

**USA Water Ski & Wake Sports
Board of Directors Meeting Minutes
Lake Myrtle Sports Park, Auburndale, FL
January 26, 2025**

(Minutes recorded by Darian LeBlanc, Angela Smith, AI)

Virtual attendees noted in red.

Officers in Attendance:

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

Board Members in Attendance:

Tim Cullen – Past President/HND
Christy Kingsmill – NCWSA
Terri Larson Jones – ABC
Kelly Koehler – AWSA-SC
Alex Lauretano – AAC (AWSA)
Jason Lee – AAC (ABC)
Gerry Luiting – NSSA/HND
Cheryl Ruston – NWSRA
Jessica Van Dyk – USA-AWSWS
Cathy Williams – USA-WB
Joel Shapiro – NSSA
Don Bucher – AWSA-MW
Karen Melnik – AWSA East
Bob Harris – AWSA South
Ashley Stevens – NCWSA
Craig Timm – USA-AWSWS
Brian Henney – ABC
Owen Letcher – AWSA (West)
Connor Poggetto – USA-AWSWS

Absent:

Regina Jaquess – USOPC Team USA
Andrew Adkison
David Rezin
Greg Stokes
Charlie Buckley- USHA
Brenda Baldwin-Tate – USAWSWS Foundation
Kenny Stuart - AKA

Committee Chairs in Attendance:

Brian Henney – Bylaws/HND

Leon Larson – Waterways

Dale Stevens – Ethics/Nominating

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

Mark Crone

Jeff Clark

Headquarters' Staff in Attendance:

Kevin Michael – Executive Director

Angela Smith – Business Administrator

Melanie Hanson – Membership Services Director

Sandy Hardee – Membership Services Specialist

Matthew Leach – Member Services & Compliance Coordinator

Darian LeBlanc – Content Creator

Matthew Bishop – Marketing & Events

Affiliate Organizations in Attendance:

None

Alternate Board Members in Attendance:

None

Guests in Attendance:

Wade Cox

Dana Garcia – U.S. Representative/Pan Am Confederation

Lyman Hardy – AWSA President

John Lipscomb – Ann's Angels Adaptive Water Ski Foundation

Connor Pesek

Andrew Ondrejack – Edgewood Partners Insurance

Randy Marshall – Edgewood Partners Insurance

David Allen – Waterski Software Development Services

Shauna Pasanen – Polk County Sports Marketing

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 agreed to serve and was appointed Parliamentarian.

Code of Conduct & Ethics policy

Read by Dale Stevens. Call to action for virtual attendees for electronic signature of COC policy mentioned. No potential conflicts mentioned.

- **Motion** by Joel Johanningmeier and seconded by Dale Stevens to allow committee chairs, Headquarters' staff, alternate board members and guests to join the meeting with no vote, and to accept committee reports with action items as motions with an automatic second – **Approved**

5. Announcement of Quorum

A quorum was present with 91.3 of 100 votes present.

6. Review and Approval of 2024 Board Minutes

- **Motion** by Dale Stevens and seconded by Don Bucher – **approved**

7. Ratification of 2024 Email Board Ballot Votes

- **Motion** by Dale Stevens and seconded by Don Bucher to ratify email board ballots votes – **approved**

8. The board welcomes new seated Directors, Owen Letcher (AWSA-West) and Ashley Stevens (NCWSA).

9. Nominating Committee Report

Dale Stevens states the report is within the packet. Nominations open from the floor. There were none. Officers for 2025 were re-elected by acclamation. - Motion by Don Bucher, seconded by Bob Harris - **Approved**

Announcement The current Independent Director USOPC has stepped down. A replacement is being sought. The replacement needs to be unaffiliated with the sports and disciplines. If anyone has any suggestions, please send those to Bob Archambeau.

10. Vote roll allocations

No changes in 2025 to the vote roll allocations. Same as 2024.

11. President's Report – Bob Archambeau

Bob thanks Kevin Michael, Executive Director for his contributions over the past year.

Call to Action – Need for sports disciplines to take initiative and responsibility for membership growth. Bob will be following up for reports in 2025. Bob read the mission statement.

Bob explained the importance of unifying technology within our systems.

Bob reviewed the status of several 2024 BOD Meeting Action Items List:

Membership committee needed for each sports discipline. If they do not have this in place Bob wants a report from each sports discipline to plan for membership growth in 2025. This will remain an action item and priority for 2025.

Bob appointed By Laws committee chair Brian Heeney in February, 2024.

Sports discipline funding model task force has been formed. Will proceed for 2026-2027 review and possible revision. Will remain action item for 2025.

Code of Conduct, Code of Ethics, legal requirements was discussed again and addressed by bylaws chair. Compliance with all laws nonnegotiable. Open discussion took place. Straw poll indicated BOD is comfortable with USOPC required verbiage in these codes.

Each SD needs to review who are qualified AAC Reps within sports disciplines annually. Expand the definition of what athletes as discussed and get lists to Alex. All committee chairs and Sport Discipline Presidents need to ensure the USOPC requirement for 33.3% minimum athlete representation and voting power is met.

Ability for sports disciplines to communicate directly to their membership. Communication to SD changes are in process. Restoring emails is in process. Mark Crone and Dave Allen reports on these items later in the meeting.

Drone Insurance coverage defined and description posted on web site.

12. Membership Status – Membership has been flatlining for about 10 years. Increase membership in supporting members – 4% is supporting members. This is a good way to grow membership.

13. Executive Committee Report

- Presented by Bob Archambeau

– Joel Shapiro name is spelled incorrectly. Corrected Report was in the Board of Director packet – **Approved**

14. Executive Director Report – Kevin Michael

Kevin provided a staff update. Proposed a change to the mission statement TBD at a later date. He gave a slideshow presentation. Focused on growing membership to meet or exceed the 2019 membership numbers. Encouraged sports disciplines to work together. Our investment accounts have exceeded expectations. Financially, the balance in the bank is in line with the 2024 numbers. His presentation included photos of events that he has attended. His goal is to get to meet with the Olympic committee as he continues to advocate for water sports to become a recognized Olympic sport.

- **Kevin Michael presented 5 year strategic plan. He solicited feedback from the BOD. He went through each section of his plan and talked about items that are complete and listed any additional requirements by the USOPC.**

15. 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 2024. Long-term investments have been strong. There have been struggles with the current accounting firm, Bestow Accounting. Angela Smith is working with them to have accounts coded into the appropriate accounts, as well as collecting aging receivables. The 2025 budget will have some increases to support additional staff and increasing social media.

Craig Timm asked question about inaccuracies and was answered. A call to action proposing new requirement for clinic participants to become supporting members.

Motion to approve 2025 budget – 1st by Joel and seconded by Don Bucher. **Approved**

Insurance Report – EPIC Insurance – Andrew and Randy

Andrew presented a slideshow which focused on the unique and broad coverage provided. Highlighted that USAWSWS has been able to maintain and increase coverage due to its commitment to risk management and safety. The policy structure is not common, but was grandfathered which is rare in the industry. It was also explained that there is accident coverage designed to cover out of pocket medical expenses for participants.

Q&A session after the presentation.

Salesforce Presentation by Mark Crone – Board discussed the need for a consistent platform for email marketing, communications especially for sport disciplines.

Salesforce is the chosen platform. Mark highlighted it's functionality, robust automation and ability to integrate with existing data sources. He outlined an implementation plan which includes setting up user accounts and possibility of online registration being put into the platform. Next steps will include sending training information and conducting a walkthrough of the system. Open discussion and questions and answers from the board followed. Bob thanked Mark for his time and effort with this 2024 Action Item to provide email communication mechanism for SD Presidents and regional EVP's.

Craig Timm asked if this functionality could be expanded for event specific communication with participants. Mark said that functionality exists and could explore that as well.

16. Committee Reports

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

- **Awards Committee**

Awards committee, led by Lori Krueger – was commended for their work with suggestion to include all awards in future reports. Discussion about limiting each SD to 8, with Kevin Michael suggesting the number could be increased based on memberships. Gerry Luiting recommended the full list of all SD award winners be listed in the report for the BOD packet in the future.

- **By-laws Committee Report**

Brian Heeney gave verbal report to the board. 2024 USOPC audit has open items for follow up in 2025. No action items at this time.

- **Ethics Committee**

Led by Dale Stevens. Discussed changes to conflict of interest policy and the process of tracking committee members of each SD. Once updates are given from USOPC it will be combined and given to the board for vote.

- **Judicial Report**

No items to report in 2024.

- **Risk Management**

Led by Harley Wallace. Minors serving as officials guidance was given from USOPC legal counsel. It is a problem on several levels. Chief officials for sanctioned events will need to be 18 years of age or older.

- **USOPC/AAC**

No report.

- **Waterways Report**

Led by Leon Larson. Leon recommended to look into a future chair representative. No questions.

(Lunch break announced at 11:37 a.m., and meeting resumed at 11:50 a.m.)

17. Sport Disciplines' and Related Organizations' Reports

- **Athlete Advisory Council (AAC) – Alex Lauretano, Chair (Virtual): Provided** verbal report to the BOD. Working with USOPC from 2024 compliance audit.

- **Water Sports Industry Association (WSIA):** Kevin provided verbal report.

- **American Kneeboard Association (AKA) –** Report in meeting packet.

- **USA Wakeboard (USA-WB) – Cathy Williams, President:** The written report was included in the BOD packet.

Cathy said her challenge is that wake does not have clubs similar to water ski. Events this year included Pan American games.

Cathy requested a name change to USA Wake Sports to encompass wake surf and other wake sports. USA-WB Board will need to change name and bylaws and send to board to change headquarters bylaws and name.

Discussion on a discipline having the same name as the governing organization, particularly “wake sports” took place.

Motion to approve name change to “USA Wakeboard & Wake Sports”

Motion by Joel Shapiro, seconded by Jason Lee. Name change vote 63.5% approved.

MOTION PASSED

Brian Heeney requested the name change to be effective after March 1, 2025 to allow time to finalize By Laws changes from USOPC Audit. Cathy Williams and USA-WS agreed.

Cathy also shared that a spot has been secured at World games for cable, wakeboard and wake surf.

There are currently talks on having Pan Am championships for Wake Surf. She also can be a source of information for teaching how to drive towboats.

Recommended USA-WSWS provide on line boat driver training to WSIA, NMMA, and the public as most states require boating safety courses. USA-WSWS on line trained driver program covers much of the same content, and more. USA-WSWS needs to explore with Risk Management any legal and insurance risks. Could increase membership.

- **American Barefoot Club (ABC) – Terry Larson Jones** – The written report was included in the BOD packet. Terry noted 15 local & regional competitions this year.

- **National Collegiate Water Ski Association (NCWSA)** – The written report was included in the BOD packet. Ashley discussed a potential restructuring to five regions and upcoming national and world championships.

- **National Show Ski Association (NSSA) – Joel Shapiro, President:** Verbal report. Joel highlighted 2024 and the upcoming World championships in Australia.

- **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) – Craig Timm:** The written report was included in the BOD packet. Craig reported adaptive skiing's national championship and team selection for the world championship.

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

- **American Water Ski Association (AWSA) – Lyman Hardy, President:** The written report was included in the BOD packet. Lyman discussed upcoming national championships and efforts to establish water skiing as an NCAA sport.

- **Pan Am and IWWF Updates – Dana Garcia:** The written report was included in the BOD packet. Dana provides updates on matters, emphasizing the importance of US representation and voting power in international organizations.

18. Old Business

There was no old business.

19. New Business

There was no new business.

20. Next Meeting

The next meeting of the Board of Directors will be held at 8:00 a.m., Sunday, January 25th, 2026, at the Lake Myrtle Sports Complex in Auburndale, Fla.

ADJOURN

- **Motion** by Bob Harris and seconded by Craig Timm to adjourn at 12:45 p.m. – **approved**