



Minutes Board of Directors Conference Call Wednesday, March 21, 2018

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

| Topic | Recent Communication | Presented by | Linda Loehndorf |
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| Discussion | <p>Linda began the meeting to catch the BOD up communication to the membership that has occurred since Myriam's resignation.</p> <ul style="list-style-type: none"> • The BOD sent out a standard response to the West and North zones about Myriam's resignation the day after it happened since the zones were in the middle of their Championships. It did not go out to the other zones or the general membership at that time as the official announcement was not ready for release until March 4, 2018. • Linda and a few members of the BOD had a joint call with the Laurette Longmire and a few members of the Ethics Committee on March 4, 2018. The call went very well and both groups agreed that the process for submitting and handling a complaint is not clear and that more work needs to be done to improve this process. Minutes from the meeting were sent to Laurette and she replied that she had received them, but there has been no further communication. • Linda has reached out to National Team parents who have swimmers in full time training in Moraga, CA to reassure them that we are committed to keeping the training center going. Linda also reached out to the training center coaches to assure them of the same thing. Ginny Jasontek is leading the phone calls with the National Team committee to approve the junior team selection procedures. We are waiting to hear from the USOC on approval of the senior team selection procedures. • Linda has also been on calls with the National Office staff and with Karen Rosolowski with the Synchro Foundation to reassure them that we will continue to support and provide guidance until a new CEO is selected. • Linda has been in touch with the Zone Chairs and Linda & Shari Darst have been in touch with the Association Admin Chairs with the same message. • Sheila McNabb is working on getting ready for both up coming National meets and accepting bids for meets for next season. | | |

| Topic | House of Representatives Request for Information | Presented by | Linda Loehndorf |
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| Discussion | <p>Linda received an email from U.S. House of Representatives requesting information about our NGB in relation to SafeSport. This was very similar the one recently completed for the U.S. Senate, but was more in depth. Linda, with the help of a lawyer, has completed most of the task and it is being submitted back to the House of Representatives.</p> | | |

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| | Unfortunately, unlike the one for the Senate, this one was more involved, and USA Synchro will have to pay fees to the lawyer. It will have to be discussed where this money can come from as it was not budgeted. |
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| Topic | Complaint from Parent | Presented by | Linda Loehndorf |
| Discussion | <p>Linda received a complaint on Friday through a Zone Chair about a situation with a club and a parent. Originally it was directed to SafeSport, but since it did not involve a sexual allegation, it was sent to Linda as President and acting CEO. Linda immediately investigated the complaint by speaking to the club coaches and the parent who sent the complaint. After hearing both sides of the story, Linda put together a recommendation which she presented to the BOD and asked for input and a motion to accept the recommendation.</p> <p>There was discussion about how this still does not seem to be following protocol on the way that complaints should be handled. It appears that it should have been dealt with at the Association and Zone levels before coming to the BOD. This again reiterates that the process needs to be refined. We have recently updated Appendix Q to align with SafeSport requirements, but more effort is still warranted to ensure that all our documents align with each other and that the process we have in place is the best fit. It was also mentioned that we need to develop a system to track these complaints to have continuity when members on the BOD change.</p> | | |
| Motion | Moved to accept Linda's recommendation on the complaint | | |
| | Moved by: Sheila McNabb | 2 nd by Ginny Jasontek | Vote: Unanimous |

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| Topic | Hiring of a New CEO | Presented by | Linda Loehndorf |
| Discussion | <p>Linda had a conversation with Dale Neuberger about the next steps and things to consider when hiring the new CEO and HPD. His opinion was that the USOC will be most concerned that USA Synchro have a strong business partner at the helm. The BOD agreed that the position should no longer be a joint position and that finding a CEO is the priority. Linda would like input from the BOD on developing the job description for the new CEO and that we put in place a deliberate, thoughtful process to finding this person.</p> | | |

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| Topic | | Presented by | |
| Discussion | <p>The BOD expressed to the athletes' representatives that when they speak with current athletes to assure them that the BOD is dedicated to continuing to pursue the direction and goals which Myriam had laid out before she left. Ginny emphasized that she feels the FINA judges at meets and trials are fair and impartial, and the athletes should not worry about any repercussions. The judges and officials will continue to give them the upmost care and concern. This organizations will continue to follow Myriam's pathway with as fair a playing field as possible.</p> | | |
| Adjournment at 10:28 PM | | | |

NEXT MEETING: April 25, 2018 @ 9:00 PM EST

Respectfully Submitted,



Erin L. King, Secretary