wake-sports-driver</a>
June	Post Bulletin (Lake City, Minn.)	Lake City Documentary On Father Of Water Skiing Gets Public Showing	<a href="https://www.postbulletin.com/news/local/lake-city-documentary-on-father-of-water-skiing">https://www.postbulletin.com/news/local/lake-city-documentary-on-father-of-water-skiing</a>
June	WAOV (ABC9 Wausau, Wis.)	Water Walkers Make Return After Title Winning Season In 2021	<a href="https://www.waov.com/townnews/sport/water-walkers-make-return-after-title-winning-season-in-2021">https://www.waov.com/townnews/sport/water-walkers-make-return-after-title-winning-season-in-2021</a>
June	Yahoo News	Lake City Documentary On Father Of Water Skiing Gets Public Showing	<a href="https://news.yahoo.com/lake-city-documentary-father-water-skiing">https://news.yahoo.com/lake-city-documentary-father-water-skiing</a>
June	Roanoke-Chowan News Herald	Beaver Lake Challenge Set For June 25-26	<a href="https://www.roanoke-chowannews.com/news/2022/06/21/beaver-lake-challenge-set-for-june-25-26">https://www.roanoke-chowannews.com/news/2022/06/21/beaver-lake-challenge-set-for-june-25-26</a>
June	Minneapolis-St. Paul Magazine	100 Years Of Water Skiing: Lake City Days	<a href="https://mstpomag.com/travel-and-visitors-guides/explore-min-grow-up-100-years-of-water-skiing">https://mstpomag.com/travel-and-visitors-guides/explore-min-grow-up-100-years-of-water-skiing</a>
June	KSTP CBS Channel 5 Minneapolis	Water Ski Days In Lake City, Minnesota	<a href="https://kstp.com/special-coverage/minnesota-live/water-ski-days-in-lake-city">https://kstp.com/special-coverage/minnesota-live/water-ski-days-in-lake-city</a>
June	KTTC NBC Minnesota	Lake City Celebrates 100 Years of Water Skiing	<a href="https://www.kttc.com/2022/06/23/lake-city-celebrates-100-years-150th">https://www.kttc.com/2022/06/23/lake-city-celebrates-100-years-150th</a>
June	Shaw Local News Network (Illinois)	Wonder Lake Ski Team Offers Clinics To Disabled Skiers Through NIRSA	<a href="https://www.shawlocal.com/northwest-herald/news/2022/06/23/wonder-lake-ski-team-offers-clinics-to-disabled-skiers-through-nirsa">https://www.shawlocal.com/northwest-herald/news/2022/06/23/wonder-lake-ski-team-offers-clinics-to-disabled-skiers-through-nirsa</a>
June	Spectrum News (Worcester, Mass.)	Webster Water Ski Collective Hosts 2nd Annual any, any disability Event	<a href="https://www.spectrumnews1.com/ma/worcester/news/2022/06/24/webster-water-ski-collective-hosts-2nd-annual-any-any-disability-event">https://www.spectrumnews1.com/ma/worcester/news/2022/06/24/webster-water-ski-collective-hosts-2nd-annual-any-any-disability-event</a>
June	Post Bulletin (Lake City, Minn.)	Lake City Celebrates Three Anniversaries This Year During Water Ski Days	<a href="https://www.postbulletin.com/news/local/lake-city-celebrates-three-anniversaries">https://www.postbulletin.com/news/local/lake-city-celebrates-three-anniversaries</a>
June	KTTC NBC Minnesota	Water Ski Show Caps Off Lake City Water Ski Days	<a href="https://www.kttc.com/2022/06/27/water-ski-show-caps-off-weekend">https://www.kttc.com/2022/06/27/water-ski-show-caps-off-weekend</a>
June	The Advocate (Baton Rouge, La.)	Tricks & Flips Highlight Recent LA Night Jam At Bennett's Ski School	<a href="https://www.theadvocate.com/baton_rouge/news/communities/zachary/a-la-night-jam">https://www.theadvocate.com/baton_rouge/news/communities/zachary/a-la-night-jam</a>
June	NBC15 Madison, Wis.	Rock Aqua Jays Among Four Summer Activities To Take In Janesville	<a href="https://www.nbc15.com/2022/06/27/four-summer-activities-making-way-to-janesville">https://www.nbc15.com/2022/06/27/four-summer-activities-making-way-to-janesville</a>
June	UnofficialNetworks.com	The Birthplace of Water Skiing May Surprise You	<a href="https://www.unofficialnetworks.com/2022/06/29/birthplace-of-water-skiing">https://www.unofficialnetworks.com/2022/06/29/birthplace-of-water-skiing</a>
June	Pioneer Press (Twin Cities, Minn.)	How A Pioneer Press Reporter Discovered The Inventor Of Water Skiing	<a href="https://www.pioneerpress.com/2022/06/30/inventor-of-water-skiing-pioneer-reporter">https://www.pioneerpress.com/2022/06/30/inventor-of-water-skiing-pioneer-reporter</a>
June	Shelby County (Ala.) Press	World Games To Bring Positive Economic Wave To City of Pelham	<a href="https://www.shelbycountyreporter.com/2022/06/30/world-games-to-bring-positive-economic-wave-to-city-of-pelham">https://www.shelbycountyreporter.com/2022/06/30/world-games-to-bring-positive-economic-wave-to-city-of-pelham</a>
June	Smithsonian Magazine	The Man Who Invented Water Skiing	<a href="https://www.smithsonianmag.com/smart-news/ralph-samuelson-the-man-who-invented-water-skiing">https://www.smithsonianmag.com/smart-news/ralph-samuelson-the-man-who-invented-water-skiing</a>
June	InsideHook.com	This Summer Water Skiing Celebrates 100 Years	<a href="https://www.insidehook.com/daily_brief/sports/water-skiing-turns-100">https://www.insidehook.com/daily_brief/sports/water-skiing-turns-100</a>
July	Perham (Minn.) Focus	Big Pine Lake To Host Free Learn To Ski Clinic	<a href="https://www.perhamfocus.com/news/local/free-learn-to-ski-comes-to-big-pine-lake">https://www.perhamfocus.com/news/local/free-learn-to-ski-comes-to-big-pine-lake</a>
July	Detroit Lakes (Minn.) Tribune	Big Pine Lake To Host Free Learn To Ski Clinic	<a href="https://www.dl-online.com/news/local/free-learn-to-ski-comes-to-big-pine-lake">https://www.dl-online.com/news/local/free-learn-to-ski-comes-to-big-pine-lake</a>
July	The Bemidji (WI) Pioneer	Hundreds Gather At Lake Bemidji Lakefront For Bald Eagle Water Ski Show	<a href="https://www.bemidjipioneer.com/news/local/hundreds-gather-at-lake-bemidji">https://www.bemidjipioneer.com/news/local/hundreds-gather-at-lake-bemidji</a>
July	FOX 13 Tampa	Get on the Water Program Helps Young Girls Build Confidence	<a href="https://www.fox13news.com/sports/get-on-the-water-program-helps-young-girls-build-confidence">https://www.fox13news.com/sports/get-on-the-water-program-helps-young-girls-build-confidence</a>
July	SpotOnFlorida.com	Get On the Water Program Helps Young Girls Build Confidence	<a href="https://spotonflorida.com/fl-sports/3915802/get-on-the-water-program-helps-young-girls-build-confidence">https://spotonflorida.com/fl-sports/3915802/get-on-the-water-program-helps-young-girls-build-confidence</a>
July	UpperMichiganSource.com	Wisconsin Water Ski Show Pushes Kids Out Of Their Comfort Zone	<a href="https://www.uppermichigansource.com/2022/07/07/wisconsin-water-ski-show-pushes-kids-out-of-their-comfort-zone">https://www.uppermichigansource.com/2022/07/07/wisconsin-water-ski-show-pushes-kids-out-of-their-comfort-zone</a>
July	Community Advocate (Marlborough, Mass.)	Water Skiers Celebrate Sport's 100th Anniversary On Fort Meadow Reservoir	<a href="https://www.communityadvocate.com/2022/07/07/skiing-is-a-big-part-of-summer">https://www.communityadvocate.com/2022/07/07/skiing-is-a-big-part-of-summer</a>
July	AL.com	World Games Close To Home for Water Ski Athletes	<a href="https://www.al.com/sports/2022/07/27/world-games-close-to-home-for-aqua-skiers">https://www.al.com/sports/2022/07/27/world-games-close-to-home-for-aqua-skiers</a>
July	ABC Action News (Tampa, FL)	Get On The Water Program Teaches Girls To Master Water Skiing	<a href="https://www.abcactionnews.com/news/region-polk/get-on-the-water-program-teaches-girls-to-master-water-skiing">https://www.abcactionnews.com/news/region-polk/get-on-the-water-program-teaches-girls-to-master-water-skiing</a>
July	Clayton (Ga.) Tribune	Ski Patriots Show Patriotism During 100th Anniversary Ski Show	<a href="https://www.thedaytribune.com/sports/newsletter/ski-patriots-show-patriotism">https://www.thedaytribune.com/sports/newsletter/ski-patriots-show-patriotism</a>
July	OnFocusNews.com (WI)	World's Largest water ski tournament Coming To Wisconsin Rapids' Wood Park	<a href="https://www.onfocus.news/worlds-largest-water-ski-show-tournament">https://www.onfocus.news/worlds-largest-water-ski-show-tournament</a>
July	Murray (Ky.) Ledger & Times	Collins Continues Dominance At State Water Ski Championships	<a href="https://www.murrayledger.com/sports/calloway-s-collins-continues-dominance">https://www.murrayledger.com/sports/calloway-s-collins-continues-dominance</a>
July	WFLA (NBC) Tampa	Tampa Bay Are Minority Girls Learn To Ski Thanks To USA-WSWV Funding Grant	<a href="https://www.wfla.com/news/tampabay-for-the-culture/tampa-bay-area-minority-girls-learn-to-ski-thanks-to-usa-wswv-funding-grant">https://www.wfla.com/news/tampabay-for-the-culture/tampa-bay-area-minority-girls-learn-to-ski-thanks-to-usa-wswv-funding-grant</a>
July	Alabama News Center	Former Alabama Water Skier Anna Gay Competing In World Games	<a href="https://alabamanewscenter.com/2022/07/14/former-university-of-alabama-water-ski-athlete-anna-gay-competing-in-world-games">https://alabamanewscenter.com/2022/07/14/former-university-of-alabama-water-ski-athlete-anna-gay-competing-in-world-games</a>
July	Mountain News (Lake Arrowhead, Calif.)	Lake Arrowhead Ski Club Celebrates 100 Years Of Water Skiing With First Race of Season	<a href="https://mountainnews.com/news/41460/celebrating-100-years-of-water-skiing">https://mountainnews.com/news/41460/celebrating-100-years-of-water-skiing</a>
July	Wisconsin Rapids Tribune	WI State Show Ski Championships Returns to Lake Wazeecha	<a href="https://www.wisconsinrapids.com/story/news/2022/07/15/wisconsin-rapids-water-ski-championships-returns-to-lake-wazeecha">https://www.wisconsinrapids.com/story/news/2022/07/15/wisconsin-rapids-water-ski-championships-returns-to-lake-wazeecha</a>
July	WJFW NBC Wisconsin	Kwahamot Water Ski Team Gears Up for Wisconsin State Tournament	<a href="https://www.wjfw.com/news/local/kwahamot-water-ski-club-gears-up-for-wisconsin-state-tournament">https://www.wjfw.com/news/local/kwahamot-water-ski-club-gears-up-for-wisconsin-state-tournament</a>
July	Paducah (Ky.) Sun	Kentucky Lake Ski Nuts Dominate Kentucky State Water Ski Championships	<a href="https://www.paduhasun.com/sports/kentucky-lake-ski-nuts-dominate">https://www.paduhasun.com/sports/kentucky-lake-ski-nuts-dominate</a>
July	La Crosse (WI) Tribune	River City Ski Team Celebrates 50 Years	<a href="https://www.lacrossetribune.com/news/local/river-city-water-ski-team-planes">https://www.lacrossetribune.com/news/local/river-city-water-ski-team-planes</a>
July	NewsMedia-Wi.com	Shawano Ski Sharks Hope To Continue Success At Wisconsin State	<a href="https://www.newsmedia-wi.com/category/shawano-leader-0">https://www.newsmedia-wi.com/category/shawano-leader-0</a>
July	WRBL (CBS) Alabama	Lauren Morgan: Scholar, Feminist And World Games Gold Medalist	

July	KAALTV-ABC 6 Rochester, Minn.	Albert Lea Water Ski Team Hosting Regional Tournament	<a href="https://www.kaaltv.com/albert-lea-minnesota-news/albert-lea-ski-team">https://www.kaaltv.com/albert-lea-minnesota-news/albert-lea-ski-team</a>
July	WAOW (ABC9 Wausau, Wis.)	State Water Ski Show Boosts Area Businesses	<a href="https://www.waow.com/news/state-water-ski-show-boosts-area">https://www.waow.com/news/state-water-ski-show-boosts-area</a>
July	Waden (Minn.) Pioneer Journal	Barefoot Water Skier Learns The Gold Medal Was In The Journey	<a href="https://www.wadenpi.com/news/local/gilman-learns-the-gold-medal-was">https://www.wadenpi.com/news/local/gilman-learns-the-gold-medal-was</a>
July	WSAW-TV CBST Wausau, Wis.	Lightning Delays Wisconsin State Show Ski Championships For Hours	<a href="https://www.wsaow.com/2022/07/24/lightning-delays-last-day-wisconsin">https://www.wsaow.com/2022/07/24/lightning-delays-last-day-wisconsin</a>
July	SpotOnFlorida.com	Polk County Skiers Shine At Florida State Championships	<a href="https://spotonflorida.com/central-florida/3957412/polk-county-water">https://spotonflorida.com/central-florida/3957412/polk-county-water</a>
July	WJFW NBC Wisconsin	Three Northwoods Teams Compete At Wisconsin State Show Ski Championships	<a href="https://www.wjfw.com/three-northwoods-teams-compete-in-state">https://www.wjfw.com/three-northwoods-teams-compete-in-state</a>
July	WSAU 550 AM	Large Crowds Expected At Wisconsin State Show Ski Championships	<a href="https://www.wsaou.com/2022/07/21/large-crowds-expected-for-state-water">https://www.wsaou.com/2022/07/21/large-crowds-expected-for-state-water</a>
July	Westoffthei.com	Aquanuts Take First At Wisconsin State Show Ski Championships	<a href="https://www.westoffthei.com/2022/07/28/aquanuts-take-first-at-2022">https://www.westoffthei.com/2022/07/28/aquanuts-take-first-at-2022</a>
July	Lake Geneva (Wis.) Regional News	July 30 Party Celebrates Aquanuts' Wisconsin State Title	<a href="https://www.lakegenevanews.net/entertainment/uly-30-party-celebrates">https://www.lakegenevanews.net/entertainment/uly-30-party-celebrates</a>
July	KWQC (Quad Cities NBC 6)	Backwater Gamblers To Host Show Ski National Championships	<a href="https://www.kwqc.com/2022/07/28/backwater-gamblers-host-show-ski">https://www.kwqc.com/2022/07/28/backwater-gamblers-host-show-ski</a>
July	WJFW NBC Wisconsin	Graceful Wakes Teaches Individuals With Disabilities How to Water Ski	<a href="https://www.wjfw.com/news/local/graceful-wakes-teaches-individuals">https://www.wjfw.com/news/local/graceful-wakes-teaches-individuals</a>
July	Western Massachusetts News	Eastern Regional Show Ski Championships Continues For Second Day	<a href="https://www.westernmassnews.com/2022/08/01/eastern-regional-ski-show">https://www.westernmassnews.com/2022/08/01/eastern-regional-ski-show</a>
August	Kenosha (Wis.) News	Aquanuts Celebrate Wisconsin State Title, 50 Years Of Skiing With Show In Twin Lakes	<a href="https://www.kenoshanews.com/aquanuts-celebrate-state-title-and-50th">https://www.kenoshanews.com/aquanuts-celebrate-state-title-and-50th</a>
August	Boston Globe	Hanover's Collin Frucci Riding Wave Of Momentum Into Water Ski National Championships	<a href="https://www.bostonglobe.com/2022/08/02/sports/hanovers-collin-frucci-is">https://www.bostonglobe.com/2022/08/02/sports/hanovers-collin-frucci-is</a>
August	Albert Lea (MN) Tribune	Edgewater Bay Hosts Regional Show Ski Championships	<a href="https://www.alberteatribune.com/2022/08/edgewater-bay-hosts-regional">https://www.alberteatribune.com/2022/08/edgewater-bay-hosts-regional</a>
August	FOX 39 Illinois	Byron Twins Headed To Water Ski Nationals	<a href="https://www.fox39.com/news/local/sports/byron-twins-headed-to">https://www.fox39.com/news/local/sports/byron-twins-headed-to</a>
August	The Friday Flyer (Canyon Lake, CA)	Ski Club Dominates At Western Regionals	<a href="https://fridayflyer.com/article/2022-08-05/ski-club-dominates-western">https://fridayflyer.com/article/2022-08-05/ski-club-dominates-western</a>
August	WXPR (Rhinelander, Wis.)	Chain Skimmers Bring Home State Titles	<a href="https://www.wxpr.org/outdoors-leisure-and-sports/2022-08-05-the-chain">https://www.wxpr.org/outdoors-leisure-and-sports/2022-08-05-the-chain</a>
August	Keloland.com	Catfish Bay Show Ski Team Finds Success At Regionals	<a href="https://www.keloland.com/news/positively-keloland/catfish-bay-water-ski">https://www.keloland.com/news/positively-keloland/catfish-bay-water-ski</a>
August	WACH FOX 57	Adaptive Water Ski Warriors A New Hobby For Veterans	<a href="https://www.wach.com/news/local/adaptive-water-ski-warriors-a-new-hobby-for">https://www.wach.com/news/local/adaptive-water-ski-warriors-a-new-hobby-for</a>
August	KWCH (Wichita CBS)	Water Ski National Championships Returns To Maize	<a href="https://www.kwch.com/2022/08/07/maize-host-national-water-skiing">https://www.kwch.com/2022/08/07/maize-host-national-water-skiing</a>
August	WJFW NBC 12 Wisconsin	Midwest Barefoot Open Tests Endurance Skills	<a href="https://www.wjfw.com/news/local/midwest-open-tests-endurance-of">https://www.wjfw.com/news/local/midwest-open-tests-endurance-of</a>
August	KAKE (ABC Wichita)	Amateur Skiers Compete For National Water Ski Titles This Week In Maize	<a href="https://www.kake.com/story/47045782/amateur-water-skiers-competing">https://www.kake.com/story/47045782/amateur-water-skiers-competing</a>
August	Lebanon Today	Water Sports Pioneer Simon Khoury Dies At 92	<a href="https://www.jordannews.io/Section-109/News/Water-sports-pioneer">https://www.jordannews.io/Section-109/News/Water-sports-pioneer</a>
August	WLTx CBS Columbia, S.C.	Disabled Veterans Take To The Water By Way Of VA Grant	<a href="https://www.wltx.com/video/life/heartwarming/disabled-veterans-take-to">https://www.wltx.com/video/life/heartwarming/disabled-veterans-take-to</a>
August	Tap Into North Salem (Mass.)	North Salem's Takken Makes Splash At Eastern Regional Water Ski Championships	<a href="https://www.tapinto.net/towns/north-salem/sections/sports/articles/north">https://www.tapinto.net/towns/north-salem/sections/sports/articles/north</a>
August	WQAD ABC 8 (Quad Cities)	Despite Extreme Heat Fans Take In Backwater Gamblers Water Ski Show	<a href="https://www.wqad.com/video/entertainment/events/backwater-gamblers">https://www.wqad.com/video/entertainment/events/backwater-gamblers</a>
August	KPC News (Angola, Ind.)	Steuben Resident Competing At Goode Water Ski Nationals	<a href="https://www.kpcnews.com/heraldrepublican/article_a5ebc6e3-31b2-5ae4">https://www.kpcnews.com/heraldrepublican/article_a5ebc6e3-31b2-5ae4</a>
August	Lake Alfred (Fla.) Today	Three Ways To Celebrate The Centennial Of Water Skiing	<a href="https://laltoday.gamcity.com/three-ways-to-celebrate-100-years">https://laltoday.gamcity.com/three-ways-to-celebrate-100-years</a>
August	WREX NBC 13 Rockford	47th Indmar Marine Engines Show Ski National Championships This Weekend	<a href="https://www.wrex.com/townnews/sport/47th-indmar-marine-engines">https://www.wrex.com/townnews/sport/47th-indmar-marine-engines</a>
August	Mountain News (Lake Arrowhead, Calif.)	Arrowhead's Last Water Ski Race Of The Season	<a href="https://mountain-news.com/news/41519/arrowheads-last-waterski-race">https://mountain-news.com/news/41519/arrowheads-last-waterski-race</a>
August	KSN TV (Wichita)	Skiers Compete In America's Cup Invitational At Local Lake	<a href="https://www.ksn.com/news/local/water-ski-skiers-compete-in-americas-cup">https://www.ksn.com/news/local/water-ski-skiers-compete-in-americas-cup</a>
August	WIFR CBS 23 Rockford	Ski Broncs Juggle Busy Summer	<a href="https://www.wifr.com/2022/08/14/loves-park-ski-broncs-athlete-juggles">https://www.wifr.com/2022/08/14/loves-park-ski-broncs-athlete-juggles</a>
August	WREX NBC 13 Rockford	Ski Broncs Host And Compete In Show Ski Nationals	<a href="https://www.wrex.com/news/positive/local-west-open-tests-endurance-of">https://www.wrex.com/news/positive/local-west-open-tests-endurance-of</a>
August	Patriot-Ledger (Hanover, Mass.)	Hanover's Frucci Drive to See Water Ski Success	<a href="https://www.patriotledger.com/story/sports/local/2022/08/15/hanovers">https://www.patriotledger.com/story/sports/local/2022/08/15/hanovers</a>
August	Kenosha (Wis.) News	Aquanuts Wins Show Ski National Championships	<a href="https://www.kenoshanews.com/news/local/twin-lakes-aquanuts-win">https://www.kenoshanews.com/news/local/twin-lakes-aquanuts-win</a>
August	KSN TV (Wichita)	3-Year-Old Wows At Water Ski National Championships	<a href="https://www.ksn.com/community/positive/commerce/3-year-old-water">https://www.ksn.com/community/positive/commerce/3-year-old-water</a>
August	Madison.com	Twin Lakes Aquanuts Win Show Ski National Title	<a href="https://madison.com/news/state-and-regional/twin-lakes-aquanuts-win">https://madison.com/news/state-and-regional/twin-lakes-aquanuts-win</a>
August	FOX 4 Kansas City	3-Year-Old Water Skier Wows In Kansas	<a href="https://www.fox4kc.com/news/entertainment/3-year-old-water-skier-wows-in">https://www.fox4kc.com/news/entertainment/3-year-old-water-skier-wows-in</a>
August	The Chetek (Wis.) Alert	Meskers Retains Title At U.S. Barefoot Nationals	<a href="https://www.chetekalert.com/sports/article_33eb3a88-1e3c-11ed-b445">https://www.chetekalert.com/sports/article_33eb3a88-1e3c-11ed-b445</a>
August	WJFW NBC 12 Wisconsin	Two Sisters Prepare For World's Largest Water Ski Tournament	<a href="https://www.wjfw.com/2-sisters-train-ahead-of-worlds-largest-waterski">https://www.wjfw.com/2-sisters-train-ahead-of-worlds-largest-waterski</a>
August	WXOW ABC 19 Wisconsin	Local Water Ski Team Celebrates 50 Years	<a href="https://www.wxow.com/news/local-water-ski-team-celebrates-50th">https://www.wxow.com/news/local-water-ski-team-celebrates-50th</a>
August	WKBT La Crosse, Wis.	Local Water Cki Team Celebrates 50 Years	<a href="https://www.wnews8000.com/local-la-crosse-water-ski-team-celebrates">https://www.wnews8000.com/local-la-crosse-water-ski-team-celebrates</a>
August	The Daily Record (Dunn, N.C.)	Lillington Senior Overcomes Heart Surgery To Win Nationals	<a href="https://www.mydailyrecord.com/stories/us-national-water-ski">https://www.mydailyrecord.com/stories/us-national-water-ski</a>
August	The Free-Lance Star (Fredericksburg, Va.)	Local Water Skier, 82, Wins National Competition	<a href="https://fredericksburg.com/news/local/water-ski-82-wins-national">https://fredericksburg.com/news/local/water-ski-82-wins-national</a>
August	Richmond Times Dispatch	Virginia Water skier, 82, Wins National Competition	<a href="https://richmond.com/news/state-and-regional/virginia-water-skier-82">https://richmond.com/news/state-and-regional/virginia-water-skier-82</a>
August	Kenosha (Wis.) News	Central Junior Carter Boerman Selected To U.S. Junior Barefoot Water Ski Team	<a href="https://www.kenoshanews.com/sports/local/water-ski-central-junior-boerman">https://www.kenoshanews.com/sports/local/water-ski-central-junior-boerman</a>
August	The Villages Daily Sun	VHS Sophomore Wins Silver At Goode Water Ski National Championships	<a href="https://www.thevillagesdailysun.com/news/in_todays_daily_sun/vhs">https://www.thevillagesdailysun.com/news/in_todays_daily_sun/vhs</a>
August	Boston Globe	In New Hampshire, water Skiers Keep Their Sport Shimmering Along	<a href="https://www.bostonglobe.com/2022/08/29/sports/new-hampshire-water">https://www.bostonglobe.com/2022/08/29/sports/new-hampshire-water</a>
September	Paducah (Ky.) Sun	Ski Nuts To Host 2022 Adaptive Water Ski National Championships	<a href="https://www.paducahsun.com/sports/ski-nuts-to-host-2022-u-s-national">https://www.paducahsun.com/sports/ski-nuts-to-host-2022-u-s-national</a>
September	WJFW NBC 12 Wisconsin	Kwahamots Wrap Up another Successful Season On 100th Anniversary Of Water Skiing	<a href="https://www.wjfw.com/news/local/kwahamots-among-the-waterski-clubs">https://www.wjfw.com/news/local/kwahamots-among-the-waterski-clubs</a>
September	KFVS 12 Paducah, Ky.	National Adaptive Water Ski Championships To Be Held In Paducah	<a href="https://www.kfvs12.com/2022/09/05/national-adaptive-water-ski">https://www.kfvs12.com/2022/09/05/national-adaptive-water-ski</a>
September	Murray (Ky.) Ledger & Times	Ski Nuts To Host 2022 Adaptive Water Ski National Championships	<a href="https://www.murrayledger.com/sports/ski-nuts-get-set-to-host-national">https://www.murrayledger.com/sports/ski-nuts-get-set-to-host-national</a>
September	Baton Rouge Business Report	Bennett's Water ski & Wakeboard School Teaches Next Generation Of Skiers	<a href="https://www.businessreport.com/business/bennets-water-ski-and">https://www.businessreport.com/business/bennets-water-ski-and</a>
September	KVS 12 Paducah, Ky.	Preview Of 26th National disabled Water Ski Championships	<a href="https://www.kvs12.com/video/2022/09/08/preview-ih-national-adaptive">https://www.kvs12.com/video/2022/09/08/preview-ih-national-adaptive</a>
September	KCCI CBS 8 Des Moines, Iowa	ISU Water Ski Team Fights For Survival	<a href="https://www.kcci.com/article/iowa-state-university-water-ski-club-fights-for">https://www.kcci.com/article/iowa-state-university-water-ski-club-fights-for</a>
September	The Friday Flyer (Canyon Lake, CA)	Canyon Lake Water Ski Club Cleans Up At Nationals	<a href="https://fridayflyer.com/article/2022-09-09/canyon-lake-water-ski-club">https://fridayflyer.com/article/2022-09-09/canyon-lake-water-ski-club</a>
September	South Florida Sun Sentinel	Delray Beach's Mikey Caruso Qualifies For World Championships	<a href="https://www.sun-sentinel.com/local/palm-beach/fl-cn-delray-beach-mikey">https://www.sun-sentinel.com/local/palm-beach/fl-cn-delray-beach-mikey</a>
September	Iowa State Daily	Water Ski Team Fights To Compete Again	<a href="https://iowastatedaily.com/264573/news/water-ski-club-fights-to-compete">https://iowastatedaily.com/264573/news/water-ski-club-fights-to-compete</a>
September	KWCH (Wichita CBS)	National Adaptive Water Ski Championships Preview	<a href="https://www.kwch.com/video/2022/09/14/national-adaptive-water-ski">https://www.kwch.com/video/2022/09/14/national-adaptive-water-ski</a>
September	WBRC (Birmingham FOX)	National Adaptive Water Ski Championships	<a href="https://www.wbrc.com/video/2022/09/14/national-adaptive-water-ski">https://www.wbrc.com/video/2022/09/14/national-adaptive-water-ski</a>
September	White Bear Press (Minn.)	Water Skier Seeks Gold Medal In France	<a href="https://www.presspubs.com/white_bear/news/water-skier-seeks-the-gold">https://www.presspubs.com/white_bear/news/water-skier-seeks-the-gold</a>
September	WPSD Local 6 NBC Paducah	Disabled Skier Finds Life On The Water	<a href="https://www.wpsdlocal6.com/sports/disabled-skier-finds-life-on-the">https://www.wpsdlocal6.com/sports/disabled-skier-finds-life-on-the</a>
September	Ames (Iowa) Tribune	After Review Some Clubs Can't Compete At Iowa State	<a href="https://www.amestrib.com/restricted/?return=https%3A%2F%2Fwww.arn">https://www.amestrib.com/restricted/?return=https%3A%2F%2Fwww.arn</a>
September	Paducah (Ky.) Sun	Mawby Continues Decades-Long Run Of Setting World Records	<a href="https://www.paducahsun.com/sports/mawby-continues-decades-long">https://www.paducahsun.com/sports/mawby-continues-decades-long</a>
September	The Daily Record (Dunn, N.C.)	Shirley Coble Celebrates Finish At 2022 35+ Worlds	<a href="https://www.mydailyrecord.com/stories/a-world-of-her-own.116540">https://www.mydailyrecord.com/stories/a-world-of-her-own.116540</a>
September	The Lakeland Ledger	Winter Haven's Cole McCormick Set To Compete In MasterCraFt Pro At Lake Grew	<a href="https://www.theledger.com/story/sports/2022/09/24/winter-havens-cole">https://www.theledger.com/story/sports/2022/09/24/winter-havens-cole</a>
September	Riverbender.com (Illinois)	Three amigos From Dow Reunite On Alabama Ski Team	<a href="https://www.riverbender.com/articles/details/three-amigos-from-dow">https://www.riverbender.com/articles/details/three-amigos-from-dow</a>
October	The Friday Flyer (Canyon Lake, CA)	Canyon Lake Skiers Compete At 35+ Worlds In France	<a href="https://fridayflyer.com/article/2022-09-30/canyon-lake-skiers-compete-in">https://fridayflyer.com/article/2022-09-30/canyon-lake-skiers-compete-in</a>
October	WTMJ NBC 4 Milwaukee	Pewaukee Water Ski Club To Host Gator 8s Barefoot Tournament	<a href="https://www.tmj4.com/news/local-news/pewaukee-lake-water-ski-club-to">https://www.tmj4.com/news/local-news/pewaukee-lake-water-ski-club-to</a>
October	Hometown News (Minnesota)	Chiropractor Competes In Senior World Championships	<a href="https://www.hometownsource.com/union_times/community/chiropractor">https://www.hometownsource.com/union_times/community/chiropractor</a>
October	Everett (Wash.) Herald	Lake Stevens' Miller Wins 65+ Water Ski World Championships	<a href="https://www.heraldnet.com/sports/lake-stevens-miller-wins-65-over">https://www.heraldnet.com/sports/lake-stevens-miller-wins-65-over</a>
October	Telegram & Gazette (Worcester, Mass.)	Barefoot Water Skier From Southbridge Wins Three Gold Medals At Worlds	<a href="https://www.telegram.com/story/sports/recreation/2022/10/13/barefoot">https://www.telegram.com/story/sports/recreation/2022/10/13/barefoot</a>
October	News Radio WFLA Tampa	World Water Ski Show Tournament Taking Place In Winter Haven	<a href="https://www.wflanews.ihearst.com/featured/florida-news/content/2022-10-18">https://www.wflanews.ihearst.com/featured/florida-news/content/2022-10-18</a>
October	University of Arkansas News	University of Arkansas Places Sixth At Division 2 Collegiate Nationals	<a href="https://news.ark.edu/articles/62406/university-of-arkansas-water-ski-club">https://news.ark.edu/articles/62406/university-of-arkansas-water-ski-club</a>
October	Houston Chronicle	Magnolia's Mike Royal Has Turned Blindness Into A Competitive Advantage	<a href="https://www.houstonchronicle.com/neighborhood/moco/news/article/Mag">https://www.houstonchronicle.com/neighborhood/moco/news/article/Mag</a>
October	Spot On Florida/Winter Haven Sun	Water Skiing Anniversary Celebrated In Central Florida With World Show Ski Tournament	<a href="https://spotonflorida.com/central-florida/4198787/waterski-anniversary">https://spotonflorida.com/central-florida/4198787/waterski-anniversary</a>
October	Parker (Ariz.) Pioneer	Parker Enduro Water Ski Races This Weekend	<a href="https://www.parkerpioneer.net/sports/article_722d8838-562d-11ed-9faa">https://www.parkerpioneer.net/sports/article_722d8838-562d-11ed-9faa</a>
October	The Lakeland Ledger	Banana George to Live On With Blairfoot Bananza	<a href="https://www.theledger.com/sports/2022/10/28/george">https://www.theledger.com/sports/2022/10/28/george</a>
November	KLfy (CBS Lafayette, La.)	Ragin Cajuns Water Ski Team Claims Third Consecutive National Title	<a href="https://www.klfy.com/local/lafayette-parish/ragin-cajuns-water-ski-team">https://www.klfy.com/local/lafayette-parish/ragin-cajuns-water-ski-team</a>
November	Leesburg (Fla.) Commercial	Lake County Florida Selected To Host 2023 IWWF World Water Ski Championships	<a href="https://www.leesburg-news.com/2022/11/05/lake-county-selected-to-host">https://www.leesburg-news.com/2022/11/05/lake-county-selected-to-host</a>
November	Fox 35 - Orlando/Yahoo News/SpotOnFlorida	Central Florida Sisters Compete To Win International Water Ski Championships	<a href="https://www.fox35orlando.com/video/1139946">https://www.fox35orlando.com/video/1139946</a>
November	Yahoo News	Building Of A Dynasty - ULL Water Ski Team	<a href="https://news.yahoo.com/building-a-dynasty-ull-water-ski">https://news.yahoo.com/building-a-dynasty-ull-water-ski</a>
November	The Villages Daily Sun	Churning Out Water Sports Champs Throughout Florida	<a href="https://www.thevillagesdailysun.com/forgein/florida/churning-out">https://www.thevillagesdailysun.com/forgein/florida/churning-out</a>
December	NBC4 Washington	Santa's Christmas Eve Water Skiing Makes A Splash In Alexandria	<a href="https://www.nbc4washington.com/news/local/watch-live-santa-and-qrnch">https://www.nbc4washington.com/news/local/watch-live-santa-and-qrnch</a>
December	Colorado Springs Gazette	Water Skiing Santa	<a href="https://gazette.com/news/us-world/waterskiing-santa/image_61be9358">https://gazette.com/news/us-world/waterskiing-santa/image_61be9358</a>
December	MSN	Santa's Christmas Eve Water Skiing Makes A Splash In Alexandria	<a href="https://www.msn.com/en-us/travel/tripideas/watch-live-santa-and-qrnch">https://www.msn.com/en-us/travel/tripideas/watch-live-santa-and-qrnch</a>
December	Cornelius (N.C.) Today	Brace Yourself For Lake Norman's New Year's Day Barefoot Challenge	<a href="https://www.corneliustoday.com/brace-yourself-for-the-45th-annual">https://www.corneliustoday.com/brace-yourself-for-the-45th-annual</a>



## Social Media Report

Submitted by: Emily Hammer, social media contractor

### Final 2022 Statistics:

Social Platform	Followers	YTD New	2021	YTD Increase
Twitter	5,360	-1	5,361	0.00%
Instagram	12,957	253	12,704	1.99%
Facebook	32,069	3,572	28,497	12.53%
YouTube	1,406	62	1344	4.61%
LinkedIn	491	91	400	22.75%

### Key Callouts:

- Despite only boosting one post this year, our growth has been excellent for Facebook and LinkedIn
- I really focused on growing Instagram this year, and am disappointed by the lackluster growth. Activating on stories, implementing hashtag and following strategies, and key campaigns focused on following/engagement as qualifiers (giveaways, etc.) were not significantly impactful, indicating that more of our audience prefers engaging on/is more engaged on Facebook. However, I don't want to dial back our efforts on Instagram, as I feel that this could certainly change over time, and am open to any ideas you or the team might have for new ways to engage on IG.
- Did not create any content for Twitter as it's our least engaged channel. Scott will begin to populate Twitter with "news" stories from the website.

### 2022 Facebook Analysis and 4-Year Growth Analysis

	2018	2019	2020	2021	2022	4-Year Increase
<b>Total Followers</b>	15,468	19,042	23,574	28,497	32,069	<b>p 107%</b>
<b>New Followers</b>	2,498	3,574	4,532	4,923	3,572	<b>p 43%</b>
<b>Video Views</b>	449,305	2,172,937	5,043,500	32,861,830	11,431,880	<b>p 2,444%</b>
<b>Impressions</b>	3,902,099	6,963,548	11,972,052	65,097,664	20,373,065	<b>p 422%</b>
<b>Engagements</b>	223,113	349,637	575,100	2,288,884	1,880,410	<b>p 743%</b>
<b>Earnings</b>	\$0.00	\$0.00	\$0.00	\$39.42	\$257.80	

### **2022 Key Callouts:**

- 2021 was an anomaly, due to a video going super viral, making it a bit hard to compare 2022 to 2021 – we knew 2021’s metrics might not be able to be surpassed this year. However, looking at 2020’s data gives us a measuring stick that indicates we had excellent growth in almost all areas despite not having a viral video – far surpassing a previously “normal” years.
- We had less boosted posts this year than in 2021, impacting these numbers a bit as well
- This was our first full year of collecting earnings, and while the numbers are small, it’s still good to see growth and the ability to generate a tiny bit of revenue
- I don’t think we’ve hit our saturation point on Facebook yet, and follower growth has been strong, but shows signs of a slowing a bit

### **Total achievements over the last 4 years of Facebook account management:**

- Followers increased by 19,000
- Impressions increased by 108 million
- Video views increased by 52 million
- Engagements increased by 5 million

### **2022 Instagram Analysis**

Instagram	2022	2021	YOY Change	
Total Followers	12,957	12,704	p	2%
Comments	381	549	q	-31%
Post Likes	24,808	27,591	q	-10%
Impressions	407,105	526,406	q	-23%
Shares	4,107	4,474	q	-8%
Story Impressions	117,607	111,864	p	5%

### **Key Callouts**

- In general, we’re having a tougher time engaging with our audience on IG, despite a concerted effort and an increase in the media mix. For our follower’s demographic, Facebook is the preferred platform, and where they are most active – for now.
- It was a goal to focus more on stories this year, we increased story impressions by about 8,000 but definitely focused on increasing that in 2023.

**CURRENT MEMBERSHIP AS OF 12/31/2022 BY SPORT DISCIPLINE AND TYPE**

Sport Discipline	TOTAL MEMBERS	Individual Active *	Family Active HOH (FA0)	Family Active Dep's (FA1-9)	Under 25 Active (U25)	GR Active (GRA)	Amb/Life Active	TOTAL ACTIVE	Individual Supp. **	Amb/Life Supp.	TOTAL SUPP.	TOTAL ACTIVE & SUPP. MEMBERS
ABC	328	146	23	57	35	18	13	292	26	10	36	328
AKA	30	13	1	7	4	2	0	27	3	0	3	30
AWS	6699	2538	538	1426	1168	309	132	6111	295	293	588	6699
NCW	813	57	6	17	723	4	1	808	4	1	5	813
NP	21	6	0	2	0	0	0	8	1	12	13	21
NSS	5437	1232	786	2176	1035	156	7	5392	35	10	45	5437
NWR	155	95	4	16	18	15	1	149	5	1	6	155
USH	29	5	2	8	2	4	0	21	5	3	8	29
USW	248	47	13	30	117	16	1	224	20	4	24	248
WSD	143	79	12	20	13	12	1	137	4	2	6	143
<b>TOTALS</b>	<b>13963</b>	<b>4230</b>	<b>1387</b>	<b>3764</b>	<b>3126</b>	<b>541</b>	<b>156</b>	<b>13204</b>	<b>423</b>	<b>336</b>	<b>759</b>	<b>13963</b>

\*Wakesurf affiliates are included in the totals above but shown below; \*\*Supporting counts above include 137 FREE digital memberships.

**Wakesurf**                      **60**                      **12**                      **2**                      **5**                      **11**                      **5**                      **35**                      **25**                      **0**                      **25**                      **60**

	2022	2021	Difference
Camps	15	16	-1
Clubs	432	450	-18
Ski Schools	5	11	-6

**DIFFERENCES IN CURRENT MEMBERSHIP - 2022 to 2021**

Sport Discipline	TOTAL MEMBERS	Individual Active *	Family Active HOH (FA0)	Family Active Dep's (FA1-9)	Under 25 Active (U25)	GR Active (GRA)	Amb/Life Active	TOTAL ACTIVE	Individual Supp.	Amb/Life Supp.	TOTAL SUPP.	TOTAL ACTIVE & SUPP. MEMBERS	Total Memb. % +/-	Active Memb. % +/-
ABC	-13	-9	-10	6	-6	0	1	-18	6	-1	5	-13	-3.81%	-5.81%
AKA	-48	2	-2	-41	-8	-1	0	-50	2	0	2	-48	-61.54%	-64.94%
AWS	280	-64	-19	287	-46	25	-10	173	113	-6	107	280	4.36%	2.91%
NCW	60	-28	-7	3	94	-6	0	56	4	0	4	60	7.97%	7.45%
NP	-122	-30	-5	-11	-20	-19	0	-85	-37	0	-37	-122	-85.31%	-91.40%
NSS	147	84	73	-56	26	14	0	141	6	0	6	147	2.78%	2.69%
NWR	-49	13	-5	-47	4	-14	0	-49	0	0	0	-49	-24.02%	-24.75%
USH	-7	-9	0	3	0	-6	0	-12	5	0	5	-7	-19.44%	-36.36%
USW	-67	-23	-4	-65	21	-5	1	-75	8	0	8	-67	-21.27%	-25.08%
WSD	27	36	4	6	-13	-5	0	28	-1	0	-1	27	23.28%	25.69%
<b>TOTALS</b>	<b>228</b>	<b>-34</b>	<b>22</b>	<b>90</b>	<b>50</b>	<b>-15</b>	<b>-8</b>	<b>105</b>	<b>130</b>	<b>-7</b>	<b>123</b>	<b>208</b>	<b>1.51%</b>	<b>0.80%</b>

**Wakesurf**                      **20**                      **-6**                      **-3**                      **5**                      **-2**                      **2**                      **0**                      **-4**                      **24**                      **0**                      **24**                      **20**

**USA Water Ski and Wake Sports  
2022 Membership by State and Sport Discipline  
(grouped alphabetically by State)**

State/Country	ABC	AKA	AWS	NCW	NP	NSS	NWR	USA	USH	USW	WKS	WSD	Grand Total
AK			5	2									7
AL	2		102	11				1		1		2	119
AR			32	9							2		43
AZ	2		51	7		4	14			6	7	2	93
CA	22	1	737	130		17	113		3	27	8	11	1069
Canada	5		88	1		4					2		100
CO	3		155	4		14			2	1	1	1	181
CT	7	6	166	4		89				4	1	1	278
DC			1										1
DE	1		14	2									17
FL	48	3	639	9	2	427	3	1	1	50	1	20	1204
Foreign	1		107		1		1		2	11	2		125
GA	3		116	9		2			2	2		3	137
HI	1		2			5				1			9
IA	4	1	100	15	1	384				3	1	3	512
ID	1		54	1		1	3			1			61
IL	12		290	77		380				17	2	8	786
IN	7		209	30	1	103				8	1	10	369
KS	1		99	12		11				5	2	2	132
KY	1		52	4		1				3	1		62
LA		1	46	9	1				1				58
MA	5		167	7	1	153		2		5	1	8	349
MD	1		28	4		4			1	1			39
ME			22	1		45					1	1	70
MI	8	1	301	85	1	247	1	1		7	7	4	663
MN	26	1	301	14		723			1	10	4	9	1089
MO	17	3	232	20		164			1	17	1	7	462
MS	1		32								1		34
MT	1		23			1							25
NC	5		159	1	1	25	1		2	3		5	202
ND			9			4						1	14
NE	1		37	11									49
NH	1		57			3						1	62
NJ	7		75	8		61				1			152
NM			7	1									8
NV			10	2		6	7				2	1	28
NY	1	1	133	7		77				3	1		223
OH	8	1	232	102		78			6	16		1	444
OK			36		1								37
OR	5		87			28					1		121
PA	25		122	10	1	4				5	1	1	169
PR			1										1
RI			4			2							6
SC	8		113	11		110				3	1	2	248
SD	5		14			129				1	1		150
TN	2	2	88	12	1	10	1			1	1	1	119
TX	17		527	76	4	92	3		1	7	2	6	735
UT	1		97	1			1		2	4	1	4	111
VA	1		142	8		48	1		1		1	13	215
VT	1		20										21
WA	7		239	13		1			2	1		2	265
WI	53	9	301	81		1980	6		1	22	2	13	2468
WV			3	2									5
WY			15							1			16
<b>Grand Total</b>	<b>328</b>	<b>30</b>	<b>6699</b>	<b>813</b>	<b>16</b>	<b>5437</b>	<b>155</b>	<b>5</b>	<b>29</b>	<b>248</b>	<b>60</b>	<b>143</b>	<b>13963</b>

**USA Water Ski and Wake Sports**  
**2022 Membership by State and Sport Discipline**  
**(grouped by number of Members per State)**

State/Country	ABC	AKA	AWS	NCW	NP	NSS	NWR	USA	USH	USW	WKS	WSD	Grand Total
WI	53	9	301	81		1980	6		1	22	2	13	2468
FL	48	3	639	9	2	427	3	1	1	50	1	20	1204
MN	26	1	301	14		723			1	10	4	9	1089
CA	22	1	737	130		17	113		3	27	8	11	1069
IL	12		290	77		380				17	2	8	786
TX	17		527	76	4	92	3		1	7	2	6	735
MI	8	1	301	85	1	247	1	1		7	7	4	663
IA	4	1	100	15	1	384				3	1	3	512
MO	17	3	232	20		164			1	17	1	7	462
OH	8	1	232	102		78			6	16		1	444
IN	7		209	30	1	103				8	1	10	369
MA	5		167	7	1	153		2		5	1	8	349
CT	7	6	166	4		89				4	1	1	278
WA	7		239	13		1			2	1		2	265
SC	8		113	11		110				3	1	2	248
NY	1	1	133	7		77				3	1		223
VA	1		142	8		48	1		1		1	13	215
NC	5		159	1	1	25	1		2	3		5	202
CO	3		155	4		14			2	1	1	1	181
PA	25		122	10	1	4				5	1	1	169
NJ	7		75	8		61				1			152
SD	5		14			129				1	1		150
GA	3		116	9		2			2	2		3	137
KS	1		99	12		11				5	2	2	132
Foreign	1		107		1		1		2	11	2		125
OR	5		87			28					1		121
TN	2	2	88	12	1	10	1			1	1	1	119
AL	2		102	11				1		1		2	119
UT	1		97	1			1		2	4	1	4	111
Canada	5		88	1		4					2		100
AZ	2		51	7		4	14			6	7	2	93
ME			22	1		45					1	1	70
KY	1		52	4		1				3	1		62
NH	1		57			3						1	62
ID	1		54	1		1	3			1			61
LA		1	46	9	1				1				58
NE	1		37	11									49
AR			32	9							2		43
MD	1		28	4		4			1	1			39
OK			36		1								37
MS	1		32								1		34
NV			10	2		6	7				2	1	28
MT	1		23			1							25
VT	1		20										21
DE	1		14	2									17
WY			15							1			16
ND			9			4						1	14
HI	1		2			5				1			9
NM			7	1									8
AK			5	2									7
RI			4			2							6
WV			3	2									5
PR			1										1
DC			1										1
<b>Grand Total</b>	<b>328</b>	<b>30</b>	<b>6699</b>	<b>813</b>	<b>16</b>	<b>5437</b>	<b>155</b>	<b>5</b>	<b>29</b>	<b>248</b>	<b>60</b>	<b>143</b>	<b>13963</b>



### **USA Water Ski & Wake Sports Foundation Update**

Submitted by Ed Hickey

- We are financially sound and our projected revenue exceeds expenses
- Our lawsuit has been dismissed
- Our Scholarship program is strong and growing
- Our annual Hall of Fame banquet is planned for April 15 with a party on April 14
- The Hall of Fame museum is displayed at the Central Florida Visitor Center
- We have a committee working on the proper inventory, storage and/or disposal of museum artifacts not currently displayed
- The Foundation's Lake Myrtle property is leased to Aktion Parks (Correct Craft)
- The City of Auburndale has completed the 3-event water ski lake at Lake Myrtle and will begin operations this year

USA Water Ski & Wake Sports

Time & Place Committee

January 9, 2023

The 2024 time and place for the USA-WSWS Board of Directors meeting is as follows:

Location

Polk County Sports Hall of Fame

2701 Lake Myrtle Park Road

Auburndale, FL 33823

Date and Time

February 4, 2024

8:00am

Dale Stevens

Time & Place