



Minutes
Board of Governors/Board of Directors Meeting
2020 USAAS Virtual Convention
August 31 – September 30, 2020
(TO BE APPROVED AT 2021 CONVENTION)

Monday, September 21, 2020

Board Members in Attendance: Jim Anderson, Stacey Chapman, Morgan Fuller-Kolsrud, Lauren Gardner, Jennifer Jarboe, Ginny Jasontek, Krista Karwosky, Michele Kraus, Chris Leahy, Linda Loehndorf, Margaret Mahoney, Megan Robins, Lori Zabel

Excused: Mariya Koroleva

1. Called to order

The meeting was called to order at 8:05 PM EDT by Linda Loehndorf. A quorum present was also declared by Linda Loehndorf.

Linda Loehndorf asked that we take a moment to remember those valued members we have lost in the past year.

2. Approval of minutes

Approval of August 26, 2020 BOD conference call minutes. Krista Karwosky moved to approve the minutes, seconded by Chris Leahy. **Vote: passed**

Approval of the 2019 Board of Governors minutes. Megan Robins moved to approve the minutes for the BOD, seconded by Margaret Mahoney. **Vote: passed**

Ginny Jasontek moved to approve the minutes for the BOG, seconded by Krista Karwosky. **Vote: passed**

3. Declaration of conflict of interest of those on the Board of Directors

- Jim Anderson – None
- Stacey Chapman – None
- Morgan Fuller Kolsrud – Current coach for San Francisco Marionettes
- Lauren Gardner – None
- Jennifer Jarboe – None
- Ginny Jasontek – Cincinnati YMCA Synchronators head coach, member of the FINA Technical Artistic Swimming Committee
- Linda Loehndorf – Menomonee Falls Synchro coach
- Krista Karwosky – Assistant director of New Canaan Aquinas
- Mariya Koroleva – Walnut Creek Aquanauts Synchro coach
- Michele Kraus – None

- Chris Leahy – Cincinnati YMCA Synchronators coach and athlete, athlete for Dayton Synchronettes
- Margaret Mahoney – None
- Megan Robins – Stanford University volunteer coach
- Lori Zabel – None

4. Vice President, Marketing and Membership Reports – VP, Michele Kraus

Michele thanked Megan Loehndorf and Diana Wolff, committee chairs for Membership and Marketing. The reports from both of these committees are online. Michele highlighted from the membership report that the committee approved a proposal from the USAAS Office. To encourage a “Try Artistic Swimming” there will be a one-day, one-time per season waiver for USAAS insurance coverage. This waiver would be for athletes who are trying the sport for the first time and to help support clubs in hosting clinics for potential new swimmers. Michele thanked Emily Falkenberg, the Communication & Partnership Marketing Coordinator for USAAS for helping with all of the marketing this year including the rollout of our name change from Synchronized Swimming to Artistic Swimming. Michele and her marketing committee worked hard to help and advise the USAAS staff on all the new marketing materials which were rolled out this year. Several new brand partnerships were made with Xero Shores, Fishtail Magazine, Blenders Eyewear and AquaMermaid Schools. Michele also reported on the many new virtual offerings which were created due to the COVID-19 pandemic and pool closures. These were offered to help engage and connect our membership with others around the country and around the world.

Awards: Presented by Judy McGowan

Judy honored four people who passed away in the last year – Miriam Courtney, Mary Jo Ruggieri, Kay Mueller, Ruth Zink

Judy stated that her report will be filed after meeting is over tonight. She thanked her committee members for all their hard work. There are three motions which need to be approved tonight.

- Motion #1: Included modifications to Appendix R to define and clarify some wordings.
- Motion #2: To change the US Synchronized Swimming Hall of Fame to the USA Artistic Swimming Hall of Fame in 2024.
- Motion #3: That all USAAS awards selections be completed at least 30 days prior to the Annual Meeting of the corporation.

Judy McGowan moved to approve all three motions for the BOG and was seconded by Michele Kraus. **Vote: Passed**

Judy McGowan moved to approve all three motions for the BOD and was seconded by Michele Kraus.

- There was some discussion on timeline for making this change and it was suggested that it was ok to pass it as written and finalize the timeline later as it was only a “proposed timeline.”
- **Vote: Passed**

The following is a list of award recipients:

Class of 2021 International Swimming Hall of Fame – Elvira Khasyanova, (Rus) inducted as an athlete

International Swimming Hall of Fame Paragon Award – Betty Hazle

USSS Hall of Fame Athlete 2021– Christina Jones

USSS Hall of Fame Contributor 2021 – Norma Longmire

2020 Developmental coach of the year: Ludi Perrin-Stsepaniuk

2020 USAAS Contributor Award: Pleatco

USSS Hall of Fame Contributor: Jeanne Struck

USSS Hall of Fame Athlete 2016: Elicia Marshall

USSS Hall of Fame Athlete 2017: Lauren McFall

USSS Hall of Fame Athlete 2019: The 1979 National Team 1 - Michele Barone, Michelle Beaulieu (deceased), Gerri Brandly, Karen Callaghan, Suzanne Cameron, Tara Cameron, Laura Florio, Tracie Ruiz, Linda Shelley, Pam Tryon, Marie White

5. Foundation Report by Karen Rosolowski, President of Foundation

Karen began with a video which showed many of last year's grant recipients and the impact that the grants have on the growth of the sport. The USAAS Foundation exists to support USAAS and help fund the future. Although due to COVID-19, many recipients could not complete their grant request last year and they have all been given a one-year extension.

The Foundation's mission is to support the sport of Artistic Swimming, including athletes, coaches and officials who participate at youth, collegiate, masters and national/Olympic levels. Together with USAAS, the Foundation tries to ignite interest, attract new athletes and raise funds to guarantee a bright future.

The Foundation began in 1984 with \$1.2M allocated to USAAS from the 1984 Olympics. A capital campaign added about \$800K more to the funds. As of 2020 the Foundation has given grants totaling approximately \$2,627,000. Due to strong policies and good investments, the Foundation has \$2,742,000 in funds for the future.

During the pandemic in 2020 the stock market took a hit, but the Foundation managed its funds closely and the investments recovered. New efforts in 2020 include joint fundraising with USAAS which included launching the annual campaign together in July. Grants for both the 2019-2020 and 2020-2021 years included a major focus on athletes, coaches training and grants towards growth and diversity.

The Foundation website will give you more information on how you can support USAASF and USAAS. www.synchrofoundation.org

6. Executive Directors Report – By Adam Andrasko

Adam thanked everyone for attending this virtual convention. He also thanked his staff and all the committee members for all their hard work to allow this convention to happen. Adam asked that we reflect on all the changes that have occurred in 2020 and how so many little things have helped get us through this year and that he is honored to be part of this organization.

Adam reported that although the decision to change our name to Artistic Swimming was difficult for many, the timing of the name change could not have been better. The new slogan "We Move as One" became our rallying cry during COVID-19. He reported that we have adapted and started doing many old things in new ways. Additionally, he was proud to report that we were one of the first National Teams to return to training. The Senior National Team has been back in the pool for 3 months and there have been no issues or incidents relating to COVID-19. Adam recounted some of the incredible things which have come out of the pandemic.

- We have reconnected with the past by offering virtual Zoom calls with past Olympians to talk and inspire our current athletes.
- We have made new friends including the singer John Legend as our own Anita Alvarez and Lindi Schroeder appeared on an episode of The Voice. This was a great chance to show USAAS to the country and we are fortunate to have access to these opportunities.
- We celebrated that USAAS is the most active and engaged National Governing Body (NGB) of all the Olympic NGBs and that we have done some really incredible things during the pandemic.
- We are doing things a different way and making great strides in our sport. We have new and important changes coming from our Diversity, Equality and Inclusion (DEI) taskforce which has changed our mindset and will be bringing new opportunities to our clubs and events.
- We are inspiring the world and pioneering our future through hard work and the help of some of our ambassadors including Bill May, Andrea Fuentes and all of our current National Team and coaching staff. Their virtual efforts have reached more people around the world than ever before with little to no resources. These virtual events, including skills challenges, zoom meetings and seminars have connected with diverse athletes, coaches and international governing bodies.
- We are believing again that our National Team is the best it has been in a decade and will achieve new heights on the international stage.

In summary, Adam stated that 2020 exposed our organization for what we really are. We are remarkable and this year will define USAAS forever.

7. Treasure's Report – By Jennifer Jarboe

Jenny provided a status of our finances on the year. She stated that this year we have been challenged by many unforeseen circumstances, but we remain financially strong both in our current status and in our reserves. Our income is 38% of what was budgeted for the year, but our expenses are also 34% of what was budgeted.

Over the course of the year, several developments have shaped the ongoing financial status of USAAS. These include:

- Revenue Reduction for Postponed Meets – since it is unclear when events will return, we will need to adopt a more conservative approach to financial planning to limit impacts.
- Revenue Reduction from Slower Membership Year – we are expecting that membership income will roll in more slowly as pools reopen, but we will again need to adopt a more conservative approach to financial planning to limit impacts.
- New Loans – to ensure continued operations during the pandemic, USAAS took out two loans for a value of \$250K.
- As the pandemic shapes our financial status, USAAS's priorities for financial decision-making over the next 12 months include: support of national team, maintain full staff, maximize income and preserve high growth investment. Jenny finished by saying she is cautiously optimistic about where we stand.

A question was asked about scenario planning and when we can expect revenue to get back to normal. Adam replied that we do have different scenarios mapped out, at which we will be taking a closer look by the end of October. This is when we expect that any membership money will have been received. Although the future is uncertain; one indicator which is being used by USA Swimming is that pools are currently at 45% open and will not go above 60% in the next 6 months. We will need to continue to mitigate and adapt as we move forward.

Scotti Nichols moved to approve the Treasurer's Report for the BOG and was seconded by Christine McMasters Shaw. **Vote: Passed**

Krista Karwosky moved to approve the Treasurer's Report for the BOD and was seconded by Jim Anderson. **Vote: Passed**

8. Zone Reports

East Zone presented by Jennifer Hatt – the report is online.

North Zone presented by Denise Shively – the report is online.

- Denise wanted to mention that we lost two north zone members this year: Shirley Burlingame and Ruth Zink. We will remember them fondly.

South Zone presented by Carole Mitchell – the report is online.

- Carole congratulated Ashley Johnson and her DEI taskforce on the remarkable achievements which have already been made in the areas of diversity, equality and inclusion. Their efforts were recognized by the USOPC's Diversity, Equity and Inclusion Council as they were one of three finalists for the D&I Choice Award. Stay tuned to find out if they are selected as the winner to receive \$5,000.
- This upcoming year the South Zone Championships will offer competition categories for athletes with disabilities (AWD). The South Zone will also encourage local and regional competitions to consider adding AWD events to their events.
- Ashley Johnson will be conducting an online FINA Clinic for Beginner Coaches from October 16-19, 2020. This is a great educational opportunity to learn about running a program, coaching figures, routines, and teaching kids to love Artistic Swimming.
- Carole ended her presentation with a reminder that although we are all living through this pandemic, we are not all living it the same way. Remember to have compassion for swimmers who may not be able to participate at the moment while some clubs are able to practice.

West Zone presented by Patricia Jones – the report is online.

Patricia recognized the 2020 West Zone award winners:

- Coach of the Year: Jessica Narajano (Arizona Desert Dolphins)
- Athlete of the Year: Nikolette Szekely (Meraquas of Irvine)
- Contributor of the Year: Jackie McDaniel (San Diego Imperial Association)

9. Nominating Committee Report – by Anna Farmer

BOG Nominations: Norma Longmire, Betsy Caza, Cheryl Russell, Petra Cacic, Tina Boales, Arwen Zhang, Stephanie Raftery, Nancy Weiman, Karen Rosolowski, Lea Bean, April Stallworth, Pam Edwards, Charlotte Davis, Chris Carver, Danielle Cogburn, Mary Ellen Wiegand, Grasy Noriega, Diane Nowak, Amy Oliver, Megan Azebu, Sue Johnson, Linda Thompson, Scott Bergan, Gail Emery

- Call for nominations from the floor: Jackie McDaniel, Tammy McGregor, Kimmy Robrock, Laura Mase, Anna Dietrich
- Anna Farmer moved to close the nominations from the floor and was seconded by Irene Hawes. **Vote: Passed**

International Relations Nominations: Shannon Korpela, Linda Loehndorf, Judy McGowan, Chris Carver, Barbara McNamee, Gail Emery, Jocilyn Saylor

- Call for nominations from the floor: None
- Irene Hawes moved to close the nominations from the floor and was seconded by Anna Farmer. **Vote: Passed**

National Team Committee: Shannon Korpela, Linda Loehndorf, Tami Huff, Barbara McNamee, Julie Jasontek, Gail Emery, Grasy Noriega, Krista Karwosky

- Call for nominations from the floor: None
- Irene Hawes moved to close the nominations from the floor and was seconded by Anna Farmer. **Vote: Passed**

Foundation Board of Trustees: Bradford Terry, Steven Davis, Jill Savery

- Call for nominations from the floor: None
- Irene Hawes moved to close the nominations from the floor and was seconded by Anna Farmer. **Vote: Passed**
- Scotti Nichols moved to elect by acclamation and was seconded by Irene Hawes. **Vote: passed**

Board of Directors - President: Denise Shively

- Call for nominations from the floor: None
- Irene Hawes moved to close the nominations from the floor and was seconded by Anna Farmer. **Vote: Passed**
- Carole Mitchell moved to elect by acclamation and was seconded by Scotti Nichols. **Vote: passed**

Board of Directors – VP of Diversity, Equality and Inclusion (DEI): Ashley Johnson

- Call for nominations from the floor: None
- Irene Hawes moved to close the nominations from the floor and was seconded by Anna Farmer. **Vote: Passed**
- Carole Mitchell moved to elect by acclamation and was seconded by Scotti Nichols. **Vote: passed**

Board of Directors – VP of Olympic International: Irene Hawes

- Call for nominations from the floor: None
- Erin King moved to close the nominations from the floor and was seconded by Anna Farmer. **Vote: Passed**
- Carole Mitchell moved to elect by acclamation and was seconded by Scotti Nichols. **Vote: passed**

RECESS at 10:22 PM EDT

RESUMES at 8:00 PM EDT on Friday September 25, 2020

Friday, September 25, 2020

Board Members in Attendance: Stacey Chapman, Morgan Fuller-Kolsrud, Lauren Gardner, Jennifer Jarboe, Ginny Jasontek, Krista Karwosky, Mariya Koroleva, Michele Kraus, Chris Leahy, Linda Loehndorf, Margaret Mahoney, Megan Robins, Lori Zabel

Excused: Jim Anderson

10. Called to order - Welcome

The meeting was called to order at 8:03 PM EDT by Linda Loehndorf.

11. Coach of the Year & Athlete of the Year Awards

- 2020 Coach of the Year: Andrea Fuentes
- 2020 Athlete of the Year: 2020 Senior National Team (Anita Alvarez, Paige Areizaga, Nicole Goot, Hannah Heffernan, Maya Plotnitskaya, Daniella Ramirez, Ruby Remati, Abby Remmers, Lindi Schroeder, Emma Tchakmakjian)

12. Dale Neuberger – FINA Bureau Member

Dale began by thanking the BOG for allowing him to be a part of the virtual convention. He also thanked Linda Loehndorf for her phenomenal leadership over the last 4 years and everything she has done for the sport. Dale congratulated Denise Shively for her upcoming appointment as President of the BOD; and stated we are being left in good hands and he is looking forward to working with Denise in the coming years. Dale complimented Andrea Fuentes and the Senior National Team and is looking forward to seeing them in Tokyo next year. He also remarked that he admires the dedication and leadership which Ginny Jasontek brings from the USA to the international stage and the outstanding work from both Ginny and Tammy McGregor on the FINA technical and coaches committees, respectively. Dale also commented that Betty Hazle and Ginny both bring extraordinary leadership to the UANA technical committee. Dale stated that USAAS is regarded as a leader worldwide and we are represented by remarkable people. He also recognized Adam for creating great relationships for the sport and that he is one of the top leaders in the Olympic movement in the US. To the whole BOG and BOD, he finished by saying we are “Moving as One” and leading from the top.

13. Governance – Presented by Scotti Nichols, Chair

The following item is being taken out of order because it needs to be completed prior to Rules committee discussion; the remainder of Governance will be completed on Saturday.

- **Item 19:** Additions to the Code for the Collegiate Committee. This was passed in committee and recommended for approval by the BOD.
- Irene Hawes moved to accept the proposal, seconded by Barb McNamee. **BOG Vote: Passed**
- Chris Leahy moved to accept the proposal, seconded by Krista Karwosky. **BOD Vote: Passed**

14. Vice President Competitive Operations – Presented by Chris Leahy

Chris began by stating that his report is online.

- Chris wanted to highlight a proposal which deals with Athletes with Disabilities (AWD). If this proposal passes Chris will look into adding an AWD Invitational at Junior Olympics in 2021 to be turned into a Championships in 2022.
- Chris is also looking into adding a National 12&U Invitational in 2021 in conjunction with the US 13-15 National Championship. If this is successful, a 12&U National Championships will be added for 2022.

- A. **Masters – Presented by Sue Nesbitt** – the report is online
- B. **Meet Management – Presented by Chris Leahy** – no report this year due to no meets
- C. **Collegiate – Presented by Chris Leahy for Megan Azebu** – the report is online
- D. **Rules – Presented by Irene Hawes**

Irene thanked her committee for all their hard work before and after convention. And Betty Hazle for all her assistance.

- i. A *blanket motion* was made to approve the rules packet as amended by Scotti Nichols and seconded by Patricia Jones. **Vote BOG: passed**
- ii. A *blanket motion* was made to approve the rules packet as amended by Krista Karwosky and seconded by Chris Leahy. **Vote BOD: passed**
- iii. A call was made for any items to be pulled. Items 2, 14, 21A, 21, 19, 28 were pulled for discussion.
- iv. A motion was made to approve the balance of the report with the exception of the items pulled by Scotti Nichols and seconded by Patricia Jones. **Vote BOG: Passed**
- v. A motion was made to approve the balance of the report with the exception of the items pulled by Chris Leahy and seconded by Megan Robins. **Vote BOD: Passed**

Items pulled for discussion	
Item 2	<p><u>Item 2</u></p> <p>A motion was made to amend Item 2 by adding back in the struck-out words of Section TR 3.2.1 by Betty Hazle and seconded by Barbara McNamee. No Discussion. Vote BOG: Passed</p> <p>A vote was called for Item 2 as amended by BOG. Vote BOG: Passed</p> <p><i>BOG recommends approval of Item 2 as amended.</i></p> <p>A motion was made to approve Item 2 as amended by Chris Leahy and seconded by Ginny Jasontek. Vote BOD: Passed</p>
Item 14	<p><u>Item 14 - Housekeeping</u></p> <p>Betty Hazle pulled this item to change National Competition to National Championship. This will be handled as housekeeping. No vote necessary</p>
Item 19	<p><u>Item 19</u></p> <p>A motion was made to delete language on figures in sections 3.1, 6.1, 8.2 by Beth Borland and seconded by Scotti Nichols.</p> <p>Discussion from BOG:</p> <ul style="list-style-type: none"> • Beth Borland Speaking For: If we are going to do things the same as FINA, then we should remove figures and free up more time for rest of the events. • Pam Edwards Speaking Against: We should keep figures with the listed amendment to the rules which takes away age groups and only awards the three divisions. • Dana Rosenfield Point of Reference: At the last masters meet in Tupelo, MS in 2019 there were 33 total participants in figures. • Gail Emery Speaking Against: We need an avenue for people in beginning stages of synchro or a place where people want to compete. • Denise Shively Speaking For: We often have a situation where we don't have enough judges for 4 figure panels and it therefore takes a long time with only 2

	<p>figure panels. She strongly feels we needed to follow FINA, and tech routines can be short.</p> <ul style="list-style-type: none"> • Julie Lashley Speaking Against: Her master’s team are all new to synchro as adults and figures are very important to them. Some of her athletes go just to swim figures, while some with pre-existing conditions cannot make it through a routine. • Becky Meitin Question: Is this specifically related to nationals? Chris Leahy replied yes. • Sheila McNabb Speaking For: As a meet management issue, it is difficult to get enough personnel together to run figures. You can still do figures at local meets. <p>Vote on <u>amendment</u> to remove figures entirely from masters. Vote BOG: Failed</p> <p>Vote on Item 19 as it was presented from committee. Vote BOG: Passed</p> <p><i>BOG recommends approval of Item 19 as presented.</i></p> <p>A motion was made to approve Item 19 as presented by Chris Leahy and seconded by Krista Karwosky. Vote BOD: Passed</p>
Item 21A	<p><u>Item 21A</u> Deletion of the Grand Master category.</p> <p>Dana Rosenfield presented data she collected from US Masters Nationals since 2014. This data showed the numbers of competitors in each category in both Grand Master and regular. It also showed the number of routines which would not get awards if the groups were combined. She also compared percentages of numbers attending vs. numbers getting awards to other championships; US Collegiate Nationals and Junior Olympic Nationals. Percentages of those getting awards at Junior Olympics was between 38-44%, percentages of those getting awards at US Collegiate Nationals was between 68-70% and percentages of those getting awards at US Masters Nationals was between 95-100%.</p> <p>Discussion from BOG:</p> <ul style="list-style-type: none"> • Scotti Nichols Speaking For: Would like to see Grand Masters Removed because it runs counter to FINA rules, which does not have a Grand Master category, and we try and conform to FINA. • Dale Mohammed Speaking Against: The US is unique and has one of the largest masters artistic swimming competitions in the world. She feels this is because having the two categories makes it friendly to new adult swimmers. • Becky Meitin Speaking Against: She has always liked the separation so that she can swim against her level of swimmer. She stated that Grand Masters received training as a child which is different than a new adult. She is in favor of changing the definition of Grand Master, but she likes the separation, and we are not required to do everything FINA does • Angela Camero Speaking For: This category is not in FINA. Going to US Masters Nationals should not be all about getting an award, and looking at the data presented by Dana, over 90% will still consistently get awards, and you will still be competing in your age group. • Sheila McNabb Speaking For: From meet management and scoring standpoint it has been really problematic to determine who is and who is not a Grand Master.

	<p>Also, it looks like both the masters and rules committees voted for the removal of the category.</p> <ul style="list-style-type: none"> Julie Lashley Speaking Against: Is there any data on numbers of Grand Masters vs. Regular she believes we have more Grand Master than Masters? Chris Leahy replied that there is no data. Julie stated her team is all new swimmers, and they feel it is not comparable for a new swimmer to swim against old age group swimmers. <p>Vote on Item 21A. Vote BOG: Passed</p> <p><i>BOG recommends approval of Item 21A.</i></p> <p>Discussion from BOD:</p> <ul style="list-style-type: none"> Chris Leahy Speaking For: The Grand Master category is currently not being checked, it's on the honor system; especially for foreign athletes. Having results from all those competitions going back decades is difficult. Also, by having this major difference from FINA causes confusion with foreign entries to our US Masters Nationals. Masters has more events at the meet than any other national championship and it is hard to get scoring people to volunteer at this meet because it is harder to set up than even Junior Olympics which has four times as many swimmers. Ginny Jasontek Asking a Question: Does any other adult sport disciplines have a grand master category? Sue Nesbitt replied that as far as she knows, no other discipline has a Grand Master category. <p>Vote on Item 21A. Vote BOD: Passed</p>
Item 21	Deleted since 21A passed.
Item 28	<p><u>Item 28 - Housekeeping</u></p> <p>Betty Hazle pulled this item to adding the times for mixed duets to Section AD 4.1.2. This will be handled as housekeeping. No vote necessary.</p> <p>A motion was made to amend Item 28 to add in a section allowing coaches of AWD athletes to be on deck to help the athletes during competition by Meredith Simpson and seconded by Ashley Johnson. This was inadvertently left off during the editing session.</p> <p>Discussion from BOG</p> <ul style="list-style-type: none"> Ashley Johnson Speaking for the Amendment: This allows guidelines for AWD athletes to have coaches to be on deck to help athletes. Becky Meitin Point of Clarification: What constitutes a disability? Ashley replied that the taskforce worked to defined both physical or cognitive disabilities which may include paralysis, missing limb, deaf, blind, or down syndrome. Asthma was looked into but was concluded that it was not considered a disability. <p>Vote on the amendment. Vote BOG: Passed</p> <p>Discussion on Item 28 as amended:</p> <ul style="list-style-type: none"> Eugenia Gillan Question: Since coaches are generally not allowed on deck during the competitions, how will the meet management know that this coach is allowed for the AWD athlete? Ashley replied that we are working on these

	<p>protocols and has been researching the special Olympics for protocols. Chris is going to create a guide for meet management of AWD athletes.</p> <ul style="list-style-type: none"> • Becky Meitin Question: She has a deaf swimmer that has a cochlear implant. Is she still considered AWD? Chris stated that this falls under meaningful experience and whether it significantly impairs her ability to compete. • Laura Ehrenrich Point of Clarification: These athletes will need to be entered prior to competitions one on one coach with swimmer. • Diana Wolff Speaking For: Inclusion increases membership. <p>Voting on Item 28 as amended: Vote BOG: Passed</p> <p>A motion was made to approve Item 28 as amended by Margaret Mahoney and seconded by Chris Leahy. Vote BOD: Passed</p>
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15. History – presented by Lea Bean - the report is online.

Lea thanked the members of her committee for all their work. She is hoping to get more history items up online soon.

One of the big projects she has been working on is putting together video slide shows of all the Lillian MacKellar winners. She played the first ones which have been completed which included Lillian MacKellar, Joy Cushman, and Dawn Bean. Eventually she would like to have all of the MacKellar winners and Hall of Fame winners.

16. Athletes Report

A. Morgan Fuller – USOC Athletes’ Advisory Council Representative

- Biggest topic this year: postponement of the 2020 Olympic Games and update to selection procedures.
 - Thank you to Adam, the National Team coaches, and the National Team Committee for their work.
- Expansion of athlete representation from 20%-33.3%
 - Inclusion of 10 plus year athletes.
- Ongoing work around IOC Rule 50 (protests & demonstrations).
- Establishment of USOPC Mental Health Task Force.
- Currently in the public comment period for proposed USOPC bylaw changes.
 - The USAAS AEC is working to expand our definition of 10-year athletes to include more competitions. This process will take place after the new bylaws are accepted and adopted by the USOPC.
- Establishment of USOPC COVID-19 Athlete Assistance Fund - stimulus check for all Team USA athletes who apply.

B. Mariya Koroleva – AEC President

The AEC proposed several changes to the USAAS bylaws:

- Adding two additional athlete reps to the BOD (General BOD Athlete Reps) and defining their term limits and eligibility
- AEC structure:
 - Mirroring the VP changes that were made on the BOD
 - Adding a 1-year advisory position (non-voting) for the immediate past President
 - Adding the USOPC-AAC Alternate as a non-voting member
- Defining eligibility for “10 year” and “10 year plus” athletes

- The AEC has submitted a proposal to the AAC to add several competitions to the current list of eligible competitions. If accepted, this change will become effective in the 2021 AEC elections.
- Clarified transition periods between roles for BOD athlete reps:
 - 1-year transition period for the AEC president, USOPC-AAC rep, and Athlete at-large rep before being eligible to run for another Board of Directors position.
 - General BOD Athlete Reps must wait as many consecutive years as have been served consecutively before being eligible to run for another Board of Directors position.

AEC Election Updates

This week we elected three new representatives to the AEC:

- VP Olympic International - Ivy Davis
- VP Diversity, Equality and Inclusion - Bill May
- Secretary - Zoe Tomlinson

The election results for the AEC President and two General Board of Directors Athlete Representatives positions will be finalized on October 4th.

I wanted to say a separate thank you to Lea Bean for helping me compile the list of athletes who competed at the World Championships, Pan American Games and Olympic Games prior to the year 2000. This was quite a hefty lift and I am extremely grateful for her time and effort.

Marketing Initiatives - Leah Ryzenman, VP Marketing & Member Services

Started an Instagram account @synchroathletes that is run by athletes, for athletes. The goal of this account is for the AEC to engage athletes of all levels, educate them about governance and leadership opportunities within USAAS, and to share content generated by athletes themselves. We are almost at 300 followers so if you are not following us, please do!

Sent out a survey to athlete reps to gather thoughts and feedback on USAAS's website and social media accounts.

Future projects:

- Create a page on the USAAS website about the AEC - who we are, what we do, how you can get involved
- Streamline AEC communications with a single email address (aec@usaartisticswim.org)

Thank you to the entire AEC - Megan, Morgan, Emma, Heather, Leah, Anna, Olivia for all of your work, Adam for your support, and the entire BOD for keeping the athletes' interests top of mind.

Election Procedures

Linda reminded of election procedures. Voting members will receive an email with instructions in the morning.

Recess at 10:27 PM EDT

Resume at 12:00 PM EDT on Saturday September 26, 2020

Saturday, September 26, 2020

Board Members in Attendance: Jim Anderson, Stacey Chapman, Morgan Fuller-Kolsrud, Lauren Gardner, Jennifer Jarboe, Ginny Jasontek, Krista Karwosky, Mariya Koroleva, Michele Kraus, Chris Leahy, Linda Loehndorf, Margaret Mahoney, Megan Robins, Lori Zabel

Excused: None

17. **Called to order - Welcome**

The meeting was called to order at 12:00 PM EDT by Linda Loehndorf.

18. **VP Education and Certification – Presented by Krista Karwosky**

A. **Coaches Board**

- Updates to Appendix U to a line with Appendix C.
- Please check your coaching certification online as many expire in 2020.
- Shari Darst has worked hard to create seminars with National Team coaches online which can help you recertify your coaching certificate.

B. **LTAD** – the report is online

- The report outlines when all grade level requirements will be changed. This will begin in the 2021-2022 season.

C. **Officials** – report is online

- Much work was completed by Shari Darst and Shannon Korpela to get judges' training for levels 1 and 2 online.
- There has been feedback that the 2-hour time limit on the national judges' test is too short. Four National Judges (Cheryl Russell, Victoria Anderson, Kim Kohut and Krista Karwosky) will take the test and report back on how long it took them.
- Please encourage more people to become judges especially now that levels 1 and 2 are all online.

Krista thanked Leah Pinette for all her work with the LTAD, Shannon Korpela for organizing judges and Anne Schulte for all her efforts to help educate, train and keep coaches. Krista also thanked Shari Darst for all she does at the USAAS National office for all training and certification.

19. **Governance – Presented by Scotti Nichols**

Scotti thanked her committee for their work and engaging work and thoughtful questions and Betty Hazle for her contributions. The report is online.

A. Scotti reported a housekeeping issue for Item 13 3.02.d.b – should read:

- a. **Have only served no more than 2 years of their first 4-year term; and**

B. Scotti presented the following items were recommended for approval: **1-22, 24-35**

C. Scotti presented the following items were recommended for rejection: **23**

D. A blanket motion was made to approve the governance report by Irene Hawes and seconded by Judy McGowan.

E. Scotti asked for any items to be pulled: **23, 24, 27(housekeeping)**

F. A motion to approve the remaining report with items recommended for approval and rejection with the exception of the pulled items was made by Jackie McDaniel and seconded by Irene Hawes. **Vote BOG – passed**

- G. A *motion to approve* the remaining report with items recommended for approval and rejection with the exception of the pulled items was made by Chris Leahy and seconded by Megan Robins.
Vote BOD – passed

THE FOLLOWING ITEMS WERE PULLED FOR DISCUSSION	
Item 24	<p><u>Item 24</u></p> <p>Judy McGowan pulled Item 24 to recommend a change in the length of submission time to change the code in non-legislative years to allow committee to review and send out to membership. When we change the code, it changes the structure under which the corporation functions.</p> <p>A motion was made to amend 10.06 from 30 days to 90 days by Barbara McNamee and seconded by Judy McGowan</p> <p>Discussion from BOG:</p> <ul style="list-style-type: none"> • Tracy Lunsford Question: Was the wording for 90 days established when we used snail mail and is 30 days now ok with current technology? Scotti reported that due to the volume of requests this year, 90 days would have been very welcome. • Carole Mitchell Speaking Against: In a non-legislative year you already have the penalty of needing 90% to approve. Carole votes to leave it at 30 days. • Denise Shively Speaking For: - Denise would like to see us doing our work throughout the year and have committees get their work completed in advance. We need to have people thinking about how this impacts the organization. When things come up at the last minute, we don't have time to share with members. The 90 days will help us think ahead. • Irene Hawes Speaking For: As the current Rules chair, in non-legislative years they have received a tremendous amount of legislation even as late as the week of convention. Due to this she is in favor of the 90 days. • Barbara McNamee Speaking For: Rules state legislation can always be submitted after the 90 days, but it may not be considered if 90% of the BOD vote is not in favor. • Scotti Nichols Point of Clarification: The purpose of this proposal is that legislation needs to be submitted much earlier and in the proper format. • Laurette Longmire Point of Clarification: The Governance committee received items 3 days to BOG, this was not enough time to have the committee address the item and provide it to membership to review prior to the BOG. • Megan Robins (Athlete) Speaking Against: The intention of this item was to be deadline not just a recommendation. After discussion, she is not sure that this wording is doing what the governance committee originally intended.

	<ul style="list-style-type: none"> Betty Hazle Speaking Against: Suggest that we vote against the amendment and them vote against entire Item 24 and give time to get better language for next year. <p>Vote on <u>amendment</u> to change to 10.06 from 30 days to 90 days. Vote BOG: Failed</p> <p>Discussion from BOG on original Item 24 (10.06).</p> <p>The motion is to reject Item 24 specifically 10.06 language.</p> <ul style="list-style-type: none"> Leah Ryzenman (Athlete) Speaking For: This gives the committee some kind of timeline as we currently do not have any timeline in the legislation with the proper format specified. Judy McGowan Speaking Against: Recommends it goes back to the committee for better language next year. Barbara McNamee Speaking For: This does not just address the 30 days but also that submissions be in the proper format. This is to make sure the format is correct; we can come back next year with revision on the 30 language. <p>Vote on Item 24 (10.06). Vote BOG: Failed</p> <p>Proposed revision to 10.06 has been rejected. It will stay in original form. (only 10.06 was pulled – so 10.02 was originally approved in blanket motion.)</p> <p>A motion was made that we accept the BOG rejection of modifications to 10.06 by Chris Leahy and seconded by Krista Karwosky.</p> <p>Discussion from BOD:</p> <p>Chris Leahy Point of Clarification: A yes vote would agree with the BOG and reject the change of Item 24 (10.06)</p> <p>Vote BOD: Passed</p>
Item 27	<p><u>Item 27</u></p> <p>Morgan Fuller Kolsrud pulled this item to change the end of 7.07B <u>and</u> changed to <u>or</u>. This will be handled as housekeeping. No vote necessary.</p>
Item 23	<p><u>Item 23</u></p> <p>The item was originally rejected by the committee.</p> <p>A motion was made to accept the Item 23 as presented with 15 at-large delegates by Denise Shively and seconded by Judy McGowan.</p> <p>Discussion from BOG:</p> <ul style="list-style-type: none"> Irene Hawes Speaking Against – Stated we have had trouble filling the appointed 25 so we would have to redo election. Scotti replied that this would not go into effect until 2021 and the next election in 2022. Carole Mitchell Speaking Against – In order to not dilute the 25 at-large positions, we could leave the 25 at-large that we elect and change the appointed by the president to 15.

- Denise Shively Speaking For – Would like to have the body really think about what we are doing and come back in a legislative year. She votes that we should have the lower number as recommended (15). Additionally, we will be adding approximately 50 new voting positions to the BOG with the new DEI positions in the LSSC's and Zones. We would need to look at associated numbers of athletes as well. She expressed concern that we are doing this in pieces and not looking at the whole. The reality is that we require a commitment of time and money and we are asking too much of many people.
- Rachel Rosolowski Speaking For – It has been difficult to get enough athletes with the 20% rule, it will be more difficult enough athletes for the 33.3%.
- Carole Mitchell Point of Clarification: Would like to see this go back to governance committee for next year. Carole clarified that a Yes vote to the amendment means a selection of 15 at-large delegates and a No vote to the amendment means 25 at-large delegates.

Vote on amendment to Item 23. **Vote BOG: Failed**

A motion was made to reject Item 23 by Margaret Mahoney and seconded by Megan Robins.

Discussion from BOD:

- Margaret Mahoney Speaking For: Speaking from a general organization standpoint, we need to keep as many open positions as possible. Convention is changing, where it will be, who will be in charge, and the possibility to have some of it be virtual means we might be able to lower costs.
- Megan Robins (athlete) Speaking For: Speaking to address the concern of not having enough athletes at convention. What ideas do we have to fix this?
- Mariya Koroleva (athlete) Speaking For: Agreed that we need to look at covering costs for the athletes, and also creating a hybrid virtual/in-person convention to allow more people to attend. We should focus on increasing participation in convention and not diminishing numbers. We can look at addressing what happens after you stop swimming and how you can get more involved. This could lead to more people being part of the BOG.
- Scotti Nichols Point of Clarification: Recommends a proposal to put back in language for weighting athlete votes if that's allowable with the USOPC.
- Tracy Lunsford Point of Clarification: The USOPC currently does have language which approves NGBs to use weighting of votes. It might be good to adopt the USOPC language.
- Chris Leahy Speaking For: Stated that he is in agreement with rejecting this motion as long as we work with governance for next year.

	<ul style="list-style-type: none"> • Stacey Chapman Speaking For: Stated that we have a commitment for DEI that by having less is not going to give us flexibility. • Margaret Mahoney Point of Clarification: We need to have space to allow more room for people to come. <p>Vote on Item 23. Vote BOD: Failed (Item 23 is rejected)</p>
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20. VP Olympic International – Ginny Jasontek

It has been an honor to be the VP of Olympic International and a thrill to see the performance by our Senior National Team in France this year. Ginny give a big congratulations to our Senior National Team in their preparation of the upcoming Olympics, they are on track and looking fantastic for our country. She thanked the National Team coaching staff, which has done a phenomenal job with both Senior and Junior National Teams.

Special thanks to Linda Loehndorf and Betty Hazle for all their hard work on National Team and International Relations and also a big thank you to Shari Darst for all help with documents. Ginny also thanked Adam for his work on selection procedures for the Olympic Team and the National Team Committee which has served in a very great fashion over the last two years.

A. ***National Team Program – Presented by Ginny Jasontek & Linda Loehndorf***

Please read reports online. However, Ginny wanted to highlight 3 documents which will be released in the weeks to come.

- **NT Skills Testing protocols** This will be for athletes wanting to try out for National Team. Ginny encourages all athletes and coaches look at this very descriptive document before taking athletes to team trials.
- **Appendix E** Please read this document for lots of information about the upcoming trials for National Teams.
 - 12&U National Team: Will not have a 12&U National Team because of the timing of the UANA meet being held in May. The top 16 12&Us will be invited to an elite training camp. Additionally, the top 16 13-15 (who don't make team) will also be invited to the elite training camp as well as the 4 top males. Read more about this in Appendix E.
 - 13-15 National Team: 13-15 trials will be hosted on January 15-18, 2021 in Fort Collins, CO for phases 1&2. This team will attend the FINA Artistic Swimming World Youth Championships in Canada in late August.
 - Junior National Team: Will attend the FINA Jr World Championship in Quebec, Canada, the UANA Championship in Aruba and the newly created Junior Pan American Games in Cali, Columbia.
 - Senior National Team: Three members were added to this team in August in preparation for the upcoming season.
 - Mixed Duet: procedures for the selection of the mixed duet can also be found in Appendix E.
- **Athlete selection procedures for 2022 World Championship, 2023 World Championship, 2023 Pan American Games, Paris Qualification and the 2024 Olympic Games** This document must be submitted to the USOPC for their approval. It is a very detailed description of our phases of team trial so that the selection procedures are transparent and available to our membership. When it is approved by the USOPC, it will be on the website.

B. International Relations – Presented by Betty Hazle – reports are online.

- **FINA – presented by Ginny Jasontek**

- The Report is online. FINA been very active during the pandemic. They have tackled lots of new initiatives, including new pathways in education for both coaches and judges. If you have any questions about what is available, please speak to Tammy McGregor about coaching questions and Ginny Jasontek about judging questions.
- i. An Innovation group working has been working on substantial changes to our judging system including changes to how we judge synchronization, giving degrees of difficulty to acrobatic moves, and assembling a group to assess the difficulty of a routine prior to competition.
- b. The next FINA technical congress is in May 2022.

- **International Relations report – presented by Betty Hazle**

International relations committee had 2 meetings before this convention; the summary of those meetings is posted online.

- a. Recommendations for approval from International Relations committee approved by BOD on August 26, 2020:
 - i. Recommended Tammy McGregor for the 2021-2025 FINA Coaches Committee
 - ii. Recommended Betty Hazle for the 2021-2025 FINA Technical Artistic Swimming Committee
- b. The following members were appointed to a committee to assist with preparation of legislation to be submitted to the FINA Technical Congress in May 2022; Gail Emery, Betty Hazle, Ginny Jasontek, Sue Johnson, Chris Leahy, Bill May, and Judy McGowan.
- c. Appendix F Revisions to delete the wording about refunding the deposit minus the cost of the background checks.
- d. The Subcommittee will continue their work and focus on the succession plan for the UANA, FINA and USAS organizations.
- e. The committee recommended Laurette Longmire to the USAS Officer position and also to the 2021-2025 FINA National Federation Relations Committee.
- f. The committee approved Daniela Garmendia as an attendee to the FINA Online clinic in Aruba in October.
- g. The Committee nominate Maggie Downey and Sue Johnson as USA representatives to the FINA Chief Recorder list when appropriate.

A motion was made to approve the International Relations report and recommendations in the report by Irene Hawes and seconded by Denise Shively. **Vote BOG: Passed**

A motion was made to approve the International Relations report and recommendations in the report by Krista Karwosky and seconded by Ginny Jasontek. **Vote BOD: Passed**

- **UANA Report – presented by Betty Hazle**

A combined report prepared by Ginny Jasontek, Denise Shively, Bill May and Betty Hazle is online.

- a. The 2021 UANA Championships will be held in Aruba in May. We need many club options to apply for a great showing from the USA.
- b. The US can bid to host the 2022 UANA Championship in the United States. The USAAS staff is working on finding a suitable site.

- c. UANA has been a leader in the virtual skills competitions which is a wonderful thing. A big thank you to Andrea Fuentes and Bill May for all their work to put together the UANA skill competitions and now it will also be done for all of FINA.

21. Election Results

- At-Large Board of Governors - April Stallworth, Arwen Zhang, Betsy Caza, Charlotte Davis, Cheryl Russell, Chris Carver, Danielle Cogburn, Diane Nowak, Gail Emery, Grasy Noriega, Karen Rosolowski, Kim Robrock, Lea Bean, Linda Thomson, Mary Ellen Wiegand, Megan Azebu, Nancy Weiman, Norma Longmire, Pam Edwards, Petra Cacic, Scott Bergen, Stephanie Raftery, Sue Johnson, Tammy McGregor, and Tina Boales
- IR Committee List – Barbara McNamee, Chris Carver, Gail Emery, Judy McGowan, Linda Loehndorf
- NT Committee List – Gail Emery, Julie Jasontek, Krista Karwosky, Linda Loehndorf

22. Old Business None

23. New Business

- Adam reported that the National Team NT has joined “SloCoach”. This will help our National Team athletes do what they do best and share knowledge while being compensated. When the system goes live, athletes and coaches can sign up to have a national team athlete watch, critique, provide feedback, instruction and tips to athletes. There is a fee attached and the price point based on athlete’s accolades and experience. Gives athletes the opportunity to be entrepreneurs and for clubs and athletes to further advance their skills.
- Membership committee
 - Megan Loehndorf reported on behalf of the membership committee, that they are looking to create a new membership category to better specify a distinction between Instructor (for coaches) and Specialized (someone who has a special skill ex; dance, flexibility, athletic training, massage therapist, acro).
 - As it stands in membership now, your specialized instructors should be registered under Instructor and have to take CCP 1 even if they are only used for one practice or just a few. This new category would allow the Specialized to not need CCP. Both categories still need Safesport and Background check.
 - This is still a work in progress, and it will be brought to the BOD when finalized. Any feedback from the membership is welcome, including a name for the category, and should be submitted to Megan, Diana Wolff, or Shari Darst by the end of October.
 - 2021 will not have a combined USAS convention. We will be looking to have our own convention next year with a potential combined virtual and in-person combined set up.

24. Announcement of Lillian MacKellar Award

Congratulations to Linda Loehndorf.

25. Closing Remarks

- Linda thanked both Ginny Jasontek and Krista Karwosky as they leave their vice president positions for all the work they have done over the past four years. Linda also thanked the three

Independent Directors; Jim Anderson, Margaret Mahoney and Lori Zabel who are finishing their 8-year terms for helping us through those 8 years. Linda recognized Mariya Koroleva who will be ending her term as AEC President for all her hard work and dedication to the sport and the athletes. Linda said this board has faced many challenges, but they have been truly a dynamic BOD and have been able to do a lot of good things.

- Linda leaves the BOD in good hands with our new President Denise Shively and the new vice presidents Irene Hawes and Ashley Johnson. They will all add to the good works of the remaining BOD.
- Linda thanked the entire National Staff for all their work over the last few years and in preparation for this virtual convention. She knows that we are in good hands and have many pieces in place to move forward and increase our standing in the world of artistic swimming.
- Linda finished by saying she hopes we will all be back in the pool and able to see each other in person in 2021.

26. Adjournment

- Jim Anderson moved to adjourn the meeting, seconded by Shannon Korpela. **Vote: passed.**

Time of Adjournment –2:40 PM EDT