U.S. ASSOCIATION OF BLIND ATHLETES

U.S. Association of Blind Athletes
Board of Directors Meeting Minutes – February 24, 2026

Present:
Mark Ackermann, Chair
Skye Arthur-Banning, Vice Chair
Gary Remensnyder, Treasurer
John Kusku, Team USA AC, Athlete Board Member
Ali Lawson, Team USA AC Alternate
Charles Catherine, Athlete Board Member
Matt Simpson, Athlete Board Member
Mindy Cook, Athlete Board Member
Zach Buhler, Athlete Board Member
David Cohen, Board Member
Cody Colchado, Board Member
Brian Eaton, Board Member
Eve Wright-Taylor, Board Member
Brian Darcy, Ethics & Judicial Committee Chair
Michael Holmes, Interim Executive Director
Breann Scott, Staff
Marianna Williamson, Staff

Absent:
Amy Wasson, Secretary
Erika Petch, Nominating & Governance Committee Chair

The meeting took place via teleconference. The meeting was recorded.

Call to Order / Roll Call
The meeting was called to order by chair, Mark Ackermann at 4:00 p.m. MST. A quorum was confirmed.

Conflict of Interest
Mark Ackermann asked if any board members had a conflict of interest regarding any item on the agenda. No conflicts were declared. Board members were reminded to disclose any conflicts should they arise during the meeting

Approval of Minutes
Mark Ackermann called for approval of the November 19, 2025 board meeting minutes. John Kusku moved to approve the minutes and Cody Colchado seconded the motion. The motion passed unanimously.

Chair Board Highlights

Mark Ackermann welcomed Interim Executive Director Michael Holmes and thanked staff members Marianna Williamson and Breann Scott for their work supporting the organization during the leadership transition.

Mark reported that Molly Quinn had finalized her transition agreement with USABA and was assisting with onboarding and transition activities through the end of February. He thanked Molly Quinn, Breann Scott, and Marianna Williamson for supporting Michael Holmes during the transition process.

Mark then introduced a proposal to establish an Executive Search Committee to oversee the search process for a new executive leader for USABA. He explained that the committee would develop a position description, compensation range, recruitment strategy, interview process, and final recommendation for board consideration.

Mark recommended the following members for the Search Committee: Mark Ackermann, Skye Arthur-Banning, Gary Remensnyder, Charles Catherine, Mindy Cook, Matt Simpson.

The committee composition included athlete representation from blind soccer, women's goalball, and men's goalball.

Charles Catherine expressed support for the proposed process and noted the importance of promoting the position broadly throughout professional and Olympic/Paralympic networks.

Charles Catherine motioned and Mindy Cook seconded to approve the Search Committee membership and committee charter as presented. The motion passed unanimously.

Mark also provided an update regarding the blind soccer pitch project in Colorado Springs. He recognized the efforts of Michael Holmes, Marianna Williamson, and Breann Scott in completing significant work associated with a challenge grant from Dick's Sporting Goods and related coordination with state and school officials in advance of project deadlines.

The board was further reminded that USABA had formally received its USOPC recertification renewal in good standing. Mark thanked Breann Scott, Gary Remensnyder, Molly Quinn, and staff for their efforts throughout the certification process.

Interim Executive Director & Staff Report

Michael Holmes formally introduced Marianna Williamson to the board and recognized her contributions during the organizational transition and fundraising activities. He noted that she would be working more closely with board members moving forward regarding philanthropy and donor engagement.

Marianna Williamson discussed plans to connect individually with board members to learn more about their involvement with USABA and to support future development efforts, storytelling initiatives, and fundraising strategy. She emphasized the importance of strengthening donor engagement leading into LA28 and building long-term philanthropic relationships.

Mark Ackermann reiterated the board's responsibility to support philanthropy through annual giving, relationship development, and introductions to prospective donors and foundations. He emphasized the importance of maintaining 100% board participation in annual giving efforts when seeking external funding support.

Committee Updates and Reports

Nominating & Governance Committee

Michael Holmes presented the Nominating & Governance Committee report on behalf of Erika Petach.

The committee is seeking a replacement for Jennifer Demby on the committee. Athlete representation requirements remain satisfied through the continued participation of Eliana Mason. Board members were encouraged to submit recommendations for potential committee members and future board candidates.

The board was informed that several elections would occur during 2026, including: one goalball athlete board seat, three at-large board director seats, one independent director seat, and an internal AAC election process.

Mark Ackermann encouraged board members to assist in identifying future board and committee candidates and emphasized the importance of board succession planning and committee development.

Ethics & Judicial Committee

Brian Darcy presented the Ethics & Judicial Committee report.

Since the previous board meeting, the committee reviewed three filed complaints. Two matters were resolved and one matter remained under review.

The committee also reviewed sixteen conflict of interest disclosures. Two submissions required minor clarification, which the committee anticipated resolving shortly.

Brian further noted that the committee expected the appointment of an athlete representative to the Ethics & Judicial Committee, which would complete the committee's current structure.

Audit & Finance Committee

Gary Remensnyder presented the Audit & Finance Committee report and reviewed the organization's unaudited 2025 year-end financial results in comparison to the prior forecast and approved budget. The committee discussed ongoing cash flow monitoring, staffing impacts on operations, and continued forecasting oversight.

Gary also noted that the committee continues to evaluate financial planning processes and operational sustainability as the organization moves through the executive leadership transition.

Gary also reported that the committee continues work related to the organization's audit process and auditor engagement planning. The board was advised that the committee's audit recommendation would be presented to the board through unanimous written consent following completion of the committee review process.

A motion was requested to accept the treasury report, Skye Arthur-Banning moved the motion and Cody Colchado seconded. The motion passed unanimously.

Athlete Advisory Committee

John Kusku presented the Internal Athlete Advisory Committee report. He reported that he and Ali Lawson attended virtual Team USA Athlete Commission meetings since the previous board meeting to remain informed regarding athlete issues across the Olympic and Paralympic movement and to maintain communication with other sports and athlete representatives.

John reported that the Internal AAC held two meetings since the prior board meeting. The first meeting included a presentation from the Team USA Athlete Commission regarding the responsibilities and duties of an internal AAC. The second meeting focused primarily on the USA Goalball domestic season and future athlete engagement initiatives.

The AAC also discussed formalizing a goalball working group that would include tournament directors and other interested stakeholders. The proposed committee would support implementation of the AAC charter, athlete engagement, evaluation processes, athlete appointments, and improved communication with athletes throughout the goalball community.

John further reported that the AAC continues efforts to fill its remaining blind soccer athlete representative position and anticipates beginning the election process for four AAC seats following the 2026 World Championships in accordance with the AAC charter and election cycle.

The AAC recommended Jordan Gist for appointment as the athlete representative to the Ethics & Judicial Committee. Mark Ackermann formally approved and confirmed the appointment on behalf of the board. John also noted that the AAC is exploring the addition of another ten-year athlete representative to the Ethics & Judicial Committee.

The meeting was moved to executive session at 5:40 p.m. MST.