



Board of Directors
Wednesday, January 27, 2021

Board Members in Attendance: Denise Shively, Irene Hawes, Ashley Johnson, Carrie Barton-Garten (General Athlete Representative), Chris Leahy, Emmanuella Tchakmakjian (AEC President), Michele Kraus Bennett, Stacey Chapman, Jennifer Jarboe, Morgan Fuller Kolsrud, Megan Robins (Athlete At-Large), Joanne Pasternack Kerhyl Gantt, Jennell Lynch, Kimberly Kohut (non-voting; Secretary)	
Staff Members in Attendance: Adam Andrasko	
Others: Scotti Nichols (Governance Chair), Betty Hazle (IR Chair, rulebook editor)	
Excused: Linda Loehndorf (non-voting; Past President), Olivia Ekberg (non-voting; AAC alternate), Lauren Gardner	
Called to Order At: 8:33 PM EST	BY: Denise Shively. A quorum was declared.

Topic	Approval of Minutes from 12.16.20	Presented by	Denise Shively
Discussion	<p>Motion: Irene Hawes motioned to approve the minutes from the Board of Directors meeting on December 16, 2020</p> <p>Seconded by: Chris Leahy</p> <p>Motion approved.</p> <p>Vote: Yes-11, No-0, Abstain-0</p>		

Topic	Athlete Report	Presented by	Emmanuella Tchakmakjian Morgan Fuller Kolsrud
Discussion	<ul style="list-style-type: none"> • See Report • Updated Athlete Bill of Rights finalized with DEI ambassadors and will be sent to the zone athletes for input • Nutrition Webinar coming up with Katie Spada and Taylor (USOPC nutritionist) • Mentorship program with senior national team and former national team alum beginning 		

Topic	Governance Report and Action Items	Presented by	Denise Shively, Scotti Nichols and Betty Hazle
Discussion	<ul style="list-style-type: none"> • See Summary of Action Items <p>Motion: Irene Hawes motioned to approve the new Appendix O (Weighted Vote Calculations for Athlete Representation) as revised by Morgan Fuller Kolsrud</p> <p>Seconded by: Chris Leahy</p> <p>Motion approved.</p>		

	<p>Vote: Yes-13, No-0, Abstain-0</p> <p>Motion: Chris Leahy motioned to approve Appendix Q (Athlete Safety Policy)</p> <p>Seconded by: Morgan Fuller Kolsrud</p> <p>Discussion about attorney recommendations</p> <p>Motion approved.</p> <p>Vote: Yes-13, No-0, Abstain-0</p> <p>Motion: Morgan Fuller Kolsrud motioned to approve Administrative Rules of Articles 22, 23, and 24 (related items as housekeeping)</p> <p>Seconded by: Chris Leahy</p> <p>Concern raised about the position being elected at the LASC level-discussion ensued</p> <p>Motion approved.</p> <p>Vote: Yes-12, No-0, Abstain-0</p> <p>Motion: Irene Hawes motioned to approve the Code</p> <p>Seconded by: Chris Leahy</p> <p>Motion approved.</p> <p>Vote: Yes-11, No-0, Abstain-0</p> <p>Motion: Megan Robins motioned to approve Appendix A and B</p> <p>Seconded by: Morgan Fuller Kolsrud</p> <p>Motion approved.</p> <p>Vote: Yes-11, No-0, Abstain-0</p> <p>Motion: Irene Hawes motioned to approve Article 23 (protected competition)</p> <p>Seconded by: Chris Leahy</p> <p>Motion approved.</p> <p>Vote: Yes-11, No-0, Abstain-0</p>
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Topic	Treasurer Report	Presented by	Jennifer Jarboe
Discussion	<ul style="list-style-type: none"> • See Report 		

Topic	VP Competitive Operations	Presented by	Chris Leahy
Discussion	<ul style="list-style-type: none"> • See VP Competitive Operations Report • Reported a change to the JO program; male solo category added 		

Topic	VP Diversity, Equality, Inclusion	Presented by	Ashley Johnson
Discussion	<ul style="list-style-type: none"> • No report submitted • DEI Athlete Webinars very successful which will lead to the next step of DEI Webinars with Coaches 		

Topic	VP Marketing and Member Development	Presented by	Michele Kraus Bennett
Discussion	<ul style="list-style-type: none"> • No report submitted • Complimented the work that Alyssa Jacobs has been doing on social media posts 		

Topic	VP Olympic International	Presented by	Irene Hawes
Discussion	<ul style="list-style-type: none"> • See VP OI report • Additions to report: Olympic Qualifier moved to May 1-4 in Tokyo, Japan; Paris Leg of World Series may move to virtual platform 		

Topic	Mission Statement Discussion	Presented by	Adam Andrasko
Discussion	<ul style="list-style-type: none"> • This discussion was tabled until next month 		

Topic	CEO Report	Presented by	Adam Andrasko
Discussion	<ul style="list-style-type: none"> • Alongside the Foundation, fundraising for the annual campaign surpassed the \$150,000 goal. We raised \$174,000 together. 		

Topic	President's Report	Presented by	Denise Shively
Discussion	<ul style="list-style-type: none"> • Reminded Board members of the January 31st deadline for the Boardspan survey 		

Adjournment at 10:10 PM EST		
Moved to adjourn by: Megan Robins	Seconded by: Ashley Johnson	Motion Approved unanimously

Respectfully Submitted,



Kimberly A. Kohut
Secretary

Attachments: Athlete Report, Summary of Governance changes, Treasurer's Report, Competitive Ops Report, Olympic International Report

Athlete Report

AEC:

Submitted by AEC President Emmanuella Tchakmakjian

We offered the first ever DEI athlete webinar on Ally ship for junior, senior, and collegiate athletes on December 20th, 2020. The webinar discussed what it means to be an ally in our Artistic Swimming community and gave the opportunity to athletes to interact and have meaningful discussions. Over 50 people were in attendance and we received exceptional feedback. The webinar was hosted by the AEC President and VP DEI. The panelists were AEC VP DEI Bill May, Monica Velazquez-Stiak, Brianna Holmes, and Rachel Holmes.

We offered another athlete webinar titled Building Community and Culture to athletes of all age groups on January 10th, 2021 that had over 60 people in attendance. The purpose of this webinar was to encourage community building within USA Artistic Swimming. By creating imaginative scenarios and creating many breakout rooms, we gave athletes the opportunity to discuss their reactions to these scenarios with each other in order to further enhance the purpose of the webinar. The webinar was hosted by the AEC President and VP DEI. The panelists were AEC VP DEI Bill May, Monica Velazquez-Stiak, Brianna Holmes, and Rachel Holmes.

We expanded our DEI Ambassador program from 8 to 11 athletes. Colleen Hoyt, Megan Tappe, and Jade Michalowski now join Anya Zhang, Gabriela Perez, Katherine Moss, Ryan Lewis, Sarah Levaro, Temi Oladeji, Zoe Tomlinson, and Courtney Elhart.

In conjunction with the DEI Ambassador program and the AEC, we have started the creation process of the USA Artistic Swimming Bill of Rights. This document will set a powerful precedent for our athletes.

The AEC is planning to host a webinar on March 14th, 2021. Details are soon to come.

AAC:

Submitted by USOPC AAC Representative Morgan Fuller Kolsrud

No AAC updates at the moment. Morgan visited the Senior Team on Sunday to check in and they are doing well. The first AAC meeting of the year is February 6-7, so expect more of an update next month.

Items requesting approval	Description	Rationale/ reasons why
1. Appendix O (NEW)	Weighted Vote Calculations for Athlete Representation	As discussed at convention, with the increased number of athlete reps to 33.3%, we may need to use a weighted vote for athletes at the BOG meetings to ensure compliance
2. Appendix Q	Athlete Safety Policy	USOPC Attorney changes; inadvertently not approved at convention
3. Admin Rules	Articles 22, 23, 24	new grievance process/ includes a new Zone Review Board, new process through the Ethics Committee, and clarification on what types of grievances are handled at various levels
4. Appendix A	LASC Bylaws, Article 7	Housekeeping if Admin Rules approved/ new grievance process
5. Appendix B	Zone Bylaws, Article 7	Housekeeping if Admin Rules approved/ new grievance process
6. Admin Rules	Article 20 Sections 20.04 & 20.05	Housekeeping if Admin Rules approved/ new grievance process
7. Code	Article 5 Coaches Review Subcommittee	new descriptions as housekeeping, if Admin Rules approved/ new grievance process
	Article 5 Judges Review Subcommittee	new descriptions as housekeeping, if Admin Rules approved/ new grievance process
	Article 5 Ethics Committee	new descriptions as housekeeping, if Admin Rules approved/ new grievance process
8. Appendix P	Code of Ethics, Article 2	Housekeeping if Admin Rules approved/ new grievance process
9. Appendix S	Fraudulent Conduct/ Whistleblower Policy	Housekeeping if Admin Rules approved/ new grievance process & USOPC attorney changes
10. Appendix U	Conflict of Interest Policy, Section 1.01 G	Housekeeping if Admin Rules approved/ new grievance process
11. Appendix G	Officials Policy, Section 1.13	Housekeeping if Admin Rules approved/ new grievance process
12. Code	Article 7, Section 7.01. A & B (approved by AEC 12-30)	Changes to the number of LASC & Zone AR due to the increase numbers needed on BOG to meet 33.3%
	Article 7, Section 7.02 E.7-9	Added new USOPC-AAC alternate description, adjusted USOPC and At Large descriptions
	Article 7, Section 7.06	Added new language listing the names of additional events approved by USOPC
	Article 7, Section 7.08.B.1	New wording re: General BOD athlete reps regarding term limits. Changed language to match other Officer section
	Article 5, Section 5.06	Adding exception to DEI advisor to not be included for the subcommittees per Ashley's confirmation on the intent
13. Appendix A & B	Article 3 & 4, Sections 3.01 & 4.01	Adding 33.3% AR representation to the LASC and Zone BOD, and BOG, not submitted for convention approval/ this matches the BOG definition of "protected competition" as defined by USOPC/ has never been added to our rulebook but the term is used in our
14. Admin Rules	Article 23	rules

FINANCIAL UPDATE – JANUARY 27, 2021

ACCOUNT STATUS (as of 1/21)

Checking

Cash On-Hand	\$138,951
--------------	-----------

Investment Accounts

Charles Schwab	\$58,157 (increase +1.1%)
Thurston Springer – Non-Restricted	\$108,468 (increase +1.6%)
Edmark - Restricted	\$301,309 (slight decrease -0.2%)
Total Available in Investment Accounts	~\$468,000

P&L (as of 12/31)

Revenues

Corporate Ops	\$41,752
Education	\$3,080
Events	\$-22,496
Fundraising	\$-369
Marketing	\$1063
Membership	\$19,786
National Teams	\$0
Pipeline Development	\$5,985
Total Income	\$48,797

Expenses

Corporate Ops	\$TBD
Education	\$3,861
Events	\$4,933
Fundraising	\$4,320
Marketing	\$290
Membership	\$5,062
National Teams	\$78,559
Pipeline Development	\$4,233
Total Expenses	\$101,258



WE MOVE AS
ONE

World Series Event

Baylee, Betty, and Irene are doing an incredible amount of work to get the first ever virtual World Series event ready. In addition to the normal meet logistics, they have also had to work out everything from the communication needs/processes of all of the officials to the specific steps needed to handle reviewing elements for the technical routines.

We currently have 12 federations, and 72 athletes registered for the event. Filming starts January 27th, judging starts February 6th, and the event will be live streamed starting on February 19th.

April Events

Final meet announcements and preliminary schedules for these events should be coming out for these events in the near future.

Several blanket waivers have been announced for this year for these events. The major waivers are elimination of the zone placement qualification requirement, elimination of the Junior Olympic “overqualification” rules, and splitting the Junior free and technical routines into separate events. The final meet announcements will have the full details.

Scoring

The Zone scoring chairs have been working on updating many of the forms used at many location and national meets. The scoring page on the website contains a Google Sheets template that they encourage clubs to use for meet entries along with a new judges’ score slip that can be used for any event or judging category. The group is currently evaluating and reworking all the other meet paperwork to be easier to understand and use.

Action Items

None

Future Work

Discuss with the Board of Directors, a possible task force to align competitive structure and events with the strategic plan.

VPOI Report January 2021

Preparations are moving forward for the USAAS Virtual World Series. Unfortunately, FINA felt that there was a potential conflict of interest between a selected judge and the referee, due to a family relationship. This was not one of the conflict of issues listed on the Conflict of Interest form. On an emergency basis, the determination was to replace the judge rather than the referee. Due to the deadline for submission of the names of our judges, the IR Chair in consultation with me, went ahead and selected a replacement judge. That replacement selection has been conveyed to the International Relations Committee.

FINA is having 2 Evaluators for our FINA World Series event, Diane Van der Pol has been announced, the second has not been formally announced. However, on What's App, there was a conversation posted and that second Evaluator confirmed on What's App that they were available.

I would like to express how well the preparations for the USAAS World Series is going and that Baylee Robinson has put in a lot of effort and work to make this event a success.

Respectfully Submitted

Irene Hawes
VPOI