U.S. Association of Blind Athletes

Board of Directors Meeting Minutes – August 26, 2026

DRAFT (to be voted on at 12/10/26 Board Meeting)

Present:

Mark Ackermann, Chair
Skye Arthur-Banning, Vice Chair
Gary Remensnyder, Treasurer
Amy Wasson, Secretary
John Kusku, Team USA AC, Athlete Board Member
Charles Catherine, Athlete Board Member
Matt Simpson, Athlete Board Member
Mindy Cook, Athlete Board Member
Cody Colchado, Board Member
David Cohen, Board Member
Brian Eaton, Board Member
Eve Wright-Taylor, Board Member
Michael Holmes, Interim Executive Director

Absent:

Erika Petach, Nominating & Governance Committee Chair
Brian Darcy, Ethics & Judicial Committee Chair

The meeting took place via Zoom and was recorded. Matt Simpson and Eve Wright-Taylor joined after the initial attendance announcement. Amy Wasson also joined during the meeting; her attendance was noted later in the recording.

Call to Order / Roll Call

Mark Ackermann conducted roll call and proceeded with the meeting. Before consideration of the bylaws, Mark reported that at least 75% of the board was present. At the conclusion of the bylaws vote, he confirmed that more than 75% of the board was present.

Conflict of Interest and Confidentiality

Mark Ackermann asked whether any board member had a conflict of interest regarding an agenda item. No conflicts were declared in response. Board members were asked to disclose any conflicts that arose during the meeting.

Approval of Minutes

Motion: Cody Colchado moved to approve the May 26, 2026 board meeting minutes as presented. Skye Arthur-Banning seconded the motion. Outcome: The minutes were approved by voice/hand vote. No dissent was recorded.

U.S. ASSOCIATION OF BLIND ATHLETES

Chair Board Highlights

Mark Ackermann reported that the Executive Search Committee was continuing its work and anticipated making a recommendation shortly. The board could act by unanimous written consent following the recommendation; if unanimity was not achieved, a special meeting would be called. Additional information would be provided in executive session.

Bylaw Updates

Michael Holmes explained that the proposed changes would exclude the initial two-year terms beginning in 2020 from the two-term limit for affected board members, allowing them to be considered for an additional full term. The changes also removed the requirement for an annual in-person meeting. Further revisions were being developed with legal counsel to align the bylaws with current USOPC guidance and were expected for the October meeting.

During discussion, Skye Arthur-Banning noted that the proposed meeting language could require electronic meetings and exclude in-person or hybrid meetings. The board agreed to change the operative wording to "may" so that meetings may be held electronically while retaining other meeting options. David Cohen and Cody Colchado accepted this amendment to their motion.

Motion: David Cohen moved to approve the proposed bylaw changes. Cody Colchado seconded the motion. The motion was amended, with the mover's and seconder's agreement, to change the meeting-format wording to "may." Outcome: The bylaw changes, as presented and amended during the meeting, passed unanimously. No opposition or abstentions were recorded. The Chair confirmed that more than 75% of the entire board was present and that the required approval threshold was met.

In response to Brian Eaton's question, Mark stated that USOPC contact David Patterson had been consulted and was aligned with the changes. Legal counsel would continue coordinating with USOPC on the next set of revisions.

Athlete Safety Policy

Michael Holmes presented the proposed addition at the end of the Athlete Safety Policy, describing it as language requested by USOPC concerning collaboration with oversight stakeholders to ensure a fair and safe competitive environment for women consistent with Executive Order 14201. The remaining policy language was unchanged.

Motion: Mindy Cook moved to approve the USOPC-required additions to the Athlete Safety Policy. Charles Catherine seconded the motion. Outcome: The motion passed with Brian Eaton abstaining. No opposition was recorded.

Brian Eaton questioned whether the existing sex-category provision belonged in eligibility rules rather than the Athlete Safety Policy. Michael and Mark explained that USOPC and legal counsel had directed its placement in this policy. They agreed to seek clarification, report back, and revisit the language at the October meeting if necessary. Mark confirmed that the approval stood pending that follow-up.

Sport Integrity Policy

Michael Holmes presented a new Sport Integrity Policy addressing gambling, sports betting and wagering, covered persons, and inside information. The policy was based on the USOPC template and had been reviewed by USABA's legal counsel. USABA had received an extension to bring the policy to this board meeting.

Mark asked why prediction platforms were not specifically named. Michael explained that the broad language was intended to cover both platform-based and off-platform wagering.

Motion: Mindy Cook moved to adopt the new Sport Integrity Policy as presented. Cody Colchado seconded the motion. Outcome: The motion passed by voice/hand vote. No opposition or abstentions were recorded.

Following the vote, Skye Arthur-Banning asked about monitoring, reporting, and investigative responsibility. Michael explained that primary monitoring responsibility rested with the NGB. Mark and Michael agreed to review reporting channels and opportunities to strengthen anonymous reporting, with possible wording refinements to be brought back in October.

Mark reminded board members of the October 2–3 activities in Colorado Springs, including Breakfast with Champions, the blind soccer pitch dedication, and the board meeting. Remote participation would be available for the board meeting. He thanked members arranging their own travel and staff for securing resources for athlete board members to attend.

Committee Updates and Reports

Nominating & Governance Committee

Michael Holmes presented the report on behalf of Erika Petach, who had a prior commitment. The committee had established the AAC election timeline, with notice planned for September, and was coordinating with John Kusku and the AAC. Following approval of the bylaws, the committee would contact the four affected board members about seeking nomination for another term.

Tim Willis was being considered to fill the remaining committee seat. The committee had interviewed him and received his résumé; his conflict of interest form remained outstanding before his nomination could proceed.

The board discussed whether the committee should remain entirely independent or include current board members. Mark noted that a member would recuse themselves from consideration of their own election. No objections to exploring a change were voiced, and Michael agreed to consult legal counsel about a revision for the next bylaws update. No bylaw amendment on committee independence was adopted at this meeting.

Ethics & Judicial Committee

Michael Holmes presented the report on behalf of Brian Darcy, who had a prior commitment. Michael read the committee's August 24 determination concerning all seven conflict of interest disclosures for the goalball open tryout evaluation and selection committees into the record.

The committee found no current conflicts preventing those seven members from fully participating in committee activities. One applicant disclosed coaching relationships as a potential conflict; the committee determined that no conflict was identified because the applicant was a current coach and coach input was intentional under the goalball procedures. The head coach occupied one of three selection committee seats,

balanced by an independent staff member and an athlete representative from the other team. Any additional conflicts were expected to be disclosed before the committees convened.

Michael clarified that this review applied to men's and women's goalball. Blind soccer selection procedures were still being developed for 2027.

Audit & Finance Committee

Gary Remensnyder presented the second-quarter financial report and updated full-year forecast, comparing it with the first-quarter forecast. Forecast revenue was approximately $1.387 million, an increase of $20,000, driven primarily by improved investment income. Forecast expenses were approximately $1.635 million, an increase of $24,000. Gary reported a forecast annual net loss of approximately $247,000, compared with the original budgeted loss of $27,000.

The principal expense changes were a $32,000 reduction in personnel costs, largely related to reduced severance obligations; a $48,000 increase in travel, event, and program expenses, primarily associated with the World Goalball Championships in China; a $20,000 increase in pitch-related equipment expenses, bringing that project forecast to $175,000; and a $10,000 reduction in interest expense after credit card balances ceased accruing interest.

Cash flow remained the principal concern. Gary reported an endowment balance of approximately $125,000 at the end of the second quarter, an approved August withdrawal of $50,000, and forecast additional withdrawals of $15,000 in September and $50,000 in October. Those projected draws totaled $115,000. Mark proposed discussing rebuilding the endowment in 2027 at the October meeting.

Gary reported that Bestow Accounting had been engaged to improve accounting support and financial reporting at a lower cost. He also reported that the board's earlier vote to engage Mountain West Advisors as the external auditor had passed, with the engagement priced slightly below budget. This was a report of a prior approval, rather than a new auditor vote at this meeting.

In response to John Kusku's question, Michael acknowledged booking errors for World Championships travel involving insufficient connection times and reversed passenger names. Approximately $11,000 remained in airline credits and was being used for subsequent athlete travel. USABA had implemented a travel platform with preloaded athlete information and configurable connection-time limits to reduce future errors.

Skye Arthur-Banning raised the risk of market losses affecting funds needed for near-term operating expenses. Gary agreed to consult the endowment contact about alternatives. Michael described USABA's participation in the long-term portfolio and the availability of a more cash-oriented option. Mark explained that withdrawals required his and Gary's approval.

Motion: [Mover to be confirmed] moved to accept the finance report. Charles Catherine seconded the motion. Outcome: The report was accepted following an affirmative voice/hand vote. No dissent was recorded.

Athlete Advisory Committee

John Kusku presented the AAC report. May 29 minutes had been provided, and he would ensure the July 13 minutes were forwarded. The addition of a second blind soccer athlete representative completed the six-member committee. John reported improved communication between the AAC, athletes, and staff, and

described the committee's work on committee nominations and the September goalball open tryout procedures.

John continued participating in Team USA Athletes' Commission meetings, including discussions of direct athlete support. Separate representation for goalball and blind soccer was being considered but had not yet been formally announced. The AAC was coordinating its upcoming elections with the Nominating & Governance Committee.

John relayed concerns from current and former athletes about USABA's stability and the organization of the domestic goalball season. He proposed a formal body involving tournament directors, staff, and athletes. Mark emphasized the distinction between board governance and administrative operations. Matt Simpson recalled a previous goalball working group, and the board discussed reactivating that group with staff involvement. Mark and John agreed to continue the discussion after the meeting; no formal committee was established by vote.

Charles Catherine acknowledged similar concerns within blind soccer while recognizing improvements under current leadership. Mindy Cook encouraged USABA to share positive developments and progress more visibly with athletes and the broader community. Mark reiterated his confidence in the organization's turnaround and welcomed continued athlete feedback.

Interim Executive Director & Staff Report

Michael Holmes referred members to the Board Update Overview and highlighted recent developments. A SafeSport audit had taken place at Goalball Nationals, and final documentation was due that week. Feedback on Nationals was generally positive following resolution of a scheduling issue. Michael had met with community leaders about restarting the domestic goalball working group after a permanent executive director was named.

The blind soccer pitch had been completed, with a contractor and school walkthrough scheduled for the following morning. An additional sidewalk requirement had been addressed through donated professional services and labor, together with $44,000 in USOPC support for the remaining costs. Mark recognized the rapid coordination needed to keep the October opening on track.

The blind soccer team competed in England, and Skye participated through referee development efforts supported by existing grants. Michael reported that the high-performance funding submission used more realistic cost estimates. USABA had been put forward for a potential increase of approximately $120,000, or 32%, with a funding discussion scheduled for September 14. The increase was not guaranteed. Discussions also included potential goalball stipend increases and, for the first time, a submission for blind soccer direct athlete support.

Media opportunities included the ongoing blind soccer documentary and planned goalball coverage featuring Cal and Eliana in the NBC-produced Peacock series Adaptive leading toward LA28. July had been Breann Scott's final month, and accounting responsibilities were transitioning to Bestow Accounting and Michael.

Michael reported renewed Gibney Family Foundation funding of $40,000 for one year, renewable for a second year, following Marianna Williamson's donor relationship work. USABA had also received three individual gifts of at least $5,000 during the preceding month. Mark encouraged all board members to make a personal gift

before year-end and provide introductions to prospective funders. Mark and Michael would explore a philanthropic advisory group to support those efforts.

New Business

Mark Ackermann invited new business. No additional new business was presented.

Executive Session

Mark Ackermann directed the board to enter executive session without Michael Holmes and instructed Michael to transfer hosting responsibilities and discontinue the recording. The regular-session recording ended at that transition.

Adjourn

[Final adjournment time to be confirmed.]