USASF Board of Directors In Person Meeting Minutes

DATE & Time: October 1-2, 2025 LOCATION: Hilton Southlake, TX

Officers

Nicole Leago Devall	Chairman Coach/Owner
Robin Coe Vice	Chairman Event Producer
Steve Peterson	Secretary
Tina Boulding	Treasurer

Directors

Ali Stangle	USASF Executive Director
Damianne Albee Steward	Varsity Spirit Event Producer
Catherine Calloway (Absent)	Technique Gems Coach/Owner
Dori Dunster	Varsity Spirit Event Producer
Becky Herrera	Cheer Force Coach/Owner
Happy Hooper	Ace Cheer Company Coach/Owner
Nicole Lauchaire	Varsity Spirit Event Producer
Ann Lehrmann	Cheer & Dance Extreme Event Producer
Anastasia Miller Burns	Inside Publications Member-at-Large
Jason Peetz	Victory! All Stars Coach/Owner
Tara Rall	Maryland Twisters Coach/Owner
Marti Reed	Positive Coaching Alliance Unaffiliated
Kristen Rosario (Catherine Proxy vote)	Top Gun Cheer and Dance Coach/Owner
Dr. Lindsay Stephens	Sports Medicine of San Antonio Unaffiliated
Tammy Van Vleet	The Spirit Network Event Producer

2026 Incoming Director Guests

Justin Carrier (Absent)	Varsity Spirit Event Producer
Owen Cox (Absent)	Stars Vipers Katy Coach/Owner
Joslynne Harrod	Brandon All Stars Coach/Owner
Orson Sykes	Twist & Shout Coach/Owner

Guests

Amy Clark, Gena Evens, Kristin Newman, Nicole Riccio, and Meredith Walker

Tuesday - September 30, 2025

11:30 AM - Opening Session

- Call to Order & Roll Call
- Welcome & Introduction
- Adoption of Agenda – Motion & Vote Required
  Motion to accept: Jason Peetz   2nd: Nicole Lauchaire Unanimously Approved

- Approval of Minutes (Sept 3 & Sept 17th, 2025) – Motion & Vote Required
  Motion to accept: Robin Coe 2nd: Tammy Van Vleet   Unanimously Approved

- Board Calendar: Nicole Leago reviewed the plans for the following meetings.
  - 2025 Remaining Meetings
  - 2025 Annual Meeting of the Board

• 2026 Meeting Schedule Draft
• 2026 Annual Meeting of the Members

12:00 PM – Proposed & Governance & Board Protocols (Working Lunch) Nicole Leago and Ali Stangle reviewed the following policies.

• Board Policies & Protocols; Reimbursement Policy
Motion to accept: Tammy Van Vleet 2nd: Becky Herrera Unanimously Approved
• Reimbursement Policy - Discussion / Motion & Vote Expected
Motion to accept: Kristen Rosario 2nd: Tara Rall Unanimously Approved
• Flow of Information - After discussion the vote will be postponed pending full review of proposed infrastructure presented.

12:45 PM Bylaws Review – Guest: Kristin Newman spoke about the updates

• Article IV, Section 4.2.15 & 4.3; Article VI, Section 6.4
Motion to accept: Tammy Van Vleet 2nd: Damianne Albee Unanimously Approved
• Adoption of Revised Bylaws - Unanimously Approved

1:00 PM USASF Partnership Proposal – Guests: Michael MacDonald & JoJo Brim

• IAH.fit.inc. – HitZero.com Presentation proposing affiliate partnership with the USASF.
Motion for USASF to proceed with affiliate partnership: Tammy Van Vleet 2nd: Becky Herrera
Unanimously Approved

2:00 PM Committee Update – Guest: Gena Evans

• Scholarship Committee Update & Recommendations
Motion to proceed with updated Scholarship Policies & Plans: Damianne Albee 2nd: Tara Rall
Unanimously Approved

2:30 PM USASF Operations: Ali Stangle shared the following reports and updates

• Membership Report
• Staff Update
• Organization Chart

3:00 PM USASF Marketing: Ali Stangle shared the following updates

• Marketing Plan Progress
• Marketing Plan for 2026

4:00 PM Conduct & Compliance – Guest: Meredith Walker

• Reporting & Responses: The BODs received Mandatory Response Training
    - Reviewed reporting Non Compliance
    - Reviewed the reporting form

4:30 PM Board Topics: Member Policies – Guests: Kristin Newman

• Recruiting Policy – Nicole led Discussion. Referred to Ali Stangle for further information & possibly committee weigh in.
• Billeting Policy - Nicole led Discussion. Referred to UAC for guidance

5:30 PM Meeting Adjourned

Wednesday - October 1, 2025

Roll Call: Everyone present

8:45 AM Conduct & Compliance – Meredith Walker
- Conduct & Compliance by the Numbers YTD

9:00 AM USASF Financial Update
- 2025 YTD Financial Review – Guest: Amy Clark

10:00 AM Annual Review of Committees - Nicole Leago
- Committees & Structure; Standard Operating Procedures; Charters/Descriptions;
- Committee Members – Discussion

Motion to accept Committees Standard Operating Procedures: Tammy Van Vleet 2nd: Kristen Rosario Unanimously approved

11:00 AM Board Topic: Club Member Participation
- EP vs. Club Member Standards; Tiered Pricing; Rewards – Discussion

12:00 PM Worlds Budget Task Force Update: Nicole Leago

12:30 PM Legal Update - Guest: Nicole Riccio
- USA Cheer Agreement Update
- ICU, Varsity, & USASF – Worlds Agreement Update
- Trademark & Antitrust Lawsuit Update

1:00 PM Mission Statement: Nicole Leago led discussion with the Board unanimously in support of utilizing bylaws purpose to serve as the mission statement with a full revision to be referred to the Strategic Planning Committee.

1:30 PM Open Topics: Discussion led by Nicole Leago
- Strategic Planning Committee suggested members
- Code of Conduct suggestions

2:00 PM - Meeting Adjourned