



## Minutes Board of Directors Conference Call Wednesday March 29, 2017

<b>Board Members in Attendance:</b> Jim Anderson, Yolanda Jackson, Ginny Jasontek, Krista Karwosky, Erin King, Linda Loehndorf, Sheila McNabb, Paige Ramsey, Britt Rooney, Lori Zabel	
<b>Staff Members in Attendance:</b> Myriam Glez	
<b>Excused:</b> Nancy Rosengard, Margaret Mahoney, Judy McGowan, Mariya Koroleva, Olivia Morgan	
<b>Call To Order At:</b> 9:03 PM EST	BY: Linda Loehndorf

<b>Topic</b>	Treasurer's report	<b>Presented by</b>	Britt Rooney
<b>Discussion 9:02-9:06</b>	Getting off to a good start compared to last year and it looks encouraging so far. Myriam Glez stated that yes we are in a good position, but remember that last year we had international meets earlier than this year, so difference is currently in the National Team line item.		

<b>Topic</b>	Complaint from US Collegiate Nationals	<b>Presented by</b>	Myriam Glez
<b>Discussion 9:06-9:27</b>	<p>Received a complaint following the US Collegiate championships which stated that a celebration following the meet concerning Ohio State (OSU) athletes got out of control. Several videos were posted on social media showing athletes from the collegiate championship team were underage drinking and making disrespectful comments towards other teams. This has been addressed with the OSU coaches, and OSU athletic director. USA Synchro has received apologies from the team captain and they will also send an apology to the team that was disrespected. OSU is looking into sanctions that will take place as the athletes violated sanctions which are in the OSU handbook.</p> <p>USA Synchro will issue a message in conjunction with OSU to reiterate the fact that we want to promote a successful athletic foundation with strong values placed on sportsmanship and promoting an environment of growth and good ethics. Linda and Myriam wanted to share this with the BOC and get feedback on the type of message we are going to put out there. There was agreement that it should be a broad statement and that our philosophy is based on good sportsmanship.</p> <p>Paige mentioned that the athletes representatives can send out a reminder about social media conduct and that this goes hand in hand with with making the USA Synchro environment more positive.</p>		
<b>Question</b>	Is everyone ok with USA Synchro putting out a public statement with a reminder of our values?		
	Asked by: Myriam Glez		Vote: Yes

<b>Topic</b>	National Team Athlete	<b>Presented by</b>	Myriam Glez
<b>Discussion 9:15-9:29</b>	Myriam just received word that a Stanford athlete does not want to be on the National Team any longer. Britt asked if she felt it had to do with the incident at OSU? Myriam stated that it is not entirely related, but the athlete does not feel comfortable going to OSU to train.		

<b>Topic</b>	Monthly report	<b>Presented by</b>	Myriam Glez
<b>Discussion 9:30-9:33</b>	<p>See Attached Executive Director Report and Executive Summary.</p> <p>Myriam stated the IT network is transferring slowly and asked if anyone had any questions on the report she sent out.</p> <p>Krista asked if she was happy with everything going on in office? Myriam replied that Rian doing a great job, things seem to be going smoothly. The office is doing well and they are finally in a position to work on some major projects.</p>		

<b>Topic</b>	Power Point on KPIs	<b>Presented by</b>	Myriam Glez
<b>Discussion 9:33-9:39</b>	<p>See Attached Power Point on KPIs.</p> <p>Myriam created the Power Point from feedback at the retreat on how are we going to measure our progress? USA Synchro used to be reactive and not proactive. Myriam is trying to measure performance moving forward, as suggested by the Independent Directors, by using Key Performance Indicators (KPIs) to report to board how we are doing on each element. The Power Point shows trends since 2008, Myriam is hoping to update it as far back as 2004. The KPIs show financial breakdown and financial trends, also shows key drivers for revenues, USOC support over time, and results. Eventually it will have the National Team program, grade levels, and National talent program. This will help all of us in the future to make decisions. Please let Myriam know if there are any other KPIs to add.</p> <p>Lori said this was fantastic and a great product. She had a few helpful thoughts; 1. put bullet on each slide to highlight the important points in each slide; 2. as we look forward, put forecast in there and how can we get there, what are the key enablers. She emphasized that this can be a great tool to show potential sponsors where we've been and where we are going.</p>		

<b>Topic</b>	IR Update	<b>Presented by</b>	Ginny Jasontek
<b>Discussion 9:40-9:48</b>	<p>We will not be hosting the FINA World Wide seminar. It is to be held in Budapest on the two days following the FINA World Championships this summer. The President of FINA said it was mostly a decision based on the fact that it will be a better economic solution for most countries to only have to send their judges to one location for both the Championships and the Seminar. But he also said that FINA didn't feel confident that all people could get VISAs into the USA with the current climate. He was not accusatory, but he felt this was the best for now. He hopes we can have it in the future.</p> <p>Lori thinks the political VISA situation is a problem everywhere. She gave the example that Nike has told all athletes that they may not go home in case they can't get back. We have to be careful.</p> <p>Krista asked about how this affects our chances of getting the 2024 Olympics in LA? Myriam said that she had meeting with Rachel Izac (the liaison with USOC and 2024 Olympic organizing committee). Rachel is trying to keep her chin up, but she is most</p>		

	<p>concerned about IOC wanting to award the 2024 and 2028 at same time which could be difficult. Rachel's did say a lot can happen between now and September. The decision is very political, both here in the US and also abroad with France also having political changes.</p> <p>Myriam mentioned that she had included revenue for WW Seminar in the financial forecast and now we need to go back to the budget and remove the revenue and expenses. She will also have to go back to USOC to see if we can reallocate grant money which was targeted for the WW Seminar and whether we can we use it to send the judges abroad. Ginny also suggested that maybe some of the grand money can be used to host a FINA judges school in the US.</p>
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<b>Topic</b>	Competitive Operations Report	<b>Presented by</b>	Sheila McNabb
<b>Discussion 9:48-9:49</b>	Just finished successful collegiate. US Nationals starts in one week and there are lots of entries. A finalized schedule will be out soon.		

<b>Topic</b>	Other Business	<b>Presented by</b>	
<b>Discussion 9:49-9:55</b>	<p>Krista said that Sheri finishing up education handbooks.</p> <p>Nancy not able to attend conference call. See her attached reports; March 2017 Marketing and Membership Report and SwimOutlet.com Synchron Athlete of the Month.</p> <p>Jim asked if he will he have a role again in this year's audit report. Linda says "yes". Jim asked if we have the same auditors as last year and Myriam said will check with Jennifer. Jim wants to make sure we have the right processes in place before it starts.</p> <p>Lori mentioned she has spoken to a past president of USA Track and Field to see what were their key factors for success in working with their foundation and how to align the two groups (USA Synchron and the Synchron Foundation) better. Myriam said she has been collecting information from other sports. Linda suggested that she, Lori and Myriam have a separate phone call to discuss some ideas and forward momentum on this topic.</p>		

**NEXT MEETING: Phone conference – April 26<sup>th</sup> at 9:00 ET.** Linda will not be in the country, and asked if Myriam could run the meeting

<b>Adjournment at 9:55</b>		
Moved to adjourn by: Yolanda	2 <sup>nd</sup> by: Sheila	Vote: unanimous

Respectfully Submitted,



Erin L. King  
Secretary

Attachments: Executive Director Report, Executive Summary, USA Synchron KPIs, March 2017 Marketing and Membership Report, & SwimOutlet.com Synchron Athlete of the Month