American Canoe Association (ACA)
Board of Directors
Meeting Minutes

Date: March 3-4, 2018
Location: ACA National Office – Fredericksburg, VA

Attendees: Robin Pope, Anne Maleady, Wade Blackwood, David Bell, Kirk Havens, Stanton Collins, Tom Uebel, Bill Micks, Steve Hutton, Lili Colby,

Phone: William Irving, Peter Sloan, Kelly Allen, Scott Mann

Absent: Jeff Rouse

Non-board: Josh Hall ACA Member

Conflicts of Interest: Robin instructor, Wade staff, David Scouting, Kirk patent recuse salary, Stanton Lake Lanier club, Tom no, Bill outfitter, Steve no conflicts occasional teacher, Lili owner MTI paddlesports supports through memberships, William president Nantahala Outdoor Center host of conferences, Peter no, Kelly trainer at OKC paddle city on ? board, Scott remains on USACK board. - Anne will follow up weekly; major conflict of interest.

Kirk - discussion with Scott on resignation from USACK Board, hoping end of March, Anne will check weekly, significant conflict of interest.

Minutes from last meeting - Robin motion, Steve, second, Kirk assist, unanimous

Peter - Welcome to new athletes,

Scott - background intro, currently works in international relations, whitewater slalom, 10th in world at his peak, excited to join ACA, lots of opportunities

Kelly - represent para side, active family kept up with siblings, grew up on lake, introduced to para at 14 in Extremity Games, skier and paddler, strange man on internet invitation to paddle in Texas, paddling brought freedom.
Stanton- grew up with sports and 96 Olympics. Paddling as a teenager 13/14, great coaches, great opportunities, wants to share

Peter - goals for meeting, what to focus on Monday.

Wade - overview of finances with auditor with Jorge Estrada, some financial challenges, positions to fill per USOC, also some sponsorship challenges and opportunities. Need to get going on these areas, big tasks to get done.

Wade - agenda 9:30 Jorge Estrada auditor, 11:00 Jay Paul and Charles Merritt insurance initiative, satellite office in Richmond.

Bill Mick - was honored with “Good Scout” award, scouting got him into canoeing, 40 some Eagle projects related to river, 80% of community service is with scouts.

David Bell honored with Paragon Award with International Swimming Hall of Fame worked with Scouts, Paragon Award with International Swimming Hall of Fame, heavily involved with Boy Scouts, particularly aquatics programs

Secretary’s report - up to date on all minutes

David treasurer’s report - Audit report found a discrepancy in reporting. After adjustment we are short $10k. We have issues with collection of instructors dues 40% +/- unpaid. *(This statement is not accurate - instructor certifications are considered "active" for 4 years, and we keep track of everyone who's ever been certified. All this really means is that we have some people who completed instructor certification but chose to not keep their membership current for their four year certification period. These instructors don't have access to any instructor services, including instructional insurance, unless their dues are current. The ratio of currently paid up instructors to all "active" instructor certifications has been relatively constant for more than 10 years. When we've looked at this it seems likely that most of these are people certified for work at camps or similar venues, and who stop paying dues when they stop their summer job). USOC funding versus payroll costs of merger, Thank you David for resolving and highlighting issues.

Wade- complexity of finances, seeking to streamline. issues with membership categories, stepping in to be more involved in day to day numbers. Manage org based on memberships versus grants, fundraising, donations

Kirk motion to accept Treasurers Report,, Robin second, Discussion: David and Wade working on providing budget by end of March for discussion at next call. Peter is developing a calendar of call. Vote to accept unanimous.

Wade - Anybody that hasn’t yet completed SafeSport curses needs to do so by March 9th.

Scott - requests a reporting policy. Wade - Report goes directly to Safe Sport. Also working to ease website process to go above and beyond policy. New page on website, competition site. The Board still needs to see a final organizational Safe Sport policy.

Jorge Estrada on phone - 2 fiscal audits completed, 2016, 2017 audit years. Caught up and current. Focus on 2017 Goal - clean opinions, achieved. Discussed impact of appraisal value Sugar Island on taxes Line item
expense adding an appraised value is better than settling for real estate assessment determined by government

Scott Mann left conference 9:50 Scott back 9:53

Kirk what are priority issues to address? Jorge- 1. streamline cash accounts, do we need all accounts?, set procedures to track monthly reports/reconciliation 2. personnel review of executive director 3. look at government terrorist watch list and adhere to their rules. Audit went smoothly The management letter was discussed at length.

Wade - last 3 weeks = focused on getting accounts in line, Atlantic division issues resolved, consolidated dormant accounts under ACA, how to address use in those communities or opportunities,

Kirk - need a good handle on accounts as NGB.

Wade - had 5 accounts that we finally acquired access. In offices we have multiple accounts. It keeps federal money separate, keep daily op money separate, feeds into Quik Books, able to do international wires, expedite athlete monies, Will consolidate old division accounts.

Wade - long term leases. Fredericksburg office 3 year lease, Camp Sebago lease 10 year. Designing Atlantic division lease for camp. Need full accountability as NGB. Currently 5 accounts for Camp Sebago. ACA’s office needs signature access to all Division accounts including Sebago accounts, for full transparency

Break at 1026 Reconvene at 1045


Kelly left meeting

Insurance - single source (app) for insurance for daily activities, waivers, Term Life, daily product for events/adventures ACA gets cut of commission, largest portion in first year. Company will have 10% commission give back program for ACA. Full service agency with experience in outdoor activity insurance.

Richmond Concept visions of a piece of land being used to maximize river recreation. 13 acres. Potential ACA future location property turned over to city potential model = May Mount private property turned over to city leased back but managed by a foundation.

Discussion of ramifications of insurance program versus current program. Projected daily program in late 2018.

David - questions about back up coverage for ACA as sponsor

Bill Micks - Fredericksburg land options, auction pending of labeled Silver land on map, basically the land abutting the developed shopping center, City has offered separate property located on river close to town to ACA for $1 per year 100 years, city wants land used. The Board approved further exploring this, but requested specific details including liability to ACA.

Break 1300
Reconvene 1430  William rejoined. Scott, Kelly

Wade Committees-

Vice President                      Robin Pope  elected unanimously  Kirk motion to elect, Steve 2nd

Executive  4 board and 1 elite    Stanton Collins  Kirk motion to elect, Lili 2nd

Finance                            all board  Robin motion to elect, Steve 2nd

Audit 5 and 20% (1) athletes       Lili  Scott  Anne motion to elect, Bill M 2nd  Stanton motion to elect,

Steve 2nd                          David  Kirk  Jeff  Kirk motion to elect, Steve 2nd  Robin motion to elect, Steve 2nd  Bill M motion to elect, Steve 2nd

Motion to close elections  Kirk, Robin 2nd  Steve motion to accept slate, Robin 2nd  No further discussion, unanimous,

Property   2 Pres appointees        Tom Sugar Island, Jerry Camp Sebago, Bill Micks chair Rappahannock  Bill will

provided names to Wade/Pete by 3/10

Nominating 3 Pres appointees, 1 Division rep, 1 elite pending her okay  Kelly  Stanton Motion, Steve 2nd  unanimous,

Lili  Peter appointed  TBD

Ethics - 3 ACA members, 20% athlete reps  TBD

Grievance 5 members, 4 appointees and 1 elite athlete  Scott  Stanton, Robin 2nd  unanimous  TBD

15:08 Scott rejoins call  updated on committee role

Wade - finances, reworking to fit better with reporting, looking at accountants, audit uncovered issues, appreciate insight of audit. Want to print audit and explain to members. Wade will provide responses to Audit comments for the record

Wade - USCG grant applications $1.2M typically pay out at 40%. staffing contingent on grant success; smaller grants from Safe Boating, LL Bean, Silicon Valley Bank,

Insurance - in past $10k  looking to capitalize on opportunity
Scott in past USACK - looked at sponsors, demographics  how can we capitalize on using data,  how to attract major partners, capitalize on events, grow competitive participation.

Coaches - 2 full time, 3 part time hold title not paid

Stanton - bring back Lake Placid event for sprint kayak,  Wade - back in 2019

Lili - web pages don’t have a pathway to learning how to get involved.

Stanton - expensive sports, need that gateway, competitors  are quitting due to cost.

Lili - Donate button; direct donation

Josh - how to get instructors to identify talent?  What should they look for?

David - Wade - programs to get started, identify. Lots of ideas, condensing to teach how to identify,  Disconnect between sports and exposure

Tom - Fastest growth in Canada is canoes in 2017

Kirk - Instructors will need 1. know what to look for?  2. Need to know what next steps are?

Peter - wants what is available at this point.

Sponsors - Co-branding  Where to put advertising on boats?  Sponsorship activation sheet needed. Working on expressing what they can get?

Anne - what is the entry/gateway to a sport?

Wade - USA Squash partner like skills. Future Man Kodak story, developed digital then opted for film, own digital imaging business. Technology based but experience driven. Need a good sponsor to develop.  Team Nike

Muster - shad  activation program to interact with stewardship world nationally.  Assists with increasing activism to lobby for messages

adjourn meeting at 430
DAY 2

ACA Minutes
March 3-4

Day 2

Attendees: Wade Blackwood, Kirk Havens, Robin Pope, Bill Micks, Anne Maleady, Tom Uebel, Steve Hutton, Lili Colby, David Bell, Stanton Collins, Scott Mann, Jeff Rouse, Peter Sloan, William Irving

Absent: Kelly Allen,

Non-Board: Jerry Dunne Camp Sebago, Josh Hall ACA member

Sunday morning meeting resumes: 8:30

Follow up from Saturday:

Kirk: Auditor specifies access to all account needed, Atlantic division has gaps, Need signature and access.

Wade: need to run up the flagpole at Atlantic Division,

Jerry: explained USOC demands access,

Wade: read only access not acceptable; need signature access, allows Wade to look into checks for specifics.

Jerry: we will have to fix this

Wade: swept a couple of division accounts into ACA as they were dormant. Sebago piece and Atlantic piece are the issues.

Kirk: FOLLOW UP to check accounts

Jerry: requests access to Wednesday calls. To ensure quality communication. We understand need and will comply.

Robin: Board calls aren't generally open to the public, to allow controlled discussion, but as a Sebago/Sugar Island rep we request you to attend

Wade: follow up from yesterday Budget, response to auditors (Sebago). Do we want to do a fair market valuation of Sugar Island and Fredericksburg properties?

David: should do Sugar Island, wait for sister island to sell for comparative

Kirk: Wade please check into appraisal costs

Tom: will communicate auditor’s request to for appraisal and begin looking into appraisal process.
Jerry: report on Camp Sebago. opens April 1, work crews being set up. Tree on cabin park to fix, park calls out asbestos roof. No serious problems. Started second reserve fund. First fund only for major (fires, etc) Second fund will repair docs, weather type damage. 27K in reserve, 77K in reserve, 30k in operating,. have funds for 2018, have not collected rents or fees. Camp looks good overall.

Wade: signed 10 year lease. will set updated expectations, lease has been signed and returned, wants to clarify agreement between ACA and Sebago.

Jerry: thanks for longer lease, jewel of ACA, camp very active.

Jerry: Atlantic Div changed bylaws. ACA approval needed. In essence, changed rental cabins committee to a sub division of camp rather than larger Atlantic division. Camp committee has general administration of camp. Rental committee operating in a reluctant, traditional manner. Now under Camp Committee so timely decisions can be made. New website set up for rentals.

Jeff Rouse: arrived 8:55

Kirk: Jerry to work with Bill Micks, Properties Chair, send edited, strike out copy to Bill. With short rational. Bring up at next meeting.

Jerry: Want to take advantage of flexibility

Wade: Intro of Jeff Rouse, intro of board members

Jeff: discussed connection between swimming and paddling with potential athlete crossover.

Wade: hear from Morgan House on competition.

Jerry: NYC swimming venue devoted to kayak every Sunday morning

Wade: USOC wanted access to ACA website for media usage, Wade renegotiating media agreement to correct issues, bring value with number of hits but site not compatible. Will revisit next year as issues are corrected. Kirk: their sponsors would control our platform. Wade: ACA and Triathlon are broader websites which have with issues of platform control.

Morgan House: enters conference 9:16 to discuss competition

Wade: USOC brand strong, would prefer to find our own way and establish revenue source from us

Lili: what would mean to Buddy Insurance program? Wade: direct issue

Wade: introduction of Morgan.

Morgan: drinking from firehose, also focus on helping athletes in any way we can. Been working on Competition Council Committees. Setting up schedule for meetings and filling positions. Once operational issues resolved, disciplines will be able to act autonomously.

Wade: once work done will have a competition Board position.
Morgan: Outrigger exploring ways to work with ACA but also looking at their own NGB to support their own traditions and culture.

Wade: bring in in huge number of paddlers and competitors. We offer a neutral platform, to disparate groups.

Kirk: ACA partnered with Polynesian Voyaging Society, Hokulea group to open doors to working with outrigger community. Built strong bonds

David: ACA members

Wade: brought all together to discuss opportunities

Morgan: Lake Placid training camp, NZ games good finishes, issue is no pipeline for development of athletes. Youth Olympic Games, new event, to combine sprint and slalom, March 18 Lake Lanier GA, qualifiers will go to Barcelona, then Buenos Aires Need a judge to attend, See report

Morgan: Para canoe to get $50k Dragon boat races in Gainesville. 5000 athletes.

Kirk: can we use Dragon boat event to offer figure 8 course to id talent.

Stanton: offer boats that they can hop in, try, and get ACA information

Morgan: Sept 12-15 Lake Lanier Dragon boat event. Wade; working on our exposure to athletes.

Morgan: youth boat program, boats are expensive, currently glass and carbon fiber boats are only built overseas. However, there are wooden competition boats built in Maine with appropriate dimensions, Drafting professor has program to CAD, build, and pass off program to woodworking organizations for boat building to schools. Judge on skills and then race boats. Talks going with Gainesville schools. Get materials support. Build paddles also

Wade: trying to bridge equipment gap. David: get boat building schools engaged

Kirk: lead athlete support. train, travel, sacrificing education to train. The question we wanted to pursue was: Can we provide National Team Members online classes free while training? College of William and Mary, Longwood University have signed on. Meeting with the University of Mary Washington and University of Virginia. Create Olympic Learning Centers.

Scott: in past USACK ? TN school had a program for strength and conditioning. Talking again to program, talking 2-3 scholarships.

Wade: any relationships are of value

Stanton: GA Tech used to have a program. Would like to set it up.

Morgan: Lake Placid residency program. Also USOC and DeVry University program.
Wade: DeVry augment but not always transferable. Need 4 year school.

Lili: These are two different issues. Separate training component from educational degree program.

Wade: structured program. Would have to qualify.

Jeff: how many athletes impacted? Wade: 20 to 30.

Stanton: 18 years old is a cliff that athletes cross and step away.

Peter: athletes switch sports to scholarship programs.

Morgan: key program.

Break at 10:01

Reconvene at 10:20


Kirk: Motion to approve full slate of SEIC motions, Anne 2nd, discussion: what is staff position? Wade: staff supports All 9 motions passed unanimously as one vote.

Steve: Last meeting as Chair in August, succession plan in place. Appreciated David’s attendance at the SEIC meeting.

Wade: ACA by the numbers slide. Lili, Kirk, Anne, Robin - discussion of opportunity

Wade: top states, state directors program highlighted.

David: how many USACK members, how many have transferred over. 28K to 6K transferred. (I'm not sure what this means. USACK only had 1000 or so members. Is the member numbers or annual income from those numbers?) Some were both. USACK was $50 to 60. Kirk: how much was outrigger community? Wade: hard to determine. Scott: Dragon boat community was the biggest. David: did we do outreach, yes Wade: labor intensive to support athletes.

Wade: spent time on Hokulea to attract Dragon boat and outrigger community

Wade: reshuffling data base, membership categories hard to track, feedback 90% raise cost of membership to enhance value,

Tom: Sugar Island Report Complaints; 1. tracking monies difficult as it lacks details such as rent payments. Would like access to review. 2. two night benefit, only used by visitors that never rejoined ACA. Trustees feel that it costs them money. 3. would like to know when taxes and insurances paid. The Compliments: 1. focus on bringing Sugar into 21st century, meeting on septic system. concern with dishwater. 2. Dept. of Health flood maintenance, ramps, skirts on docks have funds 3. need a cabin roof $9K been doing at 2k via work party funding from SI account. 4. Paddle Canada want to be involved in SI. Want
to renovate, will meet in a month, fundraiser, re-do outhouses. Increases Canadian usage, labor expense volunteers dwindling. Kirk: need to be ACA members. Wade: see it as an asset to member building. It is ACA island. fought and paid for this clarity. Intent is pure. Need to trade or be ACA in order to highlight benefit. Tom: outhouse building is orchestrated by PC then done by school group. Tom: two responses from state directors last year, no follow up. New letter, one response. Feeling more comfortable Tom: Safe Sport, appraisal. If Dept. of Health pushes outhouses, how and where to get funding? Work it through Wade. Thanks for Trust in me as SI Liaison. Trustees are also comfortable with relationship with ACA.

Tom: 1. monthly statement with details. Wade: will send a scan. ACA will take over whole registration process, credit cards, etc. will confirm memberships. Targeted to be done for this season. ACA will design, SI will critique to tweak. ACA will handle all details and monies. Goal is to unify process for all properties. Tom indicated he and the Trustees would be comfortable with this.

Only two people have taken advantage of the two free night stay at Sugar Island since it's inception 3 years ago, and no ACA members were denied a spot on the island to make room for them. We'll keep the program in place as a member benefit.

Jerry: trees dropping at Sebago, Parks responsibility, getting arborist to tag trees to remove. Have not raised fees in 5 years? In black, lost one year.

Wade: new format for renting.


Bill: Talk to Bill Freeling (sp) first. Wade: follow up from yesterday Budget, response to auditors (Sebago). Do we want to do a fair market valuation of Sugar Island and Fredericksburg properties.

Kirk: motion to close session, Steve 2nd unanimous. 11:45

Back into open session at 12:01 Kirk, Lili 2nd unanimous

Executive session for personnel discussion: Robin, Steve 2nd unanimous 12:02

Back into the meeting at 12:20 Steve, Robin unanimous

Meeting closed Robin, William unanimous

Submitted by,

Anne Maleady
Secretary
ACA Board of Directors
SEIC Report to the ACA BOD

March 4, 2018

Current SEIC Officers/Executive Committee (term January 1, 2017-December 31, 2018):

C.C. Williams, Secretary

Trey Knight, Vice Chair

Steve Hutton, Chair

Robin Pope, Past Chair

On 3/1-2/18 the SEIC met with in Fredericksburg, VA, with Discipline Committee meetings taking place on 3/1 and the full SEIC meeting on 3/2. During the full meeting, thirteen motions were presented, including six which followed our normal processes (including 30 day advance publication to all SEIC members, sponsorship by an established SEIC Committee, etc.), as well as seven additional motions which were submitted later than the 30 day advance notice requirement. Per SEIC bylaws, the late motions can be considered as New Business, but require a 2/3rds majority vote prior to discussion. The Chair reminded attendees about the intent and importance of this requirement and subsequently a unanimous vote cleared the way for consideration of all motions.

Nine motions were approved by the SEIC, and are presented to the BOD on the following page for the Board’s consideration. These motions were heavily discussed and debated, and were ultimately passed by the SEIC with unanimous, or near unanimous votes and essentially no opposition. None represent significant changes in our programming or additional exposure or expansion for the ACA.

In addition, the Board will be provided updates on the following SEIC topics during the March 4, 2018 meeting:

- SEIC Bylaw update
- SEIC Committee elections, Code of Conduct process and ACA Bylaws
- Packraft Discipline Committee proposal

Respectfully submitted,

Steve Hutton

ACA SEIC Chair
SEIC Motions:

1. Motion to remove all reference to “Eskimo” in relation to rolling and bow rescues throughout all curriculum.

2. Motion to revise the L2 Coastal Kayak curriculum to eliminate inconsistencies, standardize language used and to remove skills which are considered beyond L2. (Consolidated two separate motions.)

3. Motion to elevate our current Level 3 and Level 4 River Stand Up Paddleboarding curriculum to become our Level 4 and Level 5 curriculum and to approve the proposed new Level 3 curriculum (includes all sample skills courses, skills assessments and instructor criteria).

4. Motion to remove the rolling requirement from the L3: Coastal Kayak Skills Assessment.

5. Motion to approve the revised Level 2 Essentials of Canoe Touring curriculum and all associated course outlines for Assessment, Skills, and Instructor Certification with settlement authority to SEI Staff and Ex Com.

6. Motion to add the following statement to every instructor criteria document at all skill levels and disciplines: Note: An Instructor will have the ability to demonstrate, model, teach, and assess everything on the Skills Course and Assessment Course for their craft/level.

7. Motion to add solo assisted wading to all L2 and L3 river kayak courses (to match all other courses and disciplines in that venue).

8. Motion to remove the high brace from all L2 River Kayak documents.

9. Motion to allow all existing L3 and above instructors to deliver the Paddlesports Safety Facilitator Certification course without the endorsement from an Instructor Trainer. Level 2 instructors can deliver the course with a PSF endorsement from an IT/ITE.
Update on Competition Council elections
  o  All 13 competition committees have been elected. Only a few committees are still working on electing Chairs, Vice Chairs, and Secretaries. Should be finished within the next week.

Outrigger Advisory Committee
  o  Outrigger Advisory Committee had a conference call and elected Mike Shandroff as Chair, Bernie Bernal as Vice Chair, and Cindy Scope as Secretary.
  o  They are excited about working with the ACA and the support we can offer but are still discussing within their 5 programs the benefits of having a single National Governing Body.

Training camp at Lake Placid
  o  Sprint Kayak training camp is scheduled for June 27-July 15.
  o  This camp will be for Juniors, U23, and Senior kayak athletes.
  o  All athletes will compete at the “Canada Day Regatta” on July 1st in Ottawa.
  o  The remainder of the camp will be at the Lake Placid Training Center
  o  Athletes will leave for Bulgaria on the 16th to prepare for JR & U23 World Championships on July 26-29

Results
  • 2018 ICF Freestyle World Championships: November, 2018
    o  Clay Wright: 1st Senior Men Squirt
    o  Dane Jackson: 1st K1 Senior Men
    o  Dane Jackson: 2nd C1 Senior Men
    o  Sage Donnelly: 2nd K1 Junior Women
    o  Anna Bruno: 3rd Senior Women Squirt
    o  Olivia McGinnis: 3rd K1 Junior Female
    o  Rose Wall: 5th Senior Female Squirt
    o  Kenny Kellogg: 5th K1 Junior Male
    o  Stephen Wright: 5th K1 Senior Male
  • Canoe Polo Pan American Championships: Argentina, November 2018
    o  Women Canoe Polo 1st place
    o  Men Canoe Polo 4th place
  • Canoe Slalom New Zealand Open: January, 2018
    o  Michal Smolen: 4th in Final K1 Senior Men
- **Canoe Slalom Australian Open: February, 2018**
  - Michal Smolen: 18th in semifinal K1 Senior Men
  - Joseph Joshua: 31st in semifinal K1 Senior Men
  - Casey Eichfeld: 13th in semifinal C1 Senior Men
  - Zachary Lokken: 26th in semifinal C1 Senior Men
  - Sage Donnelly: 26th in semifinal K1 Senior Women
  - Sage Donnelly: 15th in semifinal C1 Senior Women
  - Evy Leibfarth: 19th in semifinal C1 Senior Women

**Youth Olympic Games**
- The Youth Olympic Games Selection Race will be held in Gainesville, GA at the Lake Lanier Olympic Park on March 18
  - Athletes will be selected to compete at the Youth Olympic Games Qualification Race in Barcelona on April 18 where they would compete for a chance to qualify for the Youth Olympic Games in Buenos Aires, Argentina on October 16

**Slalom Trails**
- Slalom National Team Trials will be held on April 6-8 at the USNWC

**Sprint Nationals**
- Sprint National Championships will be held at Oklahoma City on August 1-4

**Paracanoe update**
- Paracanoe has received its first quarterly payment from the USOC.
  - The total funds will equal $50,000
  - $35,000 will be used for athlete support with travel, accommodations, and entries for World Cup 1, World Championships, Pan American Championships, and the National Championships.
  - A portion of the funds will be used for a training camp in Oklahoma City
  - $15,000 will be used for coaching