



Minutes Board of Directors Conference Call Wednesday June 26, 2019

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

| Topic | Finances | Presented by | Adam Andrasko/Britt Rooney |
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| Discussion | <p>Britt Rooney commented on the new format we receive from the new financial company on reporting our income and expenses. She says that it is non-traditional, but the benefit is that we can clearly see what areas of our budget show positive income flow and what areas show negative income flow. This will help us to analyze our budget better and will be a good management tool. There are still a lot of items which are not categorized. Adam Andrasko remarked that we are still waiting for a full report from our membership database ACTIV, he hopes to receive this information soon and that the financial report will be completely categorized by the next BOD meeting. Adam has been working with Altruic on the categorizing; all data is validated prior to being put into the system. Britt remarked that our bottom line is in the positive and that is a great thing we are moving in the right direction.</p> <p>Adam also remarked that he is working on negotiating a new contract with a new company for our membership database. He received 13 responses to his request for proposal (RFP) to be our new membership database company. After reviewing them, he has decided on Sport Engine and is working out final details.</p> | | |

| Topic | National Team | Presented by | Linda Loehndorf/Ginny Jasontek |
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| Discussion | <p>Ginny Jasontek reported that the Senior National Team did very well at the Spanish Open last month. They lost some pool time recently in Moraga, CA and moved their training to Las Vegas, NV for a short period.</p> <p>They will be leaving for the World Championships in Gwangju, South Korea very soon. The USA is sending a full complement of 13 athletes; including the mixed duet, 3 coaches, a team manager, a physical therapist, Linda Loehndorf (USA Synchro President), and one judge. Ginny reported that competition will be challenging in Korea, but she anticipates a good trip. She said our team is working hard and know they will swim their hearts out.</p> <p>Adam reported that the USOC has given USA Synchro a sport nutritionist as a resource. This is not a financial investment from USOC, but it will help with the high performance of the athletes and improve their functionality.</p> <p>Adam has also requested a \$13,000 grant from the USOC for a technology investment. This will be a new sophisticated video system for use during practice by SIDELINE SCOUT. The USOC high</p> | | |

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| | <p>performance director recommended the system and it is currently being used by USA Swimming and USA Gymnastics. Ginny stated that her team as one and it is fantastic training tool.</p> <p>Ginny reported from the FINA Technical Artistic Swimming Committee (TASC) that there is going to be a big push to have men involved in the sport in a very high level in the next two years. The TASC wants mixed duets in the 2024 Olympics. As a country we need to encourage more men/boys to be involved in our sport. We should be brainstorming ideas to help all clubs gets more boys involved. Recently the mixed event was added to Junior Olympics and the 12&U and 13-15 categories both had two entries. Boys were also invited to the talent camp this year.</p> <p>Lori Zabel pointed out that by adding men, this is a great chance to improve our visual with the community; we should really find ways to encourage more participation.</p> <p>Sheila reported that she judged the World Series Super Final in Budapest, HUN as a neutral judge. There were 5 teams, 7 duets, 4 solos, 4 mixed duets in attendance. She said it was interesting and well done but didn't have the full 12 routines in each event as FINA had hoped. There was discussion that the meet was too close to the World Championships and hard for many countries to fit into their schedules.</p> |
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| Topic | MAAP's Message | Presented by | Adam Andrasko |
| Discussion | <p>Adam spoke about the new Minor Athlete Abuse Prevention policy established by SafeSport which went out to the membership on June 22, 2019. Shari Darst will no longer oversee aspects of SafeSport and she will focus her time on the education systems for athletes, coaches and judges. Adam will now oversee SafeSport for USA Synchro.</p> <p>The new MAAP policy directed all national governing bodies (NGBs) to send out requirements that all clubs need to achieve. This has been sent out to all clubs registered with USA Synchro; it is the intent that they follow the set requirements and USA Synchro can perform audits on the clubs to make sure they are complying. The MAAP policies and procedures include suggestions for best management practices on subjects such as texting, locker rooms, and transportation. All club boards should implement these best practices immediately. Adam will be conducting two sessions at Junior Olympics to help answer questions as it can be a little confusing, some parts of the MAAP deals with federal mandates and some parts are recommended practices. He is also available at any time to answer questions and will be working with Betty on changes to rulebook.</p> <p>Krista Karwosky stated that the documents is very good and is intended to help clubs of all NGBs to comply.</p> | | |

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| Topic | Events | Presented by | Linda |
| Discussion | <p>Junior Olympics will be starting this weekend with a total of 1,012 athletes registered.</p> <p>There have been some concerns raised by masters swimmers about attending the meet in Tupelo, MS this October. Adam has spoken to several individuals on the phone and via email. He shares the following with the membership:</p> <p>"I want to start by acknowledging that the USA Synchro national office hears your concerns on political/human topics that you have shared. We will continue to field your calls and document your concerns. With that being said USA Synchro is a 501c3 organization with no political views or bias. As an organization we remove governmental politics from our decision making and strategies. We are also a membership organization with nearly 7,000 members whose views may or may not align with that of some states in our country. As the CEO of this organization I recognize the divisive nature of these laws and the injustice they may pose on women. Because of this understand and respect why there may be some athletes that choose not to attend this event or others. To those athletes I ask that you recognize that it is not the intention of this organization to promote or</p> | | |

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| | <p>support the views of a government by hosting an event in, sanctioning a club or supporting members in any specific state.</p> <p>USA Synchro is a place for all people to feel safe and enjoy the values of this great sport. We will not waiver in that and I hope that you will join us in celebrating the good in the sport and this country. Through event participation and beyond.”</p> <p>Sheila McNabb reported that we have a great contract with the Tupelo organizing committee and anticipates a very good meet.</p> |
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| Topic | Foundation Update | Presented by | Adam Andrasko |
| Discussion | <p>The USSS Foundation has signed an agreement with Ceil Folz Foundation to help with fundraising. The Ceil Folz Foundation specialized in non-profit fundraising, sponsorship and client management. Additionally, the USSS Foundation and USA Synchro will be partnering together to in this fundraising endeavor. USA Synchro received \$20,000 from the USOC which will be invested with an additional \$24,000 from the foundation towards hiring the Ceil Folz Foundation. The USSS Foundation will take the lead with partnering with the Ceil Folz Foundation and the agreement between USSS Foundation and USA Synchro is still being completed; but the goal is that the entities are working together to get more fundraising money for both organizations with the help of the Ceil Folz Foundation. Linda stated that this is the kind of partnership with both the Ceil Folz Foundation and the USSS Foundation that our organization needs, and she is hopeful that this will lead to a great future and more money to reach our goals.</p> | | |

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| Topic | Posted Job Update | Presented by | Adam Andrasko |
| Discussion | <p>A job has been posted for a person to be the Junior National team assistant coach and will also have duties of the High Performance coordinator and team manager for both the junior and senior national teams. Adam has already started receiving resumes.</p> | | |

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| Topic | VP Reports | Presented by | |
| Discussion | <p>Education VP: Krista reported that talent camps and the Olympic development camp are all full.</p> <p>Competitive Operations VP: Sheila reported that Chris Leahy will be acting as the Competitive Operations manager for Junior Olympics.</p> <p>Communications VP: Michele Kraus reported that there are lots of exiting social media planned for Junior Olympics.</p> <p>Athletes VP: The athletes reported that there was an election for the Athlete Executive Committee (AEC) alternate (an alternate to Morgan Fuller-Kolsrud). Olivia Eckberg was elected, and she is super excited to take the position. She will be the alternate through end of quad.</p> <p>Adam wanted to share that the USOC is now the USOPC United State Olympic and Paralympic Committee. USA Synchro will be discussing how to involve more Paralympians in our sport.</p> | | |

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| Moved to adjourn by: Krista Karwosky | 2 nd by: Britt Rooney | Vote: unanimous |
| Adjournment at 10:05 PM | | |

NEXT MEETING: August 28, 2019 at 9:00 EST

Respectfully Submitted,



Erin L. King, Secretary