



**Minutes**  
**Board of Directors**  
**Wednesday June 24, 2020**

<b>Board Members in Attendance:</b> Jim Anderson, Stacey Chapman, Morgan Fuller Kolsrud, Jennifer Jarboe, Ginny Jasontek, Erin King, Mariya Koroleva, Michele Kraus, Chris Leahy, Linda Loehndorf, Margaret Mahoney, Megan Robins, Lori Zabel	
<b>Staff Members in Attendance:</b> Adam Andrasko	
<b>Others:</b> Betty Hazel, Scotti Nichols, Ashley Johnson	
<b>Excused:</b> Lauren Gardner, Krista Karwosky	
<b>Called to Order At:</b> 9:03 PM ET	<b>BY:</b> Linda Loehndorf

<b>Topic</b>	Approval of Minutes	<b>Presented by</b>	Linda Loehndorf
<b>Discussion</b>	<p><b>Motion:</b> Chris Leahy moved to approve both sets of minutes; from May 27, 2020 call and the Racial Diversity &amp; Inclusion call on June 8, 2020. <b>Seconded by Ginny Jasontek</b></p> <p><b>Motion approved</b></p>		

<b>Topic</b>	President's Report	<b>Presented by</b>	Linda Loehndorf
<b>Discussion</b>	<p>Linda introduced Scotti Nichols, chair of the Governance Committee to discuss the possible changes to the BOD structure and inclusion of a Diversity and Inclusion committee.</p> <p>Scotti began by stating that there had been a lot of lively and robust discussions with the governance committee about how to incorporate the Diversity and Inclusion committee into our organization. The committee felt that this decision is too important to have a structure imposed on it too hastily. We made need to take more time to listen and learn and develop strategies internally and externally for the benefit of the entire community. So far it appears that there are three possible options; a Task Force to report to the BOD, a committee under one of the current Vice Presidents or under the President, or a new Vice President on the BOD for Diversity and Inclusion.</p> <p>It was discussed that education will be very important to make sure our membership understands the importance of this group and what we are trying to accomplish. It was suggested that we also look at other NGBs and see what they are doing.</p> <p>There was also discussion about a hybrid model to get the initiatives of the movement off the ground as soon as possible. This might look like starting a Task Force now; with part of the objective of the Task Force to identify what the committee structure and work will be. People have expressed concern that if we wait to form the committee it will take</p>		

too long, and membership will feel like we are not living up to our commitment. We need to think through and look at best practices which are being used by other organizations.

Jim stated that depending on where we place the Diversity and Inclusion committee (or VP or Task Force) will have impact. We need to look at what the focus of this group will be.

Are we here to improve the experience of minorities, are we here to improve our image, or take a stand on social justice? It was discussed that it should be placed where it would hit the entire organization the most; the importance in magnitude will show our commitment.

In the end, most people agreed that it would be most powerful to create a VP of Diversity and Inclusion to sit on the BOD; however, this position will have to be voted on at convention and in the meantime we should start the Task Force to get moving on the initiatives. Ashley Johnson agreed that it needs to be a VP position to provide checks and balances and to show we are fully committed. Jim commented that our decision today is to decide on the structure of the BOD; the discussion about the role of the committee and their goals will be decided once the VP is selected. In the meantime, the task force can begin to listen to the members and start taking action on initiatives in our statement that the committee can continue when it is in place.

This segued to the discussion about the restricting of the BOD. The USOPC will require the BOD to have 33.3% athlete representation in the future. A decision needs to be made as to how many people will be on the BOD in the future. Ideal numbers are 12 or 15 members. Concerns with having a 15-person BOD is that it is harder to achieve a quorum on monthly phone calls and it is more expensive to get together. However, concerns with only 12 members is that we may have to cut too many positions. The rest of this discussion was tabled until the end of the night. See below.

<b>Topic</b>	Treasurer's Report	<b>Presented by</b>	Jenny Jarboe
<b>Discussion</b>	Jenny reported that we received the EIDL loan. She stated that with a few teams getting back in water, there is hope for a good forecast for membership revenue to return in the next few months.		

<b>Topic</b>	Olympic International	<b>Presented by</b>	Ginny Jasontek
<b>Discussion</b>	<p>Ginny reported that the Senior National Team is back in the water. All athletes except one decided to return to train for the 2021 Olympics. Therefore, there will be a selection to include an additional athlete. Details and registration for this selection will open on Friday.</p> <p>UANA hosted a virtual competition which was all conducted on Zoom with judges and 181 athletes from all the UANA countries. UANA is looking host a worldwide competition.</p> <p>Betty working hard completing online refresher courses with UANA judges. She is also looking at providing mentoring to the UANA countries FINA judges.</p>		

	<p>Combined FINA Junior Worlds and 13-15-year-old Youth Championships will be August 21 -29, 2021 in Quebec, Canada. This will include the 19-year olds just for 2021 Championships.</p> <p>The FINA committee is working hard on creating the new online exam to be held in fall for all FINA judges.</p>
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<b>Topic</b>	Marketing and Membership VP	<b>Presented by</b>	Michele Kraus
<b>Discussion</b>	<p>Michele stated that most of energy since the last call was on creation and release of our Diversity statement. Michele will continue reach out to athletes and members to discuss what they would like to see from the Diversity &amp; Inclusion task force.</p> <p>Adam reported that Stacey and Michele had a call with all USAAS staff to discuss new strategies and initiatives to grow membership. Michele replied that it was a great call with lots of ideas.</p>		

<b>Topic</b>	Education Report	<b>Presented by</b>	Adam Andrasko
<b>Discussion</b>	<p>Adam reported that Shari is doing a great job developing new coaches and judge's education which has already been put up on the website and sent to the members.</p>		

<b>Topic</b>	Competitive Operations Report	<b>Presented by</b>	Chris Leahy
<b>Discussion</b>	<p>Chris is still working on locations for fall camps, two locations have agreed to host if facilities are open. He is hoping to send out announcements once locations are finalized.</p> <p>Chris will be sending out a survey to master's clubs on July 1<sup>st</sup>, 2020 to get an estimate on potential numbers that might attend the US Masters Nationals in October. If there are not enough entries, it might not make sense to host.</p> <p>Last month we talked about entry fees for masters and possibly splitting free and tech routines. The membership committee recommended \$30 for either tech or free or both.</p> <p><b>Motion:</b> Chris Leahy moved for the 2020 master's championships we have tech and free separated. Fees to be \$30 for tech \$30 for free or \$30 for both. <b>Seconded by Ginny Jasontek</b></p> <p><b>Motion approved</b></p> <p>Competitions for 2021:</p> <p>Combined Junior &amp; Senior Championships in Tucson, AZ in April 9-11</p> <p>Combined 13-15 and 12&amp;U Invitational in Mesa, AZ on April 23-25</p> <p><b>Motion:</b> Chris Leahy moved to approve those locations. <b>Seconded by Ginny Jasontek</b></p> <p><b>Motion approved</b></p> <p>Since the 2021 Junior World Championships modified the age for junior worlds to include those athletes who will be age 19; the USAAS will modify our junior national and junior</p>		

<p>opens competitions to also include the 19 year olds since these meets are under FINA rules. Therefore, the entire age group our age group will be 15-19 for 2021 only. He does not think this will have a major impact on numbers at our meets.</p> <p>Adam has been working on a new virtual event, similar to the UANA virtual zoom competition. The thought is to use a bracket scenario in a series of 5 skills: one athlete per club per skill. These will all be land skills since not all teams have access to pool time yet. He is looking for sponsors to donate prizes.</p>
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<b>Topic</b>	Approve Appendices P, Q, and S	<b>Presented by</b>	Linda Loehndorf
<b>Discussion</b>	<p>Linda stated that we need to vote to approve appendices P, S, Q (sent out prior to this call). Changes mostly included clarification and legalize language.</p> <p>There was a question on App Q about the fact that SafeSport and background checks must be completed before having any contacts with athletes. There was concern that sometimes background checks take too long. Adam reported that we can always take a look on a case by case basis and ask for a waiver.</p> <p>There was another question about whether we are opening ourselves up to legal liability by expanding mandatory reporting and having to disclose criminal history. Adam confirmed that because of SafeSport and the fact that we are dealing with kids that we can ask for more information than typical employers.</p> <p><b>Motion:</b> Chris Leahy moved to approve the three appendices. <b>Seconded by Michele Kraus</b></p> <p><b>Motion approved</b></p>		

<b>Topic</b>	BOD Structure	<b>Presented by</b>	Linda and Morgan
<b>Discussion</b>	<p>Restarting the conversation from earlier, to have a 12-member BOD, the thought would be to remove the VP of education and place committees under other areas; this would mean 4 athletes, 3 independent directors and 5 VPs/officers. If we move to 15 it would be either (5 athletes, 4 independents and 6 officers) or (5 athletes, 3 independents and 7 officers). This would allow room for the new Diversity and Inclusion VP if we voted on that.</p> <p>There was discussion about having so many athletes and now fewer independent directors on the BOD when one of the primary goals needs to be fundraising to face tomorrow's economic challenges. Additionally, we will create a sport that is less diverse if we cannot raise the funds for the future. Morgan explained that the change in the number of athletes is from the USOPC so that the athletes have power in the decision-making process. However, the change also stipulates that 13.3% of the athletes will not have to fall under the current 10-year rule of having attended a high-level competition in that time frame. So ideally, we should try and recruit highly talented professionals who might be outside of the 10-year rule, but still qualify as an athlete to the new athlete positions.</p> <p>At this point there were several members who spoke out in favor of the 15-member BOD.</p>		

<p><b>Motion:</b> Margaret moved to have 15-person board with 33.3% athlete representation and Diversity &amp; Inclusion VP. <b>Seconded by Ginny Jasontek</b></p> <p>Michele – do we need to break up this motion? Separate D&amp;I VP</p> <p><b>Motion:</b> Michele amended to remove Diversity &amp; Inclusion VP from Margaret’s motion. <b>Seconded by Ginny Jasontek</b></p> <p><b>Discussion:</b> Michele explained that she was still contemplating whether we had reached a decision to make the Diversity &amp; Inclusion a VP position or if this needed more discussion.</p> <p><b>Vote: amendment fails</b></p> <p>Margaret spoke to the point that term limits are a good thing, and having a Diversity &amp; Inclusion VP, which is a voting position, is a good thing. If we want to show the membership that we are acting on our statement, then we need to move quickly. Additionally, in order to have a VP position to vote on at convention in September, we need to have this completed to people can run for the position. Megan stated that we can still have Task Force now get started on creating the VP position.</p> <p><b>Original Motion approved</b></p> <p>Betty, point of clarification, the designation of the numbers on the BOD (i.e. how many officers vs. independent directors) can be restructured, but this motion leaves it open for change. She confirmed we will need to have proposals out before convention so we can market for positions prior to elections. Adam said that he will have multiple structured dynamics to the BOD soon.</p> <p>Linda will speak with Ashley, who is already doing good work identifying people both internal and external, to appoint to a task force. This group will be in effect until the new VP is in place to set up the committee.</p>
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Next Call: Wednesday July 22<sup>nd</sup> at 9:00 PM EST

<b>Adjournment at 11:25 PM</b>		
Moved to adjourn by: Lori Zabel	2 <sup>nd</sup> by: Jim Anderson	Vote: unanimous

Respectfully Submitted,



Erin L. King  
Secretary