



## Minutes Board of Directors Conference Call Wednesday February 27, 2019

|   |                            |
|---|----------------------------|
| <b>Board Members in Attendance:</b> Jim Anderson, Morgan Fuller-Kolsrud, Megan Hansley, Yolanda Jackson, Ginny Jasontek, Krista Karwosky, Erin King, Michele Kraus, Linda Loehndorf, Margaret Mahoney, Britt Rooney |                            |
| <b>Staff in attendance:</b> Adam Andrasko   |                            |
| <b>Excused:</b> Mariya Koroleva, Sheila McNabb, Lori Zabel  |                            |
| <b>Call to Order At:</b> 9:00 PM EST  | <b>BY:</b> Linda Loehndorf |

|                   |  |                     |               |
|-------------------|--|---------------------|---------------|
| <b>Topic</b>      | USSS Office Update   | <b>Presented by</b> | Adam Andrasko |
| <b>Discussion</b> | <p>We recently hired Baylee Robinson who previously worked for USA Volleyball in the events department. She is going to assume a full-time events roll at the office and have oversight over communications and membership.</p> <p>We recently received two grants from the USOC 1) to help with hiring a communications director or a contractor to do communication for \$8,300 2) the NGB developments department at the USOC has given us \$5,000 for livestreaming at our national events.</p> <p>We have also recently hired an intern, Kailey Kubasta to help with miscellaneous tasks around the office.</p> |                     |               |

|                   |  |                     |              |
|-------------------|--|---------------------|--------------|
| <b>Topic</b>      | Treasurer's Report   | <b>Presented by</b> | Britt Rooney |
| <b>Discussion</b> | <p>Britt reported that the January income statement looked in good shape.</p> <p>Adam reminded everyone that he will be compiling an end of quarter forecast after each quarter to be approved by the BOD.</p> <p>Britt requested that each event should have a detailed run-down of meet expenditures and revenue. Adam will set up a call with Britt so they can discuss in more detail as he went through all receipts for 2018 and has a better understanding of these items. Additionally, Baylee will be tracking this year's events very carefully.</p> |                     |              |

|                   |  |                     |                 |
|-------------------|--|---------------------|-----------------|
| <b>Topic</b>      | Membership committee   | <b>Presented by</b> | Linda Loehndorf |
| <b>Discussion</b> | <p>The USOC has recently mandated that all NGBs require background screenings for anyone working with athletes. To take a huge step in that direction, USA Synchro will require that all Professional, Officials Level 1 &amp; 2 and Instructor members be Background Screened and SafeSport trained. USA Synchro will cover the cost of all domestic Background Screens for members in the previously mentioned categories for the 2019 season.</p> <p>However, these screens are only good for two years. Each time a screening is completed it will cost the individual \$30. USA synchro has been discussing how to implement this fee after the 2019 season. There are two thoughts on this topic; 1) increase membership fees each year by \$15, so that every two years the individual has paid into the program to receive the updated background check, 2) each individual must pay online to the background check webpage when</p> |                     |                 |

|  |   |
|--|---|
|  | <p>their renewal is required.</p> <p>Michele Kraus arranged phone call for membership committee and although there was no firm decision one way or the other, there was some interesting discussions about the topic. Linda then spoke to the zone chairs on their monthly call. They seemed to feel that it might be better to have each individual pay for it themselves and not raise membership fees.</p> <p>Adam spoke that across all the sport NGBs, it is a mixed bag on whether the membership fees are raised to cover the expense or whether each sport requires the individuals to do it themselves.</p> <p>The other membership topic involves raising entry fees for collegiate nationals from \$15 to \$30 per event. The entry fee is provided to USA Synchro to run the meet. Collegiate has some special needs which require more money; this includes that awards are given for places 1-12 (other national meets only provide awards for 1-3). Collegiate also have a full day of practice before the meet starts which requires pool space and an extra day for the sound volunteers. The fees currently are not providing enough money to cover all the necessary expenses. Additionally, we should be consistent as an organization to have entry fees match the other national meets.</p> <p>Linda will present this at the upcoming US Collegiate Nationals, that it will go into effect next season so the teams have a full year to prepare.</p> <p><b>Motion:</b> <i>Ginny Jasontek moves that the collegiate entry fees be raised to \$30 per event to be consistent with rest of the USA Synchro National events. Seconded by Margaret Mahoney.</i></p> <p><b>Vote:</b> <i>Michele abstains – Vote passes</i></p> |
|--|---|

| Topic             | USOC Audit  | Presented by | Adam Andrasko |
|-------------------|---|--------------|---------------|
| <b>Discussion</b> | <p>Adam has spent a number of hours with USOC audit committee to ensure our policies and procedures are appropriate and are meeting the requirements as intended by the USOC. When the report comes out in March, we should have a good road map on where we need to make improvements. We as a BOD, will need to look at our code and rulebook to adhere to changes recommended by USOC. Our goal will be to align as much as possible by the next convention.</p> <p>The USOC did express its gratitude on how quickly we implemented the background checks. Additionally, we are the first NGB to adhere to the new guidelines for background checks which require a \$30/person fee instead of the previous \$20/person.</p> <p>The BOD would like to thank the Synchro Foundation for helping to offset the costs for this initial round of background checks so that we could quickly come into compliance. So far we have had 245 people complete the process. Background screenings will be required by the first national competition for all coaches.</p> |              |               |

| Topic             | Olympic International  | Presented by | Ginny Jasontek |
|-------------------|--|--------------|----------------|
| <b>Discussion</b> | <p>Ginny reported that everything is going well in the international world of artistic swimming. The USA FINA judges are currently being assigned to international meets.</p> <p>Adam, Ginny and Baylee are working hard on the USA Synchro America Open. Ginny would like to invite all US clubs to consider attending the competition in Greensboro, NC. It should be a great event.</p> |              |                |

| Topic             | New Business   | Presented by |  |
|-------------------|--|--------------|--|
| <b>Discussion</b> | <ul style="list-style-type: none"> <li>• We'd like to continue to get the word out to all members that current coaches are required to have all three of the following: Background screening, CCP and Safesport <ul style="list-style-type: none"> <li>• The Background Screening and CCP are mandated by our organization for insurance purposes.</li> <li>• Safesport is a <b>federal law</b> if you are working with kids. This is a free certification.</li> </ul> </li> <li>• Megan update the BOD on the code changes to the athlete elections. She has been working closely with Betty Hazel and the USOC to ensure that we are in compliance. Once it has been approved by the USOC, the BOD will receive an email to vote it into our rulebook.</li> <li>• Morgan reported on the AAC meeting held last weekend in Chicago, IL. <ul style="list-style-type: none"> <li>• There are leadership structure changes that are being made in the USOC.</li> <li>• There is a new focus on the athlete services department; including career help, mental health, and other resources.</li> <li>• There has been a breakdown in communication in the past between the USOC and AAC. There is now a push to amend these past breakdowns and there was discussion about the best steps for moving forward; including a more formalized post meeting communications.</li> </ul> </li> </ul> |              |  |

|                                   |                                  |                 |
|-----------------------------------|----------------------------------|-----------------|
| Moved to adjourn by: Britt Rooney | 2 <sup>nd</sup> by: Jim Anderson | Vote: unanimous |
| <b>Adjournment at 10:05 PM</b>    |                                  |                 |

**NEXT MEETING: March 20, 2019 at 9:00 EST**

Respectfully Submitted,



Erin L. King, Secretary