



Minutes
Board of Directors
Wednesday, October 28, 2020

Board Members in Attendance: Denise Shively, Irene Hawes, Ashley Johnson, Carrie Barton-Garten, Chris Leahy, Emmanuella Tchakmakjian, Linda Loehndorf, Megan Robins, Michele Kraus, Morgan Fuller Kolsrud, Stacey Chapman, Jennifer Jarboe, Lauren Gardner, Olivia Ekberg (non-voting; AAC alternate), Kimberly Kohut (non-voting; Secretary)	
Staff Members in Attendance: Adam Andrasko	
Others: Karen Rosolowski (USAAS Foundation) David Patterson (USOPC), Avery Wilson (USOPC), Maggie Bevan (CFC), Michael Shea CFC)	
Excused: Three open independent director positions	
Called to Order At: 9:01 PM EDT	BY: Denise Shively. A quorum was declared.

Topic	Presentation by USPOC	Presented by	Avery Wilson and David Patterson (USOPC)
Discussion	<p>Presented about topics going to be explored at December BOD retreat. Reiterated the 3 P's (Purpose, Principles, and Priorities)</p> <p>Emails: David (david.patterson@usopc.org), Avery (avery.wilson@usopc.org)</p> <p>BOD Questions: Can BOD directly reach out to David and Avery directly as it relates to their position? BOD members can utilize this resource, please cc Adam and Denise on communications.</p> <p>No action items</p> <p>David and Avery left the meeting at 9:22 PM EDT</p>		

Topic	Annual Fundraising Campaign	Presented by	Maggie Bevan and Michael Shea (Ceil Folts Consulting) and Karen Roslowski (USAAS Foundation)
Discussion	<p>Joint Fundraising Campaign with Foundation. Funds will go directly to national team. Social Media calendar of activities and images presented.</p> <p>BOD Questions: Can the start date of November 4 be re-evaluated due to timing with the Presidential Election? Adam will discuss with CFC tomorrow and possibly push back start of campaign.</p> <p>Karen, Michael, and Maggie left the meeting at 9:55 PMEDT</p> <p>BOD Discussion: Re-evaluate some of the images portrayed in the campaign as some were culturally insensitive</p>		

Topic	Treasurer's Report	Presented by	Jennifer Jarboe
Discussion	See report		

Topic	VP Diversity, Equality/Equity, & Inclusion Report	Presented by	Ashley Johnson
Discussion	See report		

Topic	VP Olympic International Report	Presented by	Irene Hawes
Discussion	Appendix E was sent to the BOD to review and vote. See Draft Attachment. BOD will review and vote via email by close of business on Monday, November 2.		

Topic	VP Competitive Operations Report	Presented by	Chris Leahy
Discussion	<p>Motion: Chris Leahy motioned to approve Henderson, NV for 2021 U.S. Masters Championship site.</p> <p>Seconded by: Irene Hawes</p> <p>Motion Approved unanimously</p>		

Topic	VP Marketing and Member Development Report	Presented by	Michele Kraus
Discussion	See report		

Topic	Athletes' Report	Presented by	Emmanuella Tchakmakjian
Discussion	See report		

Topic	President's Report	Presented by	Denise Shively
Discussion	<p>-Independent Director Candidate Discussion (Subcommittee included: Denise Shively, Ashley Johnson, Jennifer Jarboe, and Megan Robins)</p> <p>Four excellent candidates for three open positions</p> <p>Motion: Morgan Fuller Kolsrud motioned to accept Johanne Pasternack as a candidate to be invited to join the BOD as an independent director.</p>		

	<p>Seconded by: Jennifer Jarboe</p> <p>Discussion ensued.</p> <p>Motion Approved unanimously</p> <p>Motion: Megan Robins motioned to accept Jenell Lynch as a candidate to be invited to join the BOD as an independent director.</p> <p>Seconded by: Ashley Johnson</p> <p>Discussion ensued.</p> <p>Motion Approved unanimously</p> <p>Motion: Chris Leahy motioned to accept Kerhyl Gantt as a candidate to be invited to join the BOD as an independent director.</p> <p>Seconded by: Ashley Johnson</p> <p>Discussion ensued.</p> <p>Motion Approved unanimously</p> <p>-Congratulations to Adam for recognition as NGB Innovative Leader at USOPC Assembly!</p> <p>-Additional congratulations to Adam and his family as they are expecting to add a boy to their family in April</p>
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Topic	Executive Director Report	Presented by	Adam Andrasko
Discussion	<p>-USOPC HP Funding (Received \$93,000)</p> <p>-November BOD meeting will be scheduled on November 18 (introduction to new independent director, tentative)</p> <p>-USOPC Assembly Update</p>		

Adjournment at 11:02 PM EDT		
Moved to adjourn by: Irene Hawes	Seconded by: Chris Leahy	Motion Approved unanimously

Respectfully Submitted,

Kimberly A Kohut

Kimberly A. Kohut
Secretary

Attachments:

Treasurer's Report, DEI Report, Appendix E Draft, Competitive Ops Report, Marketing and Member Development Report, Athletes' Report

Financial Update Overview

To ensure that the USAAS Board has maximum transparency, we want to use the following format to provide financial updates going forward:

Income

Goals for Financial Decision Making - Refresher

Current Status of Accounts

Income | Aug-Sept

To ensure continued operations of USAAS, the organization needs to budget \$70,000 per month for staff and national team facilities

Starting Cash On-Hand

Cash On-Hand (27 Oct)	\$160,927
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Revenues

Membership	\$13,641
Pipeline Development	\$9,565
Education	\$2,890
Administrative	\$2,796
Other	\$318
Total Income	\$16,366

Expenses

Membership	\$1,458
National Teams	\$13,128
Administrative	\$68,839
Other	\$645
Total Expenses	\$84,072

**Where we stand:
Net Income = (\$67,706)**

Goals for Financial Decision-Making | Refresher

Aligning to a hierarchy of goals will allow USAAS to make difficult decisions if it needs to regarding how to allocate funds

As the pandemic shapes our financial status, USAAS’s priorities for financial-decision-making over the next 12 months include (in order of importance):

- ✓ **Support National Team:** secure minimum of \$350,000 to ensure the SNT is supported in training, support staff, and competitions
- ✓ **Maintain Full Staff:** secure ~\$700K for 12 months of staffing (\$58K/month)
- ✓ **Maximize Income:** manage events on a minimal budget and minimize administrative costs
- ✓ **Preserve high growth investment**

To ensure we can achieve our goals, the following monthly recurring expenses are undertaken monthly and have been managed closely

Salaries	\$55,000
Contractor Fees	\$4,000
National Team Facilities	\$6,000
USOPC Rent and IT	\$650
Buffer ²	\$5,000
Total Monthly Recurring Expenses	\$70,650

Current Status of Accounts | Investments

USAAS has several investment funds at its disposal to support ongoing operations if working funds should run out; if possible, we should delay dipping into these reserves, as they have the greatest potential to help us recoup our losses (assuming favorable stock market conditions in the coming years)

Investment Accounts

Charles Schwab	\$57,174 (increase)
Thurston Springer – Non-Restricted	\$106,849 (increase)
Total Available in Investment Accounts	~\$164,000

Last Resort Resources

USA Synchro Foundation	TBD
Edmark – Restricted	\$297,496 (decrease ~\$20K)
Total Available Last Resort Resources	~\$300,000

VP Comp Ops Report 10/28 Meeting

- Patricia Jones has volunteered to be the Rules Chair
- Linda Loehndorf has agreed to be the new Judges Administrator
- The Masters virtual events were held October 15-17
 - The trivia events was especially well received
 - Sue and the committee are working on a few items that came out of the athlete meeting
- The Zone Scoring chairs are hard at work on a series of educational videos on how to use the ISS scoring software
- Due to scheduling issues, Sarasota is no longer able to host the 2021 Masters Championship, Baylee is talking with Henderson, NV
- National Office, Judges, and Scoring are working to get ready for the November virtual event
- Adam/Baylee working with Canada to determine the format (physical vs virtual) and location of the America Open

Future Work:

- Championship Management will be looking at new schedules for almost all of the events
- Baylee and I will be talking with Zone Admin chairs about the Zone meets
 - If one zone is not confident that they will be able to have a qualification meet, then the April meets will need to be open qualification.
 - This is likely to have a significant financial impact on the other zones.
 - Therefore, this decision needs to be made before any of the zones incur significant financial costs
- Parts of Championship Management will be working with DEI to make sure the AWD invitational with JOs goes smoothly
- 2020-2021 Tech Talk will be published soon

Action Items:

- Vote to Approve Henderson, NV for 2021 U.S. Masters Championship

VP Marketing and Member Development

Report to BOD 10/28/20

Communication Coordinator

- We have a (hopefully final by the time we have our call) new Comms Coordinator: Alyssa Jacobs!
 - Alyssa helped OSU Synchro with their social media, has strong recommendations from Holly and Suzanna, a background in competitive dance, and has lots of relevant communication experience.
- Thank you to USAAS Staff for including me in the interview process for the new Comms Position.

Social Media

- I've been posting on USAAS Instagram and Facebook since convention and have been having a blast sharing updates from our clubs around the country
- Team Takeovers: WCA, NCA, NCO, ANA, Florida Elite, Stanford, National Team!
 - Showing how teams from all 4 zones are handling the pandemic

Member of the Month

- We would love more nominations! Encourage your zone leadership to nominate people.

Committee Chairs

Membership

Megan Loehndorf meglloe@gmail.com

Diana Wolff dianapaulk@me.com

Marketing and Promotion

It might be me, but I'm trying to convince Christine McMaster-Shaw
mcmaster.christineanne@gmail.com

Awards and History

Krista Karvosky kkarvosky@newcanaanyca.org

History Subcommittee

Lea Bean leadelbean@gmail.com

LTAD

Leah Pinette lpinette@mvymca.org

Coaches' Board + Coaches' Review

Anne Schulte schulteanne@gmail.com

APPENDIX E

NATIONAL TEAM AND NATIONAL ELITE CAMP SELECTION PROCEDURES

Amendments to this Appendix E are the responsibility of the High Performance Manager or Designee. The High Performance Manager or Designee, in consultation with the National Team Program Committee, can modify this Appendix by recommending changes to the Board of Directors for approval.

The High Performance Manager or Designee, with notification to the Vice President Olympic International and the International Relations Committee Chair of USAAS, selects appropriate international events for each of the National Teams. Participation in the designated competitions shall be limited to the National Team(s), unless otherwise approved by the International Relations Review Subcommittee. Clubs must petition the International Relations Review Subcommittee for a Club Option. See Appendix F. Private invitations are the only exception to the Club Option procedure and require notification to the International Relations Committee Chair.

PREREQUISITES FOR ALL NATIONAL TEAMS AND NATIONAL ELITE CAMP

The Trials are open to athletes who are citizens of the United States at the time of nomination and eligible under the eligibility rules for participation in a "protected competition" as defined by the By-Laws of the United States Olympic and Paralympic Committee ("USOPC").

An athlete who is not a citizen of the United States, but reasonably expects to be one no later than 30 days prior to the start of the event for which the Trials are being conducted, is eligible to compete in the Trials for the USA Artistic Swimming National Teams and/or the National Elite Camp. An athlete who fails to become a citizen by 30 days prior to the event shall be replaced by another eligible athlete according to the following procedures.

Please refer to the USA Artistic Swimming website (www.teamusa.org/USA-Artistic-Swimming) to find the most recent information concerning ongoing Trials procedures and/or the National Teams and National Elite Camp.

ARTICLE 1

2021 13-15 NATIONAL TEAM AND NATIONAL ELITE CAMP ATHLETE SELECTION PROCEDURES

1.01 ELIGIBILITY

To be eligible for Phase 1 of the 2021 13-15 National Team and National Elite Camp Trials, a registered USA Artistic Swimming athlete must:

- A. Be eligible to compete in the selected competition(s).
- B. Have been born in the years 2006 to 2008.
- C. Have passed Grade Levels 1, 2, 3 and 4 (waived for 2021).

1.02 2021 13-15 NATIONAL TEAM AND NATIONAL ELITE CAMP SELECTION PROCEDURES

Phases 1 and 2 shall be held January 16-17, 2021 in Ft. Collins, CO, at times to be announced.

Phase 3 shall be held in April 2021, in Mesa, AZ, at a date and time to be announced.

All figures and routines, in all Phases, will be judged by a panel of 3-5 FINA Judges, selected by the High Performance Manager or Designee. In addition, all routines in Phase 3B will also

include members of the National Team Coaching Staff to evaluate synchronization. National Skills Testing will be evaluated by a group of Assessors. All Assessors are selected by the High Performance Manager or Designee. A list of the current National Skill Assessors is posted on the USA Artistic Swimming website.

The 2021 13-15 National Team and National Elite Camp shall be selected in accordance with the following procedures:

A. Phase 1A – Figure Competition:

1. Eligible athletes will compete in a Figure competition, which will consist of 4 figures, including the 2 Compulsory and 2 Optional Figures, selected by the High Performance Manager or Designee, from the 13-15 age division figure list. The figures will be announced at least 72 hours prior to the trials and posted on the USA Artistic Swimming website.
2. Scores from Phase 1A will be calculated according to FINA rules.
3. All athletes from Phase 1A shall advance to Phase 1B.

B. Phase 1B – National Skills Testing Competition:

1. Eligible athletes will compete in a National Skills Testing competition, which will consist of a total of 3 land tests and 1 swimming test. A full description of the tests and scoring criteria can be found in the National Skills Testing Protocols which is posted on the USA Artistic Swimming website.

C. Phase 1 - Final Score:

1. The Final score for Phase 1 will be calculated using the following percentages:
 - Phase 1A – Figure Competition 65%
 - Phase 1B – National Skills Testing Competition 35%

Number of athletes to advance to Phase 2A:

1. Up to a maximum of 50 athletes, in rank order, shall advance to Phase 2A.

TIED ATHLETES: If one or more athlete(s) attain a score of 0.1 or less below the score of the last qualified athlete for Phase 2A, it will be considered a tie. All tied athletes shall advance to Phase 2A.

D. Phase 2A – Figure Competition:

1. Eligible athletes will compete in a Figure competition, which will consist of 2 Optional Figures, selected by the High Performance Manager or Designee, from the 13-15 age division figure list. The figures will be announced at least 72 hours prior to the trials and posted on the USA Artistic Swimming website.
2. Scores from Phase 2A will be calculated according to FINA rules.
3. All athletes from Phase 2A shall advance to Phase 2B and 2C.

E. Phase 2B – National Skills Testing Competition:

1. Eligible athletes will compete in a National Skills Testing competition, which will consist of 2 land tests. A full description of the tests and scoring criteria can be found in the National Skills Testing Protocols which are posted on the USA Artistic Swimming website.

F. Phase 2C – Individual Routine Swim:

1. Eligible athletes will compete in a Routine competition, which will consist of 1 individual routine swim. The draw for the individual routine swim will be a random draw. The routine will be selected by the High Performance Manager or Designee, in consultation with the National Team Coaching Staff.

G. Phase 2 – Final Score:

1. The Final score for Phase 2 will be calculated using the following percentages:
 - Phase 2A – Figure Competition 50%
 - Phase 2B – National Skills Testing Competition 20%
 - Phase 2C – Individual Routine Swim 30%

H. Phases 1 and 2 Final Score:

1. The Final score for Phases 1 and 2 will be calculated using the following percentages:
 - Phase 1 100%
(65% Figure Competition from Phase 1A, 35% National Skills Testing Competition from Phase 1B)
 - Phase 2 100%
(50% Figure Competition from Phase 2A, 20% National Skills Testing Competition from Phase 2B, 30% Individual Routine Swim from Phase 2C)

Number of athletes to advance to Phase 3:

- Up to a maximum of 30 athletes, in rank order, shall advance to Phase 3.

All scores from Phases 1 and 2 will be dropped prior to Phase 3.

TIED ATHLETES: If one or more athlete(s) attain a score of 0.1 or less below the score of the last qualified athlete for Phase 3, it will be considered a tie. All tied athletes shall advance to Phase 3.

I. Phase 3A – Figure Competition:

Phase 3A shall be held in Mesa, AZ, at a date and time to be announced.

- 13-15 National Team and National Elite Camp Trials: during Figure competition at the U.S. 13-15 Championships.

1. All eligible athletes will compete in the Figure competition during the U.S. 13-15 Championships, to be held in Mesa, AZ.
2. Scores from Phase 3A will be calculated according to FINA rules.
3. All athletes from Phase 3A shall advance to Phase 3B.

J. Phase 3B – Routine Competition:

Phase 3B shall be held in Mesa, AZ, at a date and time to be announced.

- 13-15 National Team and National Elite Camp Trials: April, 2021 (exact date and time to be announced).

1. Eligible athletes will compete in a Routine competition, which will consist of 1 individual routine swim and 1 group routine swim. The draw for the individual routine swim will be a random draw and the draw for the group routine swim will be decided by the High Performance Manager or Designee, in consultation with the National Team Coaching Staff. The scores of the 2 routine swims (1 individual and 1 group swim) will be averaged to calculate the Final routine score. The routine will be selected by the High Performance Manager or Designee, in consultation with the National Team Coaching Staff.

K. Phase 3 – Final Score:

1. The Final score for Phase 3 will be calculated using the following percentages:

- Phase 3 100%
(50% Figure Competition from Phase 3A, 50% Routine Competition from Phase 3B)

The Phase 3 Final Score will be used to select, up to 14 athletes for the 13-15 National Team and up to 16 athletes for the National Elite Camp.

TIED ATHLETES: If one or more athlete(s) attain a score of 0.1 or less below the score of the last athlete being considered for the 13-15 National Team, it will be considered a tie. A tiebreaker shall be used to rank the tied athletes.

TIEBREAKER: To separate the scores in the preceding paragraph, the results of the Figure Competition from Phase 3A will be used to break the tie.

1.03 NAMING OF THE 2021 13-15 NATIONAL TEAM AND THE NATIONAL ELITE CAMP:

A. Number of Athletes: The 2021 13-15 National Team and National Elite Camp will be comprised of up to:

- 14 athletes (not including petitioners) for the 13-15 National Team.
- 16 13-15 athletes (not including petitioners) for the National Elite Camp.

The exact number of athletes will be determined by the High Performance Manager or Designee. The High Performance Manager or Designee, will make the final decision based on the results from Phase 3 and in consultation with the National Team Coaching Staff and select FINA Judges. If the Mixed Duet is an event at the selected competition, then the male athlete shall be the highest ranked male athlete from Phase 3.

B. Training and Competition Requirements: All selected athletes after Phase 3 must attend the National Team training camps and National Team competition(s) or the National Elite Camp per their selection, unless otherwise agreed in writing with the High Performance Manager or Designee.

If a selected athlete decides to decline their National Team or National Elite Camp selection, this athlete must notify the High Performance Manager or Designee, in writing no later than May 10, 2021.

If a selected athlete is not present at the start of National Team or National Elite Camp (unless otherwise agreed upon by the High Performance Manager or Designee), this athlete may no longer be considered a member of the National Team or National Elite Camp, and a replacement athlete will be selected instead.

If an insufficient number of athletes accept their selection to the 2021 National Team or National Elite Camp, the High Performance Manager or Designee, has the right to revise the overall plan for the 2021 National Team or National Elite Camp.

C. Routine Assignments: Solo, Duet, Mixed Duet, Team and Free Combination assignments for each competition will be determined at a later date by the National Team Coaching Staff for final approval by the High Performance Manager or Designee. All athletes named to the 2021 13-15 National Team will be considered for each routine.

D. Replacements: Replacement athletes for the National Team and National Elite Camp shall be selected in rank order from Phase 3, then Phase 2, then Phase 1 of the 2021 National Team and National Elite Camp Trials. Replacement athletes must be able to demonstrate competitive readiness as determined by the High Performance Manager or Designee, and the National Team Coaching Staff.

1.04 PETITIONS

A. Any 13-15 athlete who has successfully petitioned the National Team Review Subcommittee, pursuant to the Exception noted below, may also be considered for placement on the 2021 13-15 National Team, or the National Elite Camp or advancement to the next Phase of Trials. Consideration is regardless of their prior participation or

ranking in any of the Selection Process that has taken place. Petitions must be submitted prior to the end of the Trials event.

- B. The National Team Review Subcommittee approves or denies the petition. However, the High Performance Manager or Designee, in consultation with the National Team Coaching Staff, may replace the last ranked athlete(s), with one or more petitioners added from Section 1.04 A. above to finalize the 2021 13-15 National Team or the National Elite Camp or advancement to the next Phase of Trials.

EXCEPTION: In the event of an athlete injury or illness as certified by a Physician approved by USA Artistic Swimming, or an extreme personal or family emergency or any other extenuating circumstances, prior to or during the National Team and National Elite Camp Trials, which precludes the athlete from participating in the Trials, the athlete may petition the National Team Review Subcommittee. If the petition is approved, the successful petitioner shall be reinserted into the Selection Process at the appropriate Phase as an additional athlete.

ARTICLE 2

ADDITIONAL NATIONAL ELITE CAMP PROCEDURES FOR 12&UNDER FEMALE AND MALE ATHLETES (All new)

2.01 ELIGIBILITY FOR THE 2021 12&UNDER NATIONAL ELITE CAMP FEMALE ATHLETES:

To be eligible for the 2021 12 & under National Elite Camp, a registered USA Artistic Swimming female athlete must:

- A. Have been born in the years 2009 or later.
- B. Have passed Grade Levels 1 & 2 (waived for 2021).
- C. Have placed in the top 10 in the Figure competition at the 2021 12 & under U.S. Invitational. If any of the top 10 athletes decline their selection, the next eligible athletes, in rank order, will be invited to the National Elite Camp for a maximum 10 female athletes qualified through the 2021 12 & under U.S. Invitational.
- D. Have placed in the top 6 in the 12 & under Figure competition at the 2021 U.S. Junior Olympic Championship. If any of the top 6 athletes are already qualified through Section 2.01 C above, or decline their selection, the next eligible athletes, in rank order, will be invited to the National Elite Camp for a maximum of 6 female athletes qualified through the 2021 U.S. Junior Olympic Championship.

2.02 ELIGIBILITY FOR THE 2021 NATIONAL ELITE CAMP MALE ATHLETES:

To be eligible for the 2021 National Elite Camp, a registered USA Artistic Swimming male athlete must:

- A. Have been born in the years 2006 or later.
- B. Have passed Grade Levels 1 & 2 (waived for 2021).
- C. Have participated in the 2021 13-15 National Team Trials, or the Figure competition at the 2021 12 & under U.S. Invitational, or the 2021 13-15 U.S. Championship, or the 2021 12 & under or 13-15 U.S. Junior Olympic Championship.

2.03 NAMING OF THE ADDITIONAL 12&UNDER FEMALE AND MALE ATHLETES FOR THE NATIONAL ELITE CAMP:

- A. **Number of Athletes:** In addition to the 16 13-15 female athletes selected from the 2021 13-15 National Team Trials, the 2021 National Elite Camp will be comprised of up to:
 - 16 12 & under female athletes based on the results from Article 2, Section 2.01 C and D.
 - 4 male athletes selected by the High Performance Manager and the Education Director based on the results from Article 2, Section 2.02 C.

The exact number of athletes will be determined by the Education Director. The Education Director will make the final decision based on the results.

- B. **National Elite Camp Requirements:** All selected athletes must attend the National Elite Camp, unless otherwise agreed in writing with the Education Director.

If a selected athlete decides to decline their National Elite Camp selection, this athlete must notify the Education Director, in writing no later than May 10, 2021 if selected from the 13-15 National Team Trials, the 12 & under U.S. Invitational or the U.S. 13-15 Championship, or no later than July 10, 2021 if selected from the 2021 U.S. Junior Olympic Championship.

If a selected athlete is not present at the start of the National Elite Camp (unless otherwise agreed upon by the Education Director), this athlete may no longer be considered a member of the National Elite Camp, and a replacement athlete will be selected instead.

If an insufficient number of athletes accept their selection to the National Elite Camp, the Education Director, has the right to revise the overall plan for the 2021 National Elite Camp.

ARTICLE 3

2021 JUNIOR NATIONAL TRAINING SQUAD ATHLETE SELECTION PROCEDURES (All new)

The following athletes are the current members of the Junior National Training Squad.

Claudia Coletti
Ashley Latchford
Ella Sharon
Juliana Silva
Gabriella Terry
Valentina Terry

Additional athletes will be selected to join the current Junior National Training Squad at the Junior National Team Trials held on April 11, 2021 in Oro Valley, AZ, at a time to be announced. All members of the Junior National Training Squad will be eligible to be named to the Junior National Team and compete in the 2021 UANA Championship, 2021 FINA Junior World Championship and the 2021 Junior Pan American Games.

3.01 ELIGIBILITY

To be eligible for the 2021 Junior National Team, a registered USA Artistic Swimming athlete must:

- A. Be eligible to compete in the selected competition(s).
- B. Have been born in the years 2002 to 2006.
- C. Have passed Grade Levels 1, 2, 3, 4 and 5 (waived for 2021).

3.02 2021 JUNIOR NATIONAL TEAM SELECTION PROCEDURES

The Trials shall be held April 11, 2021 in Oro Valley, AZ, at a time to be announced.

All routine, land and swim testing will be judged/evaluated by a panel of 3 National Team Coaches and 2 FINA Judges, selected by the High Performance Manager or Designee.

- A. Eligible athletes will compete in a National Skills Testing competition, which will consist of a total of 3 land tests and 1 swimming test. A full description of the tests and scoring criteria can be found in the National Skills Testing Protocols which are posted on the USA Artistic Swimming website.
- B. Eligible athletes will compete in a Routine competition, which will consist of 1 individual technical routine swim. The draw for the individual routine swim will be a random draw. The routine will be selected by the High Performance Manager or Designee, in consultation with the National Team Coaching Staff.
- C. Eligible athletes will participate in a pre-trial interview conducted by the National Team Coaching Staff and the USOPC-AAC Athlete Representative. In addition, the athletes will be evaluated based on observations by the National Team Coaching Staff during the Trials.

D. **Final Score:** The final score will be based on the following percentages:

- Pre-Trial Interview 5%
- Land Tests 20%
- Swimming Test 15%
- Routine 50%
 - Elements 50 points
 - Non-elements 50 points
- Observation 10%

TIED ATHLETES: If one or more athlete(s) attain a score of 0.1 or less below the score of the last athlete being considered for the Junior National Training Squad, it will be considered a tie. A tiebreaker shall be used to rank the tied athletes.

TIEBREAKER. To separate the scores in the preceding paragraph, the overall Routine Element score will be used. If there is another tie, the overall Routine non-element score will be used to break the tie.

3.03 NAMING OF ADDITIONAL ATHLETES TO THE 2021 JUNIOR NATIONAL TRAINING SQUAD

A. **Number of Athletes:** Up to 6 female athletes and 1 male athlete (not including petitioners) will be named to the existing Junior National Training Squad. The exact number of female athletes will be determined by the High Performance Manager or Designee. The High Performance Manager or Designee, will make the final decision based on the results from the 2021 April Trials and in consultation with the National Team Coaching Staff and select FINA Judges.

B. **Training and Competition Requirements:** All selected athletes must commit to full-time training at the National Training Center by April 17, 2021. If a selected athlete decides to decline their National Team Training Squad selection, this athlete must notify the High Performance Manager or Designee, in writing no later than April 17, 2021.

All selected athletes must join full-time training at the National Training Center by May 1, 2021 to be eligible to compete at the 2021 UANA Championship or June 1, 2021 to be eligible to compete at the 2021 FINA Junior World Championship and the 2021 Junior Pan American Games (unless otherwise agreed in writing with the High Performance Manager or Designee).

If a selected athlete is not present at the start of full-time training on May 1, 2021 or June 1, 2021, respectively (unless otherwise agreed upon by the High Performance Manager or Designee), this athlete may no longer be considered a member of the National Team Training Squad, and a replacement athlete will be selected instead.

A current Senior National Team athlete, who is age eligible for the Junior National Team, will have the opportunity to compete on the Junior National Team, if it does not interfere with their ability to compete on the Senior National Team, and is agreed upon by the High Performance Manager or Designee, Junior and Senior Team Coaching Staffs and the athlete. Age eligible Senior National Team athletes must commit to participating on the Junior National Team by April 1, 2021.

If an insufficient number of athletes accept their selection to the 2021 Junior National Training Squad, the High Performance Manager or Designee, has the right to revise the overall plan for the 2021 Junior National Team.

3.04 NAMING OF THE 2021 JUNIOR NATIONAL TEAM

A. **Number of Athletes:** The 2021 Junior National Team will be comprised of up to:

- 10-14 athletes (not including petitioners)

The exact number of athletes will be determined by the High Performance Manager or Designee. The High Performance Manager or Designee, will make the final decision based on the observations and evaluations during full-time training and in consultation with the National Team Coaching Staffs.

B. **Routine Assignments:** Solo, Duet, Mixed Duet, Team and Free Combination assignments for each competition will be determined at a later date by the National Team Coaching Staff for final approval by the High Performance Manager or Designee. All athletes named to the 2021 Junior National Team will be considered for each routine.

C. **Replacements:** Replacement athletes for the National Team shall be selected in rank order from the 2021 April Trials. Replacement athletes must be able to demonstrate competitive readiness as determined by the High Performance Manager or Designee, and the National Team Coaching Staff.

3.05 PETITIONS

A. Any Junior athlete who has successfully petitioned the National Team Review Subcommittee, pursuant to the Exception noted below, may also be considered for placement on the 2021 Junior National Team. Consideration is regardless of their prior participation or ranking in any of the Selection Process that has taken place. Petitions must be submitted prior to the end of the Trials event.

B. The National Team Review Subcommittee approves or denies the petition. However, the High Performance Manager or Designee, in consultation with the National Team Coaching Staff, may replace the last ranked athlete(s), with one or more petitioners added from Section 3.05 A. above to finalize the 2021 Junior National Team.

EXCEPTION: In the event of an athlete injury or illness as certified by a Physician approved by USA Artistic Swimming, or an extreme personal or family emergency or any other extenuating circumstances prior to or during the Junior National Team Trials, which precludes the athlete from participating in the Trials, the athlete may petition the National Team Review Subcommittee. If the petition is approved, the successful petitioner shall be reinserted into the Selection Process at the appropriate Phase as an additional athlete.

ARTICLE 4

2022 JUNIOR NATIONAL TRAINING SQUAD ATHLETE SELECTION PROCEDURES (All new)

The following athletes are the current members of the 2021 Junior National Training Squad.

Claudia Coletti
Ashley Latchford
Ella Sharon
Juliana Silva
Gabriella Terry
Valentina Terry

Additional athletes selected to join the 2021 Junior National Training Squad during the Junior National Team Trials held on April 11, 2021 in Oro Valley, AZ, will be eligible for the 2022 Junior National Training Squad.

All members eligible for the 2022 Junior National Training Squad must commit to full-time training at the National Training Center by June 1, 2021. All selected athletes must join full-time training at the National Training Center by September 1, 2021 to be eligible to be named to the 2022 Junior National Team and compete in the 2022 FINA Junior World Championships.

If an insufficient number of athletes commit to the 2022 Junior National Training Squad, an additional Trials may be held in April 2022.

ARTICLE 5

2022 SENIOR NATIONAL TRAINING SQUAD
ATHLETE SELECTION PROCEDURES
(All new)

The following athletes are the current members of the 2021 Senior National Training Squad:

Anita Alvarez
Paige Areizaga
Nicole Dzurko
Megumi Field
Nicole Goot
Hannah Heffernan
Anyia Melson
Maya Plotnitskaya
Daniella Ramirez
Ruby Remati
Abbygayle Remmers
Lindi Schroeder

The 2022 Senior National Training Squad Selection will be held on April 11, 2021, in Oro Valley, AZ, at a time to be announced. All Senior National Team athletes in full-time training as of April 11, 2021, will automatically be named to the 2022 Senior National Training Squad. All athletes named to the 2022 Senior National Training Squad must enter full-time training beginning September 1, 2021, or be actively participating in an artistic swimming collegiate program. Full details of the 2022-2024 Senior National Team Selection process can be found here: https://usolympic.sharepoint.com/:w:/t/Synchro/ERkDY1FNixLjoBT9a_NoM0BF0r7fejfkKA1QafgGTIB6A?e=6beRJo

ARTICLE 6

2022 SENIOR NATIONAL MIXED DUET SELECTION PROCEDURES (All new)

1.01 ELIGIBILITY FOR PHASE 1

To be eligible for Phase 1 of the 2022 Senior National Mixed Duet Trials, a registered USA Artistic Swimming male athlete must:

- A. Be eligible to compete in the selected competition(s).
- B. Have been born in the years 2007 or later.

1.02 2022 SENIOR NATIONAL MIXED DUET SELECTION PROCEDURES PHASE 1

Phase 1 shall be held April 11, 2021, in Oro Valley, AZ, at the site of the U.S. National Championship, at a time to be announced. All routine, land and swim testing will be judged/evaluated by a panel of 3 National Team Coaches and 2 FINA judges, selected by the High Performance Manager or Designee.

Phase 2 will be held in November, 2021, in Los Angeles, CA, at a date, time and location to be announced. All routine, land and swim testing will be judged/evaluated by 2 Senior National Team Coaches, the High Performance Manager or Designee and 2 FINA judges.

Phase 3 will be held in March, 2022, in Los Angeles, CA, at a date, time and location to be announced. All routine, land and swim testing will be judged/evaluated by 2 Senior National Team Coaches and the High Performance Manager or Designee.

A. Phase 1:

- 1. Eligible athletes will compete in a Technical and Physical Skill Testing competition as determined by the High Performance Manager or Designee and the Senior Head Coach. This may include speed swimming, artistic swimming specific land training, flexibility, gymnastics, acrobatics, strength & conditioning, and artistic and technical skills. The Mixed Duet Technical Routine may be evaluated.
- 2. The Trials will select 2 males to the 2022 Senior National Mixed Duet Training Squad. The female athlete will be selected in Phase 2.
- 3. Male athletes selected in Phase 1 continue through to Phase 3.
- 4. All selected athletes must join full-time training at the National Training Center at a date to be determined.

1.03 ELIGIBILITY FOR PHASE 2 AND PHASE 3

To be eligible for Phase 2 and Phase 3 of the 2022 Senior National Mixed Duet Trials, a registered USA Artistic Swimming male athlete must:

- A. Be a member of the Senior National Training Squad training full-time at the National Training Center.

1.04 SENIOR NATIONAL MIXED DUET SELECTION PROCEDURES PHASES 2 AND 3

A. Phase 2:

- 1. Phase 2 will be held in November 2021, in Los Angeles, CA, at a date, time and location to be announced on the website <https://www.teamusa.org/USA-Artistic->

Swimming at least 45 days prior to the commencement of the tryout. The Trials will be held in conjunction with the 2022 Senior National Duet selection.

2. The 2021 Senior National Team Nominated Duet and reserve are pre-selected onto the 2022 Senior National Mixed Duet Training Squad. They will not be required to compete in Phase 2 if their Senior National Team agreement is signed immediately following the 2021 season.
3. The 2 highest ranked female athletes that are not selected to the Senior National Duet will have the opportunity to elect to join the Senior National Mixed Duet Training Squad. If an athlete(s) refuses the position, the next highest ranked athlete(s) will be selected.
4. Eligible athletes will compete in a Technical and Physical Skill Testing competition as determined by the High Performance Manager or Designee and the Senior Head Coach. This may include speed swimming, artistic swimming specific land training, flexibility, gymnastics, acrobatics, strength & conditioning, and artistic and technical skills. The Mixed Duet Technical Routine may be evaluated.
5. Eligible athletes advance to Phase 3.

B. Phase 3:

1. Phase 3 will be held in March 2022, Los Angeles, CA, at a date, time and location to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the commencement of the tryout.
2. Eligible athletes from Phases 1 and 2 will participate in Phase 3.
3. Eligible athletes will compete in a Technical and Physical Skill Testing competition as determined by the High Performance Manager or Designee and the Senior Head Coach. This may include speed swimming, artistic swimming specific land training, flexibility, gymnastics, acrobatics, strength & conditioning, and artistic and technical skills. The Mixed Duet Technical Routine may be evaluated.
4. Eligible athletes will be evaluated by the National Team Coaching Staff for the period of full-time training from November 2021 to March 2022.

1.05 NAMING OF THE 2022 WORLD CHAMPIONSHIP SENIOR NATIONAL MIXED DUET

- A. Number of Athletes:** The 2022 World Championship Senior National Mixed Duet will be comprised of 1 male and 1 female athlete (not including petitioners).

The High Performance Manager or Designee, will make the final decision based on the results from Phases 1, 2, and 3 and in consultation with the National Team Coaches.

- B. Training and Competition Requirements:** All selected athletes must continue full-time training at the National Training Center to be eligible to compete at the 2022 FINA World Championships (unless otherwise agreed in writing with the High Performance Manager or Designee).

If a selected athlete does not continue with full-time training (unless otherwise agreed upon by the High Performance Manager or Designee), this athlete may no longer be considered a member of the Senior National Mixed Duet, and a replacement athlete will be selected instead.

If an insufficient number of athletes accept their selection to the 2022 Senior National Mixed Duet, the High Performance Manager or Designee, has the right to revise the overall plan for the 2022 Senior National Mixed Duet.

- C. **Replacements:** Replacement athletes for the Senior National Mixed Duet shall be selected in rank order from Phase 3, then Phase 2, then Phase 1 of the 2022 Senior National Mixed Duet Trials. Replacement athletes must be able to demonstrate competitive readiness as determined by the High Performance Manager or Designee, and the National Team Coaching Staff.

1.06 PETITIONS

- A. Any Senior athlete who has successfully petitioned the National Team Review Subcommittee, pursuant to the Exception noted below, may also be considered for placement on the 2022 Senior National Mixed Duet. Consideration is regardless of their prior participation or ranking in any of the Selection Process that has taken place. Petitions must be submitted prior to the end of the Trials event.
- B. The National Team Review Subcommittee approves or denies the petition. However, the High Performance Manager or Designee, in consultation with the National Team Coaching Staff, may replace the last ranked athlete(s), with one or more petitioners added from Section 1.06 A. above to finalize the 2022 Senior National Mixed Duet.

EXCEPTION: In the event of an athlete injury or illness as certified by a Physician approved by USA Artistic Swimming, or an extreme personal or family emergency or any other extenuating circumstances prior to or during the Senior National Mixed Duet Trials, which precludes the athlete from participating in the Trials, the athlete may petition the National Team Review Subcommittee. If the petition is approved, the successful petitioner shall be reinserted into the Selection Process at the appropriate Phase as an additional athlete.

VP of Diversity, Equality/Equity, & Inclusion Report

10/23/20

DEI has been working hard to make moves that enhance the new look of our organization. We are very happy with the amount of interest to help! Almost to the point that we are running out of spots, however, DEI will not turn anyone away with the passion to serve and help the movement. Below please see what has been accomplished through the DEI Task force/Committee, as well as the proposed future endeavors of the committee.

- Established a VP position and the DEI committee positions, the outline of the structure for the committee will be shared with all levels of the organization through the DEI Zone Chairs
- Established a mission and vision statement for the DEI committee
- Established the Fair Nominating/Hiring Policy (recommendation of the USOPC's Civil Rights Attorney)
- Established a new Competitive Structure for Athletes with Disabilities (AWD)
- Continued collaboration with the VP of Comp Ops to establish the meet management plans for AWD
- Worked with the Figure Subcommittee Chair to create a new figure for AWD
- VP of DEI has made a connection with the "Honey's & Bears" Masters Team (an all Black team) to work with them and including them into USAAS
- Established a protest policy regarding the member's right to protest social injustice (recommendation of the USOPC's Civil Rights Attorney)
- Established the DEI Athlete Ambassador program
- Currently working with the VP of Marketing/Membership Development on more social media posts that recognize and display diversity of membership and promote inclusion of all people in our sport
- Became finalist for the USOPC DEI grant
- Currently working with the USAAS Ed Director for repeated DEI related articles in USAAS quarterly newsletters

What's Next for DEI

- Develop a strategic plan for the DEI committee that will provide a comprehensive nationwide approach to increasing diversity, equality and inclusion opportunities at all levels of the sport.
- The announcement of the "Synch In" USAAS National Campaign. (Launch date Feb/Mar 2021)
- Work with the males in our sport and internationally to create a more masculine recruitment and marketing video. (this will also work with the "Synch In" Campaign)
- Have the DEI portion/tab of the USAAS website fully functioning by Jan 1 2021
- Work with VP of Comp Ops, Review of current judging system to assess the limitations associated with the testing process that will provide realistic opportunities for qualified judges and produce more judges at all levels
- "Athlete/Member Spotlight" to recognize people (POC, LGBTQ, AWD, Asian, anyone) who have done great things in USAAS on social media during their cultural holiday/celebration. Ex: during black history month, recognize the Black twins from SCA who are constantly in finals at all our

competitions as well as being a part of DEI committee. (recommendation of the USOPC's Civil Rights Attorney)

- Virtual Meeting for athletes: "Allyship: the end goal for a better USAAS through athletes" (launch date Dec/Jan) Will work with AEC President to organize (15-u meeting and Jr/Sr/ Collegiate meeting)

Respectfully submitted,
Ashley Johnson, VP DEI

Athlete Report
October BOD Meeting

- The 2020-2021 AEC is comprised of the following members:
 - Emmanuella (Emma) Tchakmakjian- President
 - Mariya Koroleva- Past President
 - Morgan Fuller Kolsrud- AAC Athlete Representative
 - Olivia Ekberg- AAC Alternate
 - Megan Robins- Athlete at Large
 - Lauren McFall Gardner- General Board Athlete Representative
 - Carrie Barton Garten- General Board Athlete Representative
 - Ivy Davis- VP Olympic International
 - Heather Ding- VP Competitive Operations
 - Leah Ryzenman- VP Member Development
 - Bill May- VP DEI
 - Zoe Tomlinson- Secretary

- The AEC had their first meeting on Saturday, October 24th and plans to have meetings on a monthly basis.

- Emma is currently working on the nominations for Athlete Representatives on all committees and aims to have it fully completed by the end of the month.

- Implemented the first ever DEI Ambassador Program with VP DEI Ashley Johnson. This program will be advised by Ashley and Emma and includes 8 athletes. They will lead initiatives that foster growth for the underrepresented.

AAC Report

- USOPC Assembly Recap - elected new AAC leadership that will take effect on January 1st

- COVID Assistance Fund raised more than \$1.4M - each eligible athlete will receive \$1,163.

- USAS Athlete Statement - Morgan wrote a statement insisting on voting athlete positions for each NGB within USAS and got signatories from each NGB. This statement was sent to the USAS President and governance task force chair on Monday.

- Transition Webinar - Morgan & Olivia are working on creating a transition webinar to provide guidance and assistance to athletes who are transitioning into a new phase of their synchro or post-synchro lives. We will discuss this more on the call.