

## Meeting of the USA Cycling Board of Directors December 10, 2025, via Zoom – 9 am mtn time

Nancy Cowan, presiding Secretary called the meeting to order followed by a formal roll call.

Greg Allen	<input checked="" type="checkbox"/> Present
Chad Blankenship	<input checked="" type="checkbox"/> Present
Cory Coffee	<input checked="" type="checkbox"/> Present
Mike Cole	<input checked="" type="checkbox"/> Present
Connor Fields	<input type="checkbox"/> Present - Absent
Spencer Guinn	<input checked="" type="checkbox"/> Present
Dereka Hendon	<input checked="" type="checkbox"/> Present
Cari Higgins	<input checked="" type="checkbox"/> Present
Meredith Miller	<input type="checkbox"/> Present - Absent

Secretary Nancy Cowan stated the Minutes from August 6, 2025, board meeting were pre-approved by email and have been posted on the USA Cycling website. Board members were asked to disclose any conflicts of interest pertaining to today’s meeting topics. For the record, none of the members disclosed a conflict.

Cari Higgins, Chairwoman, announced that Lucia Deng and Mel Strong have left the board since their terms ended November 2025, and thanked them for their years of service. Two At-Large positions are currently open. We are looking for a candidate pool of 8-10, and Cari asked board members to submit names of any potential candidates. The Nominating & Governance committee will conduct interviews, committee meeting end of January to finalize candidates and move forward for board voting. Cari indicated we will also need to appoint a new Nominating & Governance Committee Chair since Lucia has vacated that position. Board meetings moving forward we are changing cadence, likely to meetings in February, June and October, with June being an in-person meeting as it corresponds to budget approval.

Brendan Quirk, CEO, updated the board on staffing, with two key hires announced - Molly Pickall (Chief Philanthropy Officer/ED Foundation) and Karl Pelletier (Chief of Staff). Karl briefly spoke about his background and work history in consulting and project management. Brendan stated the company is focused on LA28, with massive work being done in Sports Performance U23 & Development with work to continue through LA and beyond. Brendan gave an overview of World Championship performances historically through 2025. Rapha Partnership is across the finish line and kits will debut early next year. Update on Paracycling World Championships 2025, both track and road results, and the mission to focus on athlete culture. 2026 will be a year of progress, with one national team across both able-bodied and para. National Team Summit will be held later this week, welcoming Para athletes. The next Para World Championship will be held in Huntsville, AL September 2026, Brendan encouraged board members to attend. First steps underway for grassroots Para eco-system. Brief update on agreement with USABMX, our pathway talent development, and USAC putting a lot of technology into BMX race. Erika Lehman, Chief Operating Officer, gave an update on recent strategy meetings with USABMX and moving forward with the sport together in grassroots initiatives. Brendan continued with an update on USAC’s work on it’s strategic plan, breaking it out into an Operating Plan to measure progress of deliverables. The strategic plan has four pillars – over a course of four years: 1 Strengthen Membership Value; 2 Elevate the Value of Sanctioning; 3 Advance Sport Innovation and 4 Expand the Donor

Base. Karl Pelletier, Chief of Staff, gave the board detailed priorities and goals for the plan, and an overview on the process for KPI's and reporting to the board going forward. Erika Lehman presented the plan for Pillars 1 and 2 indicating expanding membership offerings to increase membership and retention. Other initiatives include programs that drive participation; one day to annual license conversion; we recently conducted surveys at national championships this year and gathered feedback which will help us figure out better opportunities and competitive pathways for our members. Focusing on improvements in elevating the value of sanctioning for race organizers by revamping our sanctioning product. Other priorities are growing mountain bike participation to include mountain bike high school at collegiate events. Revamping sanctioning to tiered system to provide race opportunities for a broader eco-system. Members complain there aren't enough sanctioned races near them. ESRMs will work with local associations to remedy that.

Jim Miller, Chief of Sports Performance, gave an overview of Pillar 3 Advancing Sport Innovation; integrating cutting edge technology in order to build a world-class development system; innovation will be part of daily execution. USAC AI is a big step forward, especially for selection process. Update on aerodynamics program Aero Dore, equipment innovation, and optimized suits for both able bodied and para-athletes. Jim gave an overview of the Female Sports Science initiative providing female athletes with cutting edge sports and behavioral science and physiology.

Molly Pickall, Executive Director/Chief of Philanthropy, spoke about her background in philanthropy/fundraising and non-profit management, and presented an update on the Foundation's history (25-year anniversary). Molly gave Foundation team staffing updates. Molly also gave her vision of the Foundation strategic plan, expanding the donor base with priorities on new gifts/opportunities, additional event offerings. Recruited 2 new Champions Club members, record fundraising number at Bluegrass event November 2025. Recently hired a consultant to assist with training, assessments, sales review and assist with processes and operations. And the Foundation expanded its board with 3 new members. Foundation is now up to date with all by-laws and policies. New financial and fundraising dashboards were created to help with transparency going forward. Tracking ahead of fundraising schedule. And the Foundation has launched some new social media posts and asked the board to share posts to spread the word about donor opportunities.

Erika Lehman gave a quick update on the Sport 80 launch, transition and the inclusion of an upgrade tracker. Erika discussed auto renewal process. The new platform makes way for a new era of member engagement and retention, with exciting new tools and dashboards.

Cara Miller, Chief Financial Officer presented the financial update with year-to-date revenue and expense results through October 2025, snapshot of investment holdings, and forecast for year end. Cara gave details on variances, grants and timing issues. A recap of department-to-department budgets. Under budget in expenses to date. USAC will do a re-forecast in January once it has year-end 2025 results.

Kelsey Erickson, Sr. Director Athlete Services, SafeSport & Compliance, updated the board members on SafeSport, awaiting audit results and will update board on audit findings. Introduced onboarding video requirement for any minor athlete. Kelsey gave an update on number of Sport Performance Education completions by individuals, including minor and adult athletes, as well as contractors.

Mike Cole motioned to move into Executive Session, seconded by Cari Higgins, all in favor, no one opposed, in Executive session.

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No other business to conduct. Motion to adjourn by Cory Coffey, seconded by Mike Cole, all in favor, no one opposed, meeting adjourned.