



Minutes
Board of Directors
Sunday October 10, 2021

Board Members in Attendance: Stacey Chapman, Morgan Fuller Kolsrud, Irene Hawes, Jennifer Jarboe, Ashley Johnson, Erin King (non-voting, Substitute Secretary) Chris Leahy, Denise Shively On Zoom – Claire Barton, Joanne Pasternack	
Staff Members in Attendance: Adam Andrasko	
Others: None	
Excused: Kerhyl Gantt, Lauren Gardner, Kimberly Kohut (non-voting; Secretary), Jennell Lynch, Jocilyn Sayler, Emmanuella Tchakmakjian, Natalia Vega,	
Called to Order At: 8:35 AM PDT	By: Denise Shively. A quorum was declared.

Topic	Approval of Minutes from September 22, 2021	Presented by	Denise Shively
Discussion	<p>Motion: Chris Leahy motioned to approve the minutes from the Board of Directors meeting on Sept 22, 2021.</p> <p>Seconded by: Irene Hawes.</p> <p>Motion approved.</p> <p>Vote: Yes 7, No- 0, Abstain- 1</p>		

Topic	Old Business – Report from JO Subgroup	Presented by	Chris Leahy
Discussion	<p>Group was to focus on what can we do differently and how we could better serve the athletes in the future. Additionally, the group wanted to create a way to make it easier to report issues during the competition.</p> <p>Four recommendations:</p> <ol style="list-style-type: none"> 1. Dedicated phone or email for issues during the meet which will be a staff person. 2. Office to provide information/training on mental preparation in addition to physical preparation. 3. Set up drapes to have a last call room to make it easier to create a separation from the swimmers and competition area. 4. Develop a policy for livestream and announcer if there is any medical incident on how to handle the situation. <p>Additional thoughts to wrap up the discussion around Junior Olympics:</p>		

	<ol style="list-style-type: none"> 1. We should try using an app to alert in real time any changes to the schedule or things coaches at the meet might need to be aware of. A suggestion was made to try WhatsApp. 2. We should send out a statement about the subcommittee's findings and let membership know it was addressed and what new procedures will be in place for the future. 3. Develop more resources for the athletes and coaches on mental preparation education. We could use social media to reach athletes, set up webinars on Zoom, and include a library of videos for mental health.
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Topic	New Business – Strategic Plan – Setting Goals for 2022	Presented by	Adam Andrasko & Denise Shively
Discussion	<p>Denise and Adam reached out to the members to get ideas on how to make our strategic plan actionable with the finances we have. There was discussion about how to evaluate our goals and make them quantifiable so we can ensure we are always pushing forward in achieving our objectives and goals.</p> <p>There was consensus to make sure we have aspirational thinking while setting benchmark goals to achieve the ultimate objectives. The discussion included creating a cultural shift, enticing more sponsors, better communication with members and working towards a more strategic board.</p> <p>There is still more work to be done with moving the board to a more strategic planning operations and less a working board. However, the USAAS staff can still work on action items as the board is tackling the transition.</p> <p>There was a suggestion to have a staff liaison to every VP. This will not only help the staff grow and develop, but it should help take work off VPs. Adam will operationalize what we have already identified as our strategic plan and the board will continue to develop more aspirations to meet future goals/demands.</p>		

Topic	Plans for Board of Directors	Presented by	Denise Shively
Discussion	<ul style="list-style-type: none"> • Please have your committee lists to National Office by Nov. 1st. • It was discussed to switch monthly meetings to every other month and the VPs could use the "off" months to schedule committee meetings. • Denise will generate schedule for upcoming year. • There was discussion about an in-person meeting and hosting it during a National Championship; however, if we want to attract more sponsors it should be sooner. • There was discussion about the format of the monthly meetings and not necessarily having all VPs report but generating targeted discussions. There was also discussion about generating a document to discuss board "norms" to ensure that all voices are heard, rules of engagement, voting procedures and preparation prior to each meeting. This will ensure we have the most productive meetings possible. 		

Adjournment at approximately 10:15 AM PDT		
Moved to adjourn by: Morgan Fuller Kolsrud	Seconded by: Chris Leahy	Motion Approved unanimously

Respectfully Submitted,

A handwritten signature in black ink that reads "Erin L. King". The signature is written in a cursive, flowing style.

Erin L. King
Secretary

Attachments: None