

Board of Directors Quarterly Call (Q1 2021)
March 16, 2021, 8 p.m. ET
Virtual Call

BOD In attendance:

Voting

Bob Archambeau, President
Jerry Bautsch, AWSA
Don Bucher, AWSA
Michael Flynn, Independent Director
Joel Johanningmeier, NSSA; Secretary/Treasurer
Christy Kingsmill, NCWSA
Jason Lee, AAC
Gerry Luiting, NSSA
Tina McCauley, ABC
Doug Ribley, NSSA
Cheryl Ruston, NWSRA
Dale Stevens, VP

Non-Voting

Nate Boudreaux, Executive Director (non-voting)
Tim Cullen, Immediate Past President (non-voting)
Jim Grew, Past President/Honorary National Director (non-voting)
Doug Robbins, Chairman of Board (non-voting)

Guests:

Jennifer Walker, USA-WSWS staff

BOD Not in attendance:

Andrew Adkison, USOPC/AAC
Connie Bergmark, AWSA
Charlie Buckley, USHA
Ed Hickey, USA-WSWS Foundation (non-voting)
Alex Laurentano, AAC
Kevin Michael, WSIA (non-voting)
Matt Oberholtz, USA-AWSWS
Connor Poggetto, AAC
Dave Rezin, AAC
Kenny Stuart, AKA
Cathy Williams, USA-WB

BOD Call Minutes

Robbins called the meeting to order at 8 p.m. ET and thanked the board for attending.

Boudreaux reviewed the background screen appeals process and financial P&P documents that were shared prior to the meeting and asked if there were any questions.

Johaningmeier reviewed the financial policies and felt the document looked good. Boudreaux noted the document had already been approved by the USOPC for audit compliance and added that, if there were any further recommendations or/changes, we could apply them to a future iteration of the document. Archambeau suggested that we remove Chairman of the Board as a signer on the accounts in the future. Via an email to Boudreaux prior to the meeting, Stevens suggested we look to add language around credit card use policies to the document. Robbins asked that, if any BOD members had other action items to add to the document, they should email them to Boudreaux by April 1, 2021.

Motion: Approve edits to the financial policy and procedures document to be added to the USA-WSWS policy and procedures manual. Motion passed

Robbins asked if anyone had any questions/comments regarding the background screen appeals process document. Flynn suggested that we make the formatting consistent with the rest of the document and consider removing the numerical listing and instead use bullet points to prevent potential hierarchical confusion as in, are these listed in order of importance or are they all of equal importance?

Motion: Approve new background check screen appeals process (with numbering and formatting changes) be added to the USA-WSWS policy and procedures manual after a final legal review by Jeff Smith. Motion passed

Boudreaux shared a Safe Sport Q&A that was created internally to help members understand more about the Safe Sport program and the requirements. Boudreaux also explained how the Safe Sport requirement process would work:

- Once a member joins or renews his/her membership in the new system, the database will check to see if that member has completed Safe Sport training. Training consists of the core course (approximately 90 minutes to complete) and annual refresher trainings (approximately 15 minutes to complete). Members would be required to take the basic course every four years and the refresher course in the years between.
- If a member is “current” with Safe Sport training, he/she will appear as “green” in the database, within club rosters and in the MembersOnly dashboard.
- If a member has not completed the basic course or the refresher course, the member will have 30 days upon joining/renewing to complete the training. During this time, the member will be eligible to participate in sanctioned activities but will appear as “yellow” in the database, within club rosters and in the MembersOnly dashboard indicating a pending/incomplete membership.
- Auto generated reminder emails will be sent to members to take the training to become “fully active” USA-WSWS members. If after 30 days a member has not completed the Safe Sport training, they will be flagged as “non-active” and appear as “red” in the

database, within club rosters and in the MembersOnly dashboard indicating a non-active membership pending Safe Sport training.

- The above process will be in place starting in April/May when the new membership system launches. However, all members will be eligible to participate in 2021 without completing the Safe Sport training. Nevertheless, it will be highly encouraged to have all members take the Safe Sport training in 2021 although it is not mandatory until 2022.

Boudreaux talked through notes from his conversations with seven other NGBs that require Safe Sport training as a part of membership.

Flynn commented that, as a member of USA Volleyball, they are required to take the training. He suggested education within Sport Discipline boards will be important as well as messaging and communication to general membership as this will be a culture change within the organization.

Ribley clarified that NSSA is strongly recommending all of their members become trained in 2021 in anticipation of a mandate in 2022.

Stevens asked the question as to how the requirement would work with AWSA tournament registration. Boudreaux commented that we will need to work with Mark Crone on specifics regarding 2022 AWSA tournament registration and Safe Sport training criteria.

Ruston asked about 17-year-olds who turn 18. Boudreaux noted the system will prompt any 17-year-old who is turning 18 during the season to take the training with parental consent. Ruston also anticipated that she would get some push back on the requirement from the ski racing community.

Robbins emphasized that Safe Sport training is important to raise awareness which can help all members as the training also touches on bullying and harassment in addition to sexual misconduct.

McCauley referenced that she is also a member of USA Swimming, and they have had to take the training as a requirement to coach for the last seven years.

Kingsmill suggested she may run into some challenges with collegiate members taking the training but believes they will adjust and agrees the training requirement is doable and necessary.

Cullen thought the first-time training may be difficult; but, once completed, members will adjust. He asked if guest members would be required to take the training (the answer is no, only active members above 18 years old).

Motion: Require the basic and/or refresher Safe Sport training annually as a requirement for all active members 18 years and older beginning January 1, 2022. Motion passed

Old Business:

Boudreaux gave a brief update on the new membership system integration. The project is moving along with a likely launch date of late April to early May. Throughout the month of April, USA-WSWS staff as well as a small group of volunteers (10 or so) will be testing all elements of the new member registration – individual, family and club registration process, etc. on both desktop and mobile. Boudreaux will invite BOD members to join this group to go through the membership system prior to sharing with a larger test group of 100 members.

New Business:

Archambeau asked if there were any updates to the COVID-19 resources on the website. Boudreaux noted a few updates were made and a reminder email regarding COVID-19 resources was sent to membership in early March.

Robbins concluded the meeting at 9:14 p.m. ET.