



Minutes
Board of Directors
Wednesday July 22, 2020

Board Members in Attendance: Jim Anderson, Stacey Chapman, Morgan Fuller Kolsrud, Jennifer Jarboe, Ginny Jasontek, Krista Karwosky Erin King, Michele Kraus, Chris Leahy, Linda Loehndorf, Margaret Mahoney, Megan Robins,	
Staff Members in Attendance: Adam Andrasko	
Others: Oliva Ekberg AAC Alternate	
Excused: Lauren Gardner, Mariya Koroleva, Lori Zabel	
Called to Order At: 9:04 PM ET	BY: Linda Loehndorf

Topic	Approval of Minutes	Presented by	Linda Loehndorf
Discussion	<p>Motion: Chris Leahy moved to approve the set of minutes; from June 24, 2020.</p> <p>Seconded by: Jenny Jarboe</p> <p>Motion approved</p>		

Topic	Approval of Appendix P&F	Presented by	Linda Loehndorf
Discussion	<p>There was discussion about the changes to Appendix P to limit liability to the BOD. The new language is intended to make BOD aware and informed but not make decision. Margaret suggested that she take some time to make sure the new language is accomplishing the abovementioned goals. Members of the BOD agreed that they wanted to wait until Margaret had a chance to review. The BOD also would like to know the reasons for eliminating the BOD from the process.</p> <p>The approval of Appendix P was tabled until we get more information.</p> <p>Motion: Ginny Jasontek moved to approve the changes to Appendix F.</p> <p>Seconded by: Stacey Chapman</p> <p>Motion approved</p>		

Topic	Olympic International	Presented by	Ginny Jasontek
Discussion	<p>Ginny reported that FINA has been doing a lot of work and thinking ahead to the next four years.</p> <p>There are going to be new elements and new figures and Ginny reported that there are going to be bigger changes than we have seen in the last few years. There is discussion that elements are going to have more risk to separate out the teams.</p>		

	<p>Ginny also reported that there will be lots of changes to the current judging system in the categories of synchronization, acrobatic movements and difficulty. A lot of work has already been completed on these new systems and it has been a very intense process. The goal is to benefit the athletes, remove subjectivity more clearly define difficulty.</p> <p>Ginny reported that this weekend is the UANA Virtual Competition open to all athletes around the world. She gave a big thank you to Andrea Fuentes and Bill May who designed the exercises which are being used. She reported that there are almost 200 athletes from ages 12&U, 13-15, Junior and Senior in both male and female categories. There are a total of 41 male athletes and total of 54 countries participating.</p> <p>Linda reported that the National Team Selection Event has 31 athletes registered to try out for 3 positions on the Olympic training squad on Aug 8-9. These numbers are very exciting and encouraging that our top squad is having success and more athletes are desiring to be a part of it.</p>
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Topic	Education Report	Presented by	Krista Karwosky
Discussion	<p>Krista Karwosky reported that a lot of new online material is ready to roll out for both judges and coaches education. This includes Levels 1&2 for judges which will be all virtual except the practice judging.</p> <p>Grade level 6 has also been completed with videos and online tests.</p> <p>Adam reported that Shari Darst is putting together a 12-part national team series of training videos. There will be a subscription fee for these videos, but it will include a renewal for CCP if you subscribe.</p> <p>Additionally, the National Team was not able to exhaust all of the USAAS Foundation funding this year. The Foundation has granted that this money will roll over to next year and will see the same amount granted from the Foundation next year with some additional for coaches education efforts in 2020-2021.</p>		

Topic	Marketing and Membership VP	Presented by	Michele Kraus
Discussion	<p>Michele reported that she has had some very fruitful meetings with the USAAS staff about incentivizing and growing our membership. One key aspect is emphasizing that your membership is your entrance to this community. Michele is also working on getting the membership committee together to discuss forward progress on diversity and inclusion.</p>		

Topic	Competitive Operations Report	Presented by	Chris Leahy
Discussion	<p>Chris reported that although the US Masters Nationals has been cancelled, the office is still trying to have a series of virtual events during the time frame of the meet for all masters to attend.</p> <p>Chris is also working on a series of fall clinics for athletes in the fall if there are open pools. The plan is to have these grouped by locations which are drivable for the athletes, so more flexibility on when we cancel since airline reservations are not involved.</p>		

	We are currently in the middle of a virtual skills competition. There was great turnout with 32 teams participating. Adam thanked Morgan who organized this competition.
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Topic	Treasurer’s Report	Presented by	Jenny Jarboe
Discussion	Jenny reported that there is currently about \$150,000 cash on hand and no more non-recurring expenses. She believes that things are at a steady state. We are hoping for a big influx of money from memberships beginning in August. We will have better information by the end of August to see how we are faring, but Adam says it is not just our sport, it is happening across all sports.		

Topic	Athletes Report	Presented by	Morgan Fuller Kolsrud and Megan Robins
Discussion	<p>Morgan reported that the USOPC Athletes’ Advisory Council announced the hiring of Elizabeth Ramsey as its executive director. The position is the first of its kind and will enable the AAC to more effectively and professionally advise the USOPC and advocate on behalf of U.S. Olympic and Paralympic athletes.</p> <p>Morgan also reported that she will attend the USAAS Olympic Team selection event on August 8-9 to be there in support of the athletes.</p> <p>Megan reported that the mentorship program for National Team athletes is taking a brief pause until after the selection event. She will also be incorporating the junior National Team athletes into the program in the fall.</p>		

Topic	Approval of New BOD Structure	Presented by	Linda Loehndorf
Discussion	<p>The BOD was presented with 3 possible proposals for a new Board structure in an email. Each of these proposals included a new VP for Diversity, Equality and Inclusion and the elimination of one or two other Board positions (the VP of Education and the VP of Membership and Marketing. A question was asked to the current VPs in these positions about the impact of eliminating these positions.</p> <p>Michele reported that as the current VP of Membership and Marketing, she feels that her role is now to help advise the Communication & Partnership Marketing Coordinator at the National Office. Many times, this person may not have a background in artistic swimming, and it is important to guide them in how to post, discuss and capture the “right” image of our sport. If this position were eliminated this might fall to the athletes on the BOD to help.</p> <p>Krista reported that the Education Director at the National office does a lot of the work which falls under Krista’s responsibilities as VP of Education and Certification. The discussion was about where to put the current committees which currently fall under these VPs.</p> <p>Margaret suggested that we consider placing some committees under the Independent Directors to get the Independent Directors more involved. There was also discussion about having more focus on the Athlete positions and finding athletes with certain qualifications to lead some committees.</p>		

	<p>The suggestion was made to combine the current VP of Education and Certification with the current VP of Membership and Marketing into one position.</p> <p>Motion: Margaret moved that the new BOD structure is as follows:</p> <ol style="list-style-type: none"> 1) President 2) Treasurer 3) Olympic International VP 4) Combined VP for Membership and Marketing and Education and Certification (Name to be determined) 5) Competitive Operations VP 6) Diversity, Equality and Inclusion VP 7) AAC Rep 8) AEC President 9) AEC Athlete Member 10) At Large Athlete Member 1 11) At Large Athlete Member 2 12) Independent 1 13) Independent 2 14) Independent 3 15) Independent 4 <p>Seconded by: Stacey Chapman</p> <p>There was discussion that we can approve this new structure and will align committees at a later date. We need to approve the structure now to be able to have nominations for the positions which are up for election. The Education and Certification VP is at the end of her term; however, the Membership and Marketing VP is not. Michele will finish her term in the newly combined position. Elections during this convention will be for President, Olympic International VP and Diversity, Equality and Inclusion VP.</p> <p>Motion approved unanimously</p>
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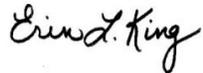
Topic	Update on Diversity, Equality and Inclusion (DEI) Taskforce	Presented by	Morgan Fuller Kolsrud
Discussion	<p>Morgan reported that the taskforce has been working on the development of the roles and responsibilities of the Diversity, Equality and Inclusion Committee and various subcommittees. This will be targeted on outreach to include more minorities, identify barriers and inclusion of all races, gender, social economic group, etc.</p> <p>It has been proposed that there will be a DEI representative on every committee in Artistic Swimming. This will go to governance for further review.</p> <p>Megan suggested that the current chair of taskforce, Ashley Johnson, should be on the BOD monthly conference calls until the VP of DEI is elected at convention. Adam said he will add Ashley Johnson to next BOD invitation.</p>		

Topic	Stanford Update	Presented by	Adam Andrasko & Morgan Fuller Kolsrud
Discussion	<p>As we all know, Stanford University eliminated 11 varsity sports last month. Adam reported that he is working to improve morale and trying to see if there is any possibility of reinstating the program; however, he doesn't believe this will happen. He has concerns about losing other artistic swimming varsity programs around the country. Hopefully the Stanford alumni can rally and keep a club program operating at the school.</p> <p>Mariya and Morgan are on a committee with the other 11 sports, hoping that by working as a group there will be strength in numbers. There will be more information coming out soon including an episode on Fishtail Podcase by Liz Corman. Invisible programs are vulnerable, so have to keep our collegiate programs in the forefront and visible.</p>		

Next Call: Wednesday August 26th at 9:00 PM EST

Adjournment at 10:49 PM		
Moved to adjourn by: Margaret Mahoney	2 nd by: Chris Leahy	Vote: unanimous

Respectfully Submitted,



Erin L. King
Secretary