



ACA Board Meeting **[Video Meeting]**

Thursday, June 11, 2026
[Approved 7/9/26]

WELCOME AND APPROVAL OF THE MINUTES

Suzanne opened the meeting at 7:30 pm ET. The agenda is presented in Appendix A.

A motion was made to approve the May minutes. It was seconded. The motion passed, and the minutes were approved.

Attendance. Attendance was taken from the video logins.

BOD Present: Suzanne Britt, Bill Caruso, Jonas Ecker, Jillian Elwart, Robert Kauffman, Simon Norton (Si) Ryan Rushton, Sef Stannard

BOD Members Not Present: Bev Cosslett, Risa Shimoda, Zach (Bug) Lokken, Aaron Small

Staff Present: Beth Spilman

Other Attendees:

Quorum was obtained.

COUNCIL AND COMMITTEE REPORTS

Competition Council Report. The Competition Council did not have a report.

Regional Activity Council RAC. Bill Caruso presented the RAC report. The main focus was an update on Kayaking 101. There was a discussion whether there was a need to protect and trademark the title: "Kayaking 101." The consensus was that it was unnecessary at this time. In addition, Bill addressed the future of RAC. They are planning for next year. They are looking at making "incremental change," which is manageable, and planning for fewer meetings where they may go to quarterly meetings.

Policy Update Review. (Appendix B) Stef presented the report on the activities of the policy review committee. They reviewed the Sports Integrity Policy and recommended its passage without modification. There was a possible loophole in the policy, but it can be amended if needed.

MOTION: *Moved to approve the Sports Integrity Policy as an ACA policy.* (Disposition: yea: passed unanimously)

Finance Committee Report. (Appendix C) Robert presented the Financial Committee Report. Three highlights include: 1) we are waiting for the completion of the audit report, 2) the Properties Committee met but the minutes have not yet been completed, and 3) the committee is working on a proposal to raise membership dues. Robert, Jerry, and Ann are planning to visit West Grand Lake. The board spent a couple of minutes discussing membership dues and concluded that there were a lot of moving parts to any changes that would be made.

Executive Director's Report. (Appendix D) Beth gave her report, which followed closely her performance objectives. One item worth noting was that income was up over 4% year to date this year over last year.

SEIC Update. An SEIC was not on the agenda. However, since there was time available, Ryan provided a brief update. He noted that there were nine to ten ITs seeking approval, and that it was taking considerable time.

NEW BUSINESS

There was no new business.

ADJOURNMENT

A motion was made and seconded to adjourn at 8:34 pm. The motion passed.

Respectfully Submitted,



Robert B. Kauffman
Treasurer, Pro tem Secretary

2026 BOD Meeting Schedule: [Thursday meetings at 7:30 pm ET: 4:30 pm PT]	
Thursday, January 10 th -11 th Thursday, February 12 th Thursday, March 12 th Thursday, April 9 th Thursday, May 14 th Thursday, June 11 th Thursday, July 9 th	Thursday, August 13 th Thursday, September 10 th Friday-Saturday, October 9 th -11 th Annual Meeting: TBD Thursday, November 12 th Thursday, December 10 th



Appendix A

**American Canoe Association
Board of Directors Meeting Agenda
June 11, 2026, 7:30PM ET, 4:30PM PT**

Zoom Link: <https://us06web.zoom.us/j/83935048792?pwd=DzMBahvv4TbDzaNgAkRBpE6dEpFdUg.1>

Welcome & Approval of Minutes	5 Min
● Roll Call	
● Approval of May 2026 Minutes	
Competition Council Report	10 Min
Regional Activity Council Report	10 Min
● Kayaking 101 update	
Policy Update Review	10 Min
Finance Committee Report	10 Min
Exec Director Report	15 Min
Adjournment	9:00PM ET

2026 BOD Meeting Schedule: [Thursday meetings at 7:30PM ET]

❖ Thursday, January 10th - 11th	❖ Thursday, July 9th
❖ Thursday, February 12th	❖ Thursday, August 13th
❖ Thursday, March 12th	❖ Thursday, September 10th
❖ Thursday, April 9th	❖ Friday-Saturday, October 9th -11th
❖ Thursday, May 14th	❖ Annual Meeting: TBD
❖ Thursday, June 11th	❖ Thursday, November 12th
	❖ Thursday, December 10th



Appendix B

AMERICAN CANOE ASSOCIATION (ACA)

Policy Type: *Ethics and Conduct*

Policy Number:

Policy Title: *Sports Integrity Policy*

Revision: 0

Original Date: _____

Revised:

1. Purpose

Integrity is fundamental to the credibility, fairness, and sustainability of sport. The ACA is committed to upholding the principles of honesty, ethical conduct, and fair competition, ensuring that all participants engage in sport in a manner that maintains public confidence and respect, and consistent with the IOC Olympic Movement Code on the Prevention of the Manipulation of Competitions and the IPC Codes of Ethics. This policy recognizes the increasing risks to sporting integrity, including corruption, match-fixing, misuse of insider information, and other inappropriate involvement in sports betting. Such behaviors threaten the core values of sport and undermine the safety, welfare, and reputation of athletes, officials, organizations, and competitions.

This policy provides a framework for identifying, mitigating, and responding to integrity threats; outlines ACA's expectations, responsibilities, and prohibited conduct for all participants; and supports education, monitoring, and enforcement measures to protect the sport from improper influence. This policy does not attempt to provide an exhaustive list of every possible circumstance in which an integrity threat may occur. Instead, by promoting awareness, accountability, and transparency, this policy aims to safeguard fair competition, protect participants from harm, and preserve the trust of fans, stakeholders, and the broader sporting community.

2. Applicability of Policy

This Sport Integrity Policy is applicable to all ACA Covered Individuals. Where reasonable and relevant, ACA contractors will be required to comply with this policy in their contracts.

All Covered Individuals who participate in an Applicable Competition are required to comply with the integrity standards outlined in the policy. Integrity obligations commence from the time a participant is selected or otherwise becomes eligible to participate in an Applicable Competition and shall continue until all competition-related obligations, including post-event processes, have concluded.

3. Definitions

Applicable Competition - any sanctioned, authorized, conducted, administered, or otherwise recognized event by the ACA, whether domestic or international; any event in which the ACA selects Covered Individuals to participate; and any competition where the USOPC officially designates entrants. Applicable Competitions include, but are not

limited to, the: Olympic and Paralympic Games; Pan American and Parapan American Games; World Championships and other major international competitions where individual and/or team selection is made by the ACA; and National championships and trials that serve as qualification events for Protected Competitions.

Covered Individuals - include all ACA employees, members of the ACA Board of Directors, committee and/or task force members with access to high performance information, high-performance athletes, national team staff (including all coaches and support personnel), and officials.

Inside Information - any non-public information that could affect competition outcomes or be used for betting purposes. Examples of Inside Information include, but are not limited to, non-public injury or health information; team selection decisions prior to public announcement; competition strategies or tactics; and training or coaching details.

Sports Betting or Sports Wagering - attempts to bet, offers to bet, agreements to bet, soliciting betting, facilitating betting, or inducing another to bet on an Applicable Competition, whether or not the wager is ultimately accepted or settled.

4. Prohibitions and Requirements

A. Prohibition on Betting

Covered Individuals may not engage in any form of Sports Betting and/or Sports Wagering on Applicable Competitions. Covered Individuals are prohibited from engaging in any form of wagering, gambling, or staking of money or any other thing of value (whether monetary or non-monetary) in return for accepting or receiving (directly or indirectly) benefits or other things of value (whether monetary or non-monetary) based on the outcome, progress, conduct, or any other competitive aspect of an Applicable Competition.

Prohibitions on Sports Betting or Sports Wagering extend to include, without limitation, wagers placed directly or indirectly: with licensed, unlicensed, domestic or international betting operators (including through licensed or unlicensed sport books, fantasy sport leagues, and futures and/or prediction contracts); through intermediaries or third parties; through use of cash, credit, digital assets, or any other means of payment; and on behalf of oneself or another person on any Applicable Competition.

B. Prohibition on Manipulation

Covered Individuals may not influence, manipulate, or attempt to influence or manipulate any competitive aspect of an Applicable Competition in a way such that the outcome or any other aspect of the competition is determined (in whole or in part) by something other than the competitors' merits. Examples include, but are not limited to: the result, score, margin, or placing; National Team performance; statistics, or conduct; specific actions or incidents occurring during a competition (including prop/spot bets); and decisions made by officials.

C. Prohibition on Disclosing Inside Information for Betting

Covered Individuals may not request or disclose, directly or indirectly to any individual that does not have a legitimate need to know, any Inside Information that the individual knows or should have known might lead to the information being used for purposes of Sports Betting related to Applicable Competitions. Examples of such non-public information include, but are not limited to, injury or health information, competitive strategy, and training or coaching details.

D. Prohibition on Indirect Violations

Covered Individuals may not direct, request, or encourage third parties to engage in the prohibitions contained in this policy on the Covered Individuals' behalf.

Covered Individuals are prohibited from accepting or receiving benefits or other things of value in connection with sports betting, the disclosure of inside information, and/or competition manipulation.

Covered Individuals are prohibited from soliciting, facilitating, or encouraging other Covered Individuals to bet, wager, or gamble on Applicable Competitions, disclose inside information, or manipulate any aspect of an Applicable Competition.

E. Duty to Report and Cooperate

All Covered Individuals have a continuing obligation to promptly report to the ACA and/or the USOPC any conduct, incident, approach, invitation, or information the individual knows, suspects, or reasonably should suspect, may constitute a violation of this Sport Integrity Policy or any related integrity rules (e.g., ICF Code of Ethics, the IOC/IPC Code of Ethics). Failure to report such violations may be considered a violation of the policy and may result in disciplinary action or related sanctions.

All Covered Individuals have a duty to cooperate with the ACA and/or the USOPC in investigating violations of the ACA's policy and the USOPC Sport Integrity Policy. Cooperation may include sitting for interviews within a reasonable amount of time and providing documentation. Note that the failure to cooperate with any investigation may be considered a violation of the policy and subject the individual to sanctions.

5. Procedures for Reporting, Reviewing, and Managing Reported Integrity Concerns

Integrity concerns must be timely reported to the ACA Executive Director or Board President. Upon receipt, the Executive Director or Board President will notify the Grievance Committee Chair. Procedures within the Grievance Policy will be followed upon receiving a reported concern.

Anyone reporting a perceived violation of this policy must be acting in good faith and have some basis for believing there may be a violation. Anyone who makes a false report knowing that it is false or that it has no basis is in violation of this policy and the ACA Code of Conduct. Such a violation may itself be reported under this policy and may lead to serious consequences.

The ACA has a zero tolerance for retaliation against individuals who make good faith reports of potential ethical, policy, or legal violations, and who cooperate with investigations of the report. Consult the [ACA Whistleblower & Anti-Retaliation Policy](#) for more details.

Individuals may also report integrity concerns to the USOPC Integrity Portal and/or the IOC/IPC Integrity Hotlines. Upon receipt of any reported integrity concern involving Protected Competitions (as defined by the USOPC Bylaws), the ACA designated integrity officer or compliance contact will immediately notify the USOPC Chief Ethics & Compliance Officer of the potential violation(s). The ACA is committed to assisting the IOC/IPC, the ICF, and the USOPC in ensuring integrity in sport. Where the IOC/IPC, the ICF, or the USOPC assert jurisdiction over an integrity review or investigation, the ACA and all ACA Covered Individuals will fully cooperate with the review. The ACA will recognize and enforce integrity-related sanctions issued by the IOC/IPC, the ICF, and/or the USOPC.

6. Education and Training

The sports integrity landscape is ever evolving. To assist in promoting a culture of integrity, transparency, accountability, and respect for fair competition ACA will provide Covered Individuals on an annual basis materials designed to support education and awareness of key sport integrity issues, including, but not limited to: competition manipulation, sports betting, misuse of insider information, reporting obligations, and ethical decision-making. By building knowledge and practical understanding, the materials aim to equip athletes, coaches, officials, administrators, and support personnel with the tools to recognize integrity risks and to appropriately respond.

7. Resources

The Executive Director and Board President are responsible for this policy and its enforcement and can be contacted with any questions about this policy.

Executive Director – Beth Spilman – bspilman@americancanoe.org

Board President – Suz Britt - canoe12judgesb@gmail.com

8. Additional Resources

Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to the ACA, may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: usopc.ethicspoint.com

Hotline: 877-404-9935

Individuals may also report any suspected or known manipulation of an Olympic or Paralympic competition to the relevant authority, including the IOC Integrity Hotline integrity@olympic.org or IPC Whistleblower Channel (as appropriate).

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport-related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other ACA athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with the ACA to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org



**American Canoe Association
Finance Committee Meeting
Monday, June 1, 2026**

Appendix C

**Minutes
[Draft]**

Role call: Robert Kauffman, Risa Shimoda, Jerry Dunne, Beth Spilman, Emma Walther, Suzanne Britt.

Excused Absences: Riaz Shaikh, Jesse Lishchuk

Review of Quarterly Finances. Since most of those present had heard the presentation at the May BOD meeting, Beth provided a brief summary and the high points. These included the cyclical nature of membership revenue, the Performance Center funding, retention and auto-renewal, and the impact of Krista's and Brett's salaries and the replacement of their positions. Most of the discussion involved replacing Krista's and Brett's positions. The following is a summary of the discussion.

- Supporting the positions is contingent on auto-renewals and raising membership fees.
- Regarding auto-renewals, with the new Sport-80 platform, Beth indicated that the auto-renewal will result in significant revenue generation. She had run models on the renewal process.
- There was a diversity of opinions on raising the membership fee. It will require more research, including the development of comps.

Audit Report. Beth and Emma provided a brief summary of the status of the audit report. The auditors had several questions. The office replied to these questions, and we are waiting for the auditor's response. A brief but important discussion regarding the process occurred. The following is a summary of the process.

- When the audit is completed, Robert will call a meeting of the audit committee.
- The auditors will be present at that meeting to present and answer any questions.
- The auditor's report will be distributed to the BOD.

Raising Membership Dues. As previously noted, there was a diversity of opinions regarding raising the membership fee. As indicated by the points below, it may be necessary to have a comprehensive approach and report on the ACA's membership fee structure.

- The following is a breakdown of membership by the fees paid, provided by Beth. They are rough figures which provide the lay-of-the-land framing fees paid.

11,000 members who pay a base \$40 membership only

3,500 members who pay a sliding scale from \$30 for instructors to \$110 for ITs and ITEs in addition to \$40 base membership

500 members pay a \$80 competition fee in addition to the base \$40 membership fee

5 members pay both competition and SEIC fees

500 life members who do not pay a yearly membership fee

- Since competition-oriented organizations differ from education-oriented organizations, there is a need to perform a stratified comparative analysis of fees for general membership, competition organizations, and educational organizations.
- There is the issue of membership types, including family, master, and life memberships.
- Regarding life memberships, there is the issue of pay (i.e. large one-time payment) or longevity (e.g. 50 years of general membership).
- As discussed, the auto-renewal should result in a de facto revenue increase.

Property Committee Report. Since the committee meets on Wednesday (June 3rd), there was no property committee report.

West Grand Lake. West Grand Lake is an information piece since it is a discussion topic for the properties committee.

New Business. There was no new business.

Adjournment. Adjournment at 9:05 pm ET.

2026 Update – June 8, 2026

Performance objectives are in black text; updates are in blue.

1. Grow member counts by 3% and membership-generated revenue by 5% during the time period from April 1 to September 30 as compared to the same period for 2025.

Membership revenue and membership counts are provided in a separate document. Suffice it to say that after dipping during the Sport 80 implementation last fall, membership revenue has caught up to last year's numbers and through April is 4% higher than budget..

Marketing initiatives to increase membership counts and revenue include:

- Kaycee continues to support the SEIC disciplines' "Paddle with a Pro" social media campaign.
- Kelsey and Ben have continued their email campaign to encourage instructors to activate their certifications. Here's are some numbers that demonstrate the amazing success of this initiative:

Newly activated certifications	March	April
2023	63	98
2024	63	127
2025	40	95
2026	117	164

2. Expand ACA programming adoption including Summer Solstice, L & G certifications, Smart Start, and Kayaking 101. This will be measured as follows:
 - Summer Solstice: increase engagement by 10%. The sticker contest is closed and we received 11 submissions. Over 500 people voted on the stickers. We will be sending out 15-20% more stickers than last year.
 - Leader and Guide certifications: Increase by 15%. In 2025, we had 49 new Leader and Guide certifications; so far in 2026, we have 36, so it seems we are well on our way to achieving our goal of a 15% increase.
 - Smart Start: solidify partnerships with 2 organizations to deliver SS programming (for example, USCG Aux, Boy Scouts, etc.).
 - The US Coast Guard Auxiliary ordered 300 copies of a co-branded version of Smart Start.
 - Rios to Rivers ordered \$2,000 worth of books.
 - Kelsey is collaborating with Robin on a very extensive power point deck to accompany the Smart Start program.
 - We plan to bring a small batch of books to OKC for the WCH as part of our broader event activation plan.

- Kelsey is working on a USCG involving Smart Start – with input from Robert.
3. A key initiative to support program expansion is the selection and implementation of an LMS that serves ACA's three primary constituencies (Competition, Safety Education & Instruction, and clubs.) Selection target date is July 1. First course launch date target is September 1. We have selected eTrainU as our LMS. Their proposal is affordable and flexes with the volume of learners. (Starts out at \$7,500 per year for 500 students). Kelsey and the SEIC working has crafted a Phase 1 rollout plan including the first batch of content.
 4. Create and implement a fundraising plan that generates incremental revenue of \$40,000, including value in kind donations, by December 31, 2026.
 - Utilize the new competition brand in support of marketing and/or fundraising for competition members/council. The national team branding is being deployed on uniforms for all SP and SL teams. We have submitted the crest logo to LA28 for their co-branded t-shirts.
 - We received a call last week from a Lifetime Member who wants to include ACA in her will. I sent her the requisite information.
 5. Continue strong fiscal management which includes filing the 990 on time, clean financial audit, financial reports to the Board on a quarterly basis, expense monitoring vs. budget, establishing a new QB company file, and accurate grant reporting. Emma and I met with the auditors to review the draft audit and, as a result of that conversation, they will send us an updated version. We will share as soon as we receive the final draft.
 6. Ensure compliance with USCSS and USOPC requirements including "compliant/green" audit results and successful completion of the 2026 USOPC re-certification audit. Krista and I have reviewed all her work-in-progress and she did a great job documenting all the "back & forth" with the USOPC audit team to pre-check many of the policies that they are most concerned with. Conflict of Interest is one of their highest priorities because they deem it a very high risk for all NGBs.

The Board needs to complete the USOPC self-assessment process. Suz is point on this.

I need to take a minute to emphasize that the Board of Directors plays a very important role in ensuring compliance with USOPC requirements. This is our collective responsibility as a national governing body and should be taken seriously by all Board members. Non-compliance reflects poorly on our "organizational health" and will affect funding decisions by the USOPC. This directly hurts our athletes.

7. Personally, support the planning and implementation of 4 international events: Montgomery ranking race, OKC ranking race, SL WCH, and ICF Congress. Ensure that visa letter requests are provided in a timely fashion (within 2 business days) and serve as the liaison with the USOPC and the Department of State so that international athletes are able to compete in these events. We are in good shape regarding the Slalom World Championships, ICF Congress and Sprint Nationals. Sarah Hirshland from the USOPC may attend the SL WCH in OKC.

8. Continued defined staff support of all three National Councils, including ED attendance at least two (2) meetings per year per council. Staff support includes:
- Managing all council and committee elections per set timelines *This is quiet for now.*
 - Regular newsletters to council members (if requested by council leadership) *In good shape.*
 - Inclusion of council news and updates in ACA's monthly newsletter and social media channels. *In good shape.*
 - Onboarding council members including Code of Conduct, Conflict of Interest, SafeSport training (if applicable), background checks (if applicable) and other specified requirements

Other Notable Activity:

- The BOD nomination process has closed. We have 11 self-nominations which were submitted with varying degrees of rigor. MacKenzie is negotiating with Election Buddy re: pricing and is researching another option to use as leverage in her negotiations.
- We have nailed down the plan for a group in TX (Black Women Who Kayak) to conduct a LEAD event in August. This is a "passion project" for Kelsey and she singlehandedly work all this out.
- The office staff hosted the 45th annual Great Rappahannock Whitewater Canoe Race in FXBG in early June. *One of the participants raced in the first GRWCR 45 years ago!! Amazing.*
- Both NASBLA and the Coast Guard AUX want to update our MOUs, and changes are under review at the respective organizations.
- Kelsey has updated our 2 gear stores (Shopify and Squad Locker) with the new USA national team logo. Many teams are using these to order uniforms.