



Minutes

Board of Directors

Wednesday, May 5, 2021

Board Members in Attendance: Denise Shively, Irene Hawes, Ashley Johnson, Chris Leahy, Emmanuella Tchakmakjian (AEC President), Linda Loehndorf (non-voting, Past President), Michele Kraus Bennett, Stacey Chapman, Jennifer Jarboe, Morgan Fuller Kolsrud, Megan Robins (Athlete At-Large), Jennell Lynch, Kerhyl Gantt, Kimberly Kohut (non-voting; Secretary), Carrie Barton-Garten (General Athlete Representative)	
Staff Members in Attendance: Adam Andrasko	
Others:	
Excused: Lauren Gardner, Joanne Pasternack	
Called to Order At: 8:36 PM EDT	BY: Denise Shively. A quorum was declared.

Topic	Approval of Minutes from 3.24.21 and Email Vote from 4.6.21	Presented by	Denise Shively
Discussion	<p>Motion: Chris Leahy motioned to approve the minutes from the Board of Directors meeting on March 24, 2021 and the minutes from the email vote on April 6, 2021.</p> <p>Seconded by: Stacey Chapman</p> <p>Motion approved.</p> <p>Vote: Yes-9, No- 0, Abstain-0</p>		

Topic	Athlete Report	Presented by	Emmanuella Tchakmakjian Morgan Fuller Kolsrud
Discussion	<p>See report</p> <ul style="list-style-type: none"> Discussed the webinar from the Athlete Bill of Rights Continuing to work to replace the athlete positions of Monica Velazquez-Stiak and Olivia Ekberg 		

Topic	Treasurer's Report	Presented by	Jennifer Jarboe
Discussion	<p>See report</p> <ul style="list-style-type: none"> Employee tax credit should show up in financial update in June 		

Topic	Audit Committee Chair Appointment	Presented by	Denise Shively
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Discussion	<p>Motion: Denise Shively motioned to appoint Linda Loehndorf as the Audit Committee Chair.</p> <p>Seconded by: Morgan Fuller Kolsrud</p> <p>Motion approved.</p> <p>Vote: Yes-10, No- 0, Abstain-0</p>
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Topic	Strategic Plan Discussion	Presented by	Adam Andrasko/Denise Shively
Discussion	<ul style="list-style-type: none"> • Discussion occurred about these three areas of the strategic plan: Empower Athlete Success; Enhance Membership Growth and Revenue; Exemplify Organizational Excellence • The fourth area of the strategic plan (Embrace Diversity, Equity, and Inclusion) will need to meet next week and did not contribute to the discussion at this meeting. 		

Topic	VP Competitive Operations	Presented by	Chris Leahy
Discussion	<p>See report</p> <ul style="list-style-type: none"> • An addition to the report is that the Jr/Sr Open is not going to happen this year 		

Topic	VP Diversity, Equality, and Inclusion	Presented by	Ashley Johnson
Discussion	No report submitted		

Topic	VP Marketing and Member Development	Presented by	Michele Kraus Bennett
Discussion	No report submitted		

Topic	VP Olympic International	Presented by	Irene Hawes
Discussion	See report		

Topic	President's Report/CEO Report	Presented by	Denise Shively/Adam Andrasko
Discussion	<ul style="list-style-type: none"> • Join us in Reno, NV in early October for Convention 		

Adjournment at 9:59 PM EDT		
Moved to adjourn by: Stacey Chapman	Seconded by: Morgan Fuller Kolsrud	Motion Approved unanimously

Respectfully Submitted,

Handwritten signature of Kimberly A. Kohut in black ink.

Kimberly A. Kohut
Secretary

Attachments: Athlete Report, Treasurer's Report, VP Competitive Ops Report, VP Olympic International Report

Athlete Report April/May

AEC Report: Submitted by AEC President Emma Tchakmakjian

- The Athlete Bill of Rights was officially launched on April 15th. It identifies the responsibilities of the athlete and the expectations the athletes should have of USAAS and its community members. The AEC worked with Alyssa to create an announcement video that was posted on the USA Artistic Swimming socials.
<https://www.instagram.com/p/CNs6lKzF4hv/>
- We held our first edition of the Meet the AEC/Synchro Family Game Night and played a synchro-themed Kahoot with the participating athletes. Blenders Eyewear gave a pair of sunglasses to the winning athlete.
- We met with USOPC facilitator Wendy Guthrie to initiate a series of webinars about the Athlete Bill of Rights. We are committing to work with a facilitator because we want someone to listen well and understand the athlete perspective; want to signal the commitment to change, finding solutions that work for the athlete and further promote a more collaborative environment between the athletes, the coaches, staff and board.
- A facilitated webinar for athletes was held on May 3rd and we received exceptional feedback about the Athlete Bill of Rights. A facilitated webinar for coaches about the Athlete Bill of Rights will take place on May 11th.
- The AEC met on April 28th and is in the process of drafting up our code proposals for the 2021 Convention.
- We are wrapping up the process of finding athlete reps to replace Olivia and Monica. We hope to email all of the committees by the end of the week with their new athlete representatives. These athletes will serve until the normal committee assignment process in the fall.

AAC Report: Submitted by AAC Representative Morgan Fuller Kolsrud

- Morgan attended 13-15 National Team trials in Mesa. They were well run and we're excited to have our first male member of the 13-15 national team!
- Monica will be taking a more active leadership role with the NTN. We have had watch parties to view the national team routines and will develop plans to support them in the days leading up to Tokyo and the qualifier.
- Morgan has been asked to join two USOPC task forces. One is focused on creating certification standards for NGBs in their selection procedures. The second is on revamping the athlete transition program with the ACE team to create repeatable programming.

- We will not look to change the election timing for the AAC rep, so we will hold the elections in May/June as scheduled. Olivia's replacement will be announced then.

FINANCIAL UPDATE – MAY 5, 2021

ACCOUNT STATUS (as of 5/1)

Checking

Cash On-Hand	\$218,613
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Investment Accounts

Charles Schwab	\$57,178 (slight increase)
Thurston Springer – Non-Restricted	\$107,767 (slight increase)
Edmark - Restricted	\$287,191 (slight decrease)
Total Available in Investment Accounts	~\$452,000

Note – Adam has applied for Employee Tax Credits and we expect an inflow of \$45,000 in June

P&L since February (as of 3/31)

Revenues

Communications	\$50,000
Corporate Ops	\$43,071
Education	\$4,765
Events	\$67,003
Fundraising	\$5
Marketing	\$366
Membership	\$26,156
National Teams	\$14,718
Pipeline Development	\$8,725
Total Income	\$214,810

Expenses

Communications	\$26
Corporate Ops	\$15,138
Education	\$0
Events	\$1,726
Fundraising	\$3,318
Marketing	\$29
Membership	\$2,402
National Teams	\$16,027
Pipeline Development	\$0
Total Expenses	\$94,061 (incl. \$55k PPP exp.)



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VP Competitive Operations Report

April 2021

Collegiate Championship

- April 16-17 at Stanford 3 clubs, 49 athletes
- Congratulations to Stanford for sweeping all of the routine events

Due to the limited number of clubs able to attend, the collegiate committee decided to do a virtual election for the committee chairs. Nominations are finishing up and voting should take place within the next few weeks.

12&Under Invitational/13-15 Championship

- April 22-25 in Mesa, AZ, 34 clubs, 241 athletes
- Walnut Creek Aquanuts took home the high point award for 12U and 13-15 meets
- First year for 12&U Invitational, good turnout, especially with COVID

Junior and National Championships

- April 25-28 in Mesa, 28 clubs, 188 athletes
- Walnut Creek won the Junior High Point award
- US National Championship High Point award went to Scottsdale

Thanks to Stanford University, the City of Mesa, the Arizona association, all the judges, and staff for pulling off these events. Overall, the meets ran very smoothly especially considering COVID made making planning complex both for clubs and the organizers. Congratulations to all the athletes who were able to participate in the events.

Junior Olympic Championship

The preliminary schedule and final meet announcement should be posted online soon. The first Athletes with Disabilities Invitational will be co-located with the Junior Olympic meet this year. There are several temporary rule changes and waiver listed on the Rulebook page of the website.

Junior/Senior Open

No update at this time.

Vice President Olympic International
May 2021
Irene Hawes

The 13-15 Team Trials have been completed and the team was named in Mesa, Arizona. The initial phase of the trial had over 90 athletes competing virtually with 71 going to the final phase in Mesa, Arizona. A big thank you to Shari Darst for all the work on the virtual portion and stepping in for Lara Teixeira in Mesa for the final phase in Mesa.

The Athletes named to the team are:

Ayla Barry	Santa Clara Aquamaids
Kennah Burdette	Arizona Desert Dolphins
Michael Chan	Freedom Valley Synchro
Janneke Dirven	Santa Clara Aquamaids
Elizabeth Fullen	Cincinnati YMCA Synchrogators
Audrey Kwon	Seattle Synchro
Emileen Moore	Walnut Creek Aquanuts
Danielle Ovidia	Walnut Creek Aquanuts
Elle Santana	Arizona Desert Dolphins
Aubrey Shen	New Canaan YMCA
Amy Wang	Seattle Synchro
Karen Xue	Walnut Creek Aquanuts

The Senior/Junior National Training Squad Selection is set to take place May 22 and 23, 2021 in Moraga, Ca. The deadline for registration has been extended until May 8, 2021. To date there are approximately 29 athletes registered.

The UANA Pan American Artistic Swimming Championship are being held in Savaneta, Aruba May 25 to 28, 2021. The US will be represented by Scottsdale Synchro and the Southern Nevada Desert Mermaids. The Officials will be Debbie Latchford and Eugenia Gillian, Irene Hawes as the Evaluator and Betty Hazel, Denise Shively, Ginny Jasontek, and Bill May on the UANA Technical Committee.

The National Team has completed their filming for the Canadian Virtual World Series with judging to take place shortly. Cheryl Russell and Sheila McNabb will represent the US as judges for this virtual event. The dates for viewing are set for May 29 and 30th.

FINA has moved the Olympic Games Artistic Swimming Qualification Tournament to Barcelona, Spain in conjunction with the World Series Super Final event. Details are still in the works. The new dates for the Qualifier are June 10-13, 2021. Go Team USA!!

Respectfully Submitted

Irene Hawes

