

## Meeting of the USA Cycling Board of Directors February 25, 2026 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 checked="" type="checkbox"/> Present
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 the December 10, 2025, board meeting were approved by email and have been posted on the USA Cycling website. The meeting agenda and pre-reads were circulated prior to the meeting and Board members were asked to disclose any conflicts of interest pertaining to today's meeting topics. For the record, none of the members disclosed any conflicts.

Cari Higgins, Chairwoman announced that the next board meeting would be held in person in June in Colorado Springs. Cari then explained the Nominating/Governance committee's process for seeking replacements for the two open At-Large seats, including interviews that were held by the committee with several strong candidates, and gave some background on the top two finalist candidates (Laura Reppert, President of NAPRD and Souheil Badran, Banking Executive). Cari indicated the committee recommends these candidates to the board for a vote of approval.

Cari Higgins motioned for approval to appoint Laura Reppert to the Board of Directors as an At-Large member to serve a 2-year term, seconded by Mike Cole. All in favor. No one opposed. Motion approved.

Cari Higgins motioned for approval to appoint Souheil Badran to the Board of Directors as an At-Large member to serve a 2-year term, seconded by Mike Cole. All in favor. No one opposed. Motion approved. Next steps, Cari to contact them personally. Board Secretary to conduct background checks and proceed with the onboarding process to include SafeSport and Orientation.

Brendan Quirk, CEO indicated the organization is operating at its highest level, with a solid management team, and the board will be updated today on the process to track metrics and progress with the strategic operating plan. Brendan gave highlights on the work the Foundation has done with record fundraising, including the success of moving last year's Bicycles & Bluegrass event to a new venue. Brendan stated financial performance was strong, with the team doing an excellent job controlling expenses. Erika will give updates on membership performance, Cara will cover financials in detail, Karl will cover operating plan updates and Jim will update the

board on sport performance, including the areas of tech and innovation. Brendan also gave a shout out to sponsorship efforts making headway recently with the signing up of new sponsors, and the importance of the Rapha partnership. Brendan also indicated the organization's focus and commitment to paracycling with the recent hiring of Chris Furber to lead. Cari Higgins introduced Jamie Whitmore to the board members, indicating she is attending the board meeting as a non-voting board member representing Para. Brendan wrapped up with good news on the national events front, with an increase in participation at championships, including strong local organizing committees and race director partnerships, expanding our footprint with grassroots and an agreement not yet announced with NICA.

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

Mike Cole motioned to move out of Executive Session, seconded by Greg Allen. All in favor, no one opposed, out of Executive Session.

Cory Coffey, board member and Team USA AAC representative gave an overview of what the athlete advisory council does and then updated the group on cadence of meetings, their role in supporting and protecting athletes rights and serving as the primary vehicle for athlete engagement. Cari Higgins indicated going forward either Cory or Connor Fields will provide the board with AAC updates at each board meeting. Cari thanked both Cory and Connor for their input and representation on behalf of athletes.

Cara Miller, CFO, gave a brief update on the financial picture with year to date number through December 2025 (and provided financials via email to the board). Cara pointed out a few highlights, indicating we are close to meeting budget, and a quick update on investment performance.

Erika Lehman, Chief Operating Officer, gave an update on membership, permitting & sanctioning, Sport 80 transition, currently working on business model improvements, and testing out new pricing models. Also trying out some new innovation initiatives in the mountain bike space and amplifying the sanctioning value proposition. Recent staffing challenges has created a backlog in collections but that will be resolved. And the department is focused on adding more programming connected to large scale events and national championships.

Karl Pelletier, Chief of Staff, gave an update on the strategic plan and its four priority areas. For each project, we've assigned a lead, with metrics and deadlines. There will be scoreboards for each quarter, and in full transparency the board will be updated each quarter, tracking results. Quick discussion amongst board members with Jamie Whitmore giving some athlete feedback on Paracycling.

Jim Miller, Chief of Sport Performance brought up Paris games and reflecting back to the team performance, and how he is motivated to far exceed that medal count for Los Angeles 2028. Jim discussed his performance team which includes Dr. Roshon as it's Chief Medical Officer, and bringing on Hayden Allen to lead the science team and part-timer Ryan Cooper (along with tech companies - now called Project 405), all experts in innovation and making great strides. Jim thanked Molly Pickall, Chief Philanthropy Officer for the Foundation, along with her team for their fundraising efforts supporting sport performance.

Molly gave a brief update on Foundation fundraising with fiscal year results surpassing goals, grants awarded and recent gifts, and for the sake of time her presentation was cut short to go into another Executive Session.

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Cari Higgins motioned to go into Executive Session, seconded by Mike Cole. All in favor, no one opposed, in Executive Session.

Mike Cole motioned to get out of Executive Session, seconded by Dereka Hendon. All in favor, no one opposed, out of Executive Session.

No other business to conduct. Motion to adjourn by Mike Cole, seconded by Dereka Hendon. All in favor, no one opposed, meeting adjourned.