



May 13, 2019 Conference Call MINUTES

Call to order: 7:30pm EST

In attendance: Board: CEO Jack Gierhart President Cory Sertl, Treas. John Schoendorf, Sec. Martine Zurinkas, VP Rich Jepsen, Tarasa Davis, John Sangmeister, Charlie Arms, Ron White, Bruce Burton, Dave Perry, Tony Rey, Clerc Cooper, Sally Barkow, Russ Lucas Excused: Malcolm Page

Guests: 36 call including 8 staff.

1. Announcements and President's Report President, Cory Sertl
President's Report: Stand as submitted, can be found online at <https://www.ussailing.org/about/our-people/board-of-directors/presidents-report/>. Continued leadership meetings with staff and board, World Sailing mid-year meeting in London and other updates as submitted in report.
2. Consent Calendar: *Vote #1 Motion to approve, unanimously approved.*
Approve the minutes from the in person March 28, 2019 Meeting V2
BAR20190418 12M World Championships
BAR20190422 Governance Committee Chair
3. Monthly Association Report CEO Jack Gierhart
Full Association Report at this link: <https://www.ussailing.org/about/our-people/board-of-directors/association-reports/>
Report stands as submitted; Dash board shared, key strategies as supporting the Strategic Plan reviewed. Key 2019 Project Updates, 2019 Objective dashboard shared, Skill Up, Digital Membership Card, Spring Appeal, SAIL with US campaign release schedule, balance of report can be found at link above.
4. Treasurer's Report John Schoendorf/Donna Kane
Financial Report April financials – Dashboard is included in the Association report. Donna and John reports stand as submitted. Audit update with several open items but progress is being made. Once Audit Committee has reviewed the report it will be shared with the board.
5. Division Report: Offshore Update Ron White/Nathan Titcomb
Busy time of the year processing certificates for boats, RFP update for ratings, update on several of the larger events in US.
6. Division Report: Race Management Randy Draftz/Matt Hill
Update from the Race Management field, working on various projects including consistency with different certification levels across areas and communication with volunteer based focused on Competitive support areas.
7. World Sailing Update Cory Sertl/Jack Gierhart
Delegation preparation for mid-year WS meeting in London, Last minute preparations with report reviews; good dialog with Miami World Cup negotiation, still working on. Full report to follow mid-year meeting.
8. Vice President Report Rich Jepsen
As submitted, Diversity & Inclusion Committee interim chair update, Travel to Colorado Springs to represent US Sailing at USOC 'best practices' conference, BVI's making a strong comeback but long way to go – go sailing in the BVIs.
9. Secretary Report Martine Zurinkas
Review of Volunteer Connect update, next call in information
10. Old Business – nothing

Schedule: <https://www.ussailing.org/about/our-people/board-of-directors/board-meeting-schedule/>

Meeting Minutes: <https://www.ussailing.org/about/our-people/board-of-directors/meeting-minutes/>



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MINUTES**

11. New Business –
BAR20190510 - US Sailing Bylaws – Safe Sport Bylaw Updates *Vote #2 Motion to approve, unanimously approved.*
BAR20190513 - US Sailing Bylaws and Regulation Update *Vote #3 Motion to approve, unanimously approved.*
BAR20190509 – Diversity and Inclusion Committee – Rich Jepsen *Vote #4 Motion to approve, unanimously approved.*
12. Executive Session
BAR2019014V8 Gender ID Policy *Vote #5 Motion to approve, unanimously voice approve, 0 verbal no, 0 verbal abstentions.*
BAR20190515 Compensation Committee, *Vote #6 Motion to approve, unanimously voice approved, 0 verbal no, 0 verbal abstentions.*
13. Motion to Adjourn 10:23 pm



Action Request Form

Request No. BAR20190418 12M World Championship 2019

Date Submitted: 4/18/2019

Submitted By: Matthew Hill, Race Administration Director

Subject: Approval of World Championships in US

Action Requested:

Resolved, that the US Sailing Board of Directors gives its approval, pursuant to World Sailing Regulation.10.5(m), to the following world championship in the United States:

2019 12 Metre Class World Championship Regatta – Ida Lewis Yacht Club, Newport, RI – July 8-13, 2019; 12M Americas Fleet, Inc. as the Organizing Authority

Member Impacts: Describe below the impacts (i.e. Will it be seen as a member benefit or not? Explain)

No impacts on members.

Will this proposal bring in new members?

☐ Yes, _____ Estimated Number

☒ No

☐ Unknown

Mission Impacts: Describe below how and why this creates value.

Positive impact (be specific): Encourages high-level competition in the US.

Financial Impacts: Describe below any expected financial impacts on US Sailing. Include figures.

No impact.

Summary:

I certify that this proposal has been checked. Governing Documents affected:

☐ Bylaws

☐ Committee Terms of Reference

☐ Championship Conditions

☐ Ted Stephens Act

☐ Regulations

Submitted by:

Matthew Hill, Race Administration Director



Action Request Form

Request No. _____BAR20190422

Date Submitted: _____04-22-19_____

Submitted By: _____Martine Zurinkas_____

Subject: _____Governance Committee Chair_____

Action Requested (word this in resolution form):

So it be moved to approve the Chair of the Governance Committee be Tom Hubbell.

Member Impacts: Describe below the impacts (i.e. Will it be seen as a member benefit or not? Explain)

Any perceived positive effects:

Reduces any conflict of interest

Any perceived negative effects:

None.

Will this proposal bring in new members?

☐ Yes, _____Estimated Number

☒ No ☐ Unknown

Mission Impacts: Describe below how and why this creates value.

Positive impact (be specific):

No impact (be specific):

Financial Impacts: Describe below any expected financial impacts on US Sailing. Include figures.

Positive effects

Negative effects:

Summary:

Eliminates any potential conflicts of interest.

I certify that this proposal has been checked. Governing Documents affected:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Bylaws | <input type="checkbox"/> Committee Terms of Reference |
| <input type="checkbox"/> Championship Conditions | <input type="checkbox"/> Ted Stephens Act |
| <input checked="" type="checkbox"/> Regulations | |

Submitted by _____Martine Zurinkas_____



Action Request Form

Request No. _____BAR20190510 Safe Sport Policy 2019

Date Submitted: 5/10/2019

Submitted By: Lee Parks

Reviewed By: US Center for SafeSport Compliance Team; Andrew Cole, Bylaws Cte chair; Ed Dailey, Legal Cte chair

Subject: 2019 SafeSport Policy

Action Requested (word this in resolution form):

Resolved that the Board adopt the revised 2019 SafeSport Handbook, 2019 Covered Participant List and associated changes to the Regulations in order to bring US Sailing into compliance with the latest SafeSport and background check policies and recommendations from the 2018 USOC Compliance Audit.

Member Impacts: Describe below the impacts (i.e. Will it be seen as a member benefit or not? Explain)
Any perceived positive effects: SafeSport training is free for US Sailing members (\$20 for nonmembers). The Mar/Comm Team will market as a member benefit.

Any perceived negative effects: Some members believe that being asked to take SafeSport training is insulting and unnecessary. Some members perceive a background check as 1) an invasion of privacy and/or 2) costly.

Will this proposal bring in new members?

☐ Yes, _____ Estimated Number

☐ No

☒ Unknown

Mission Impacts: Describe below how and why this creates value.

Positive impact (be specific): In partnership with USOC and the US Center for SafeSport, US Sailing is committed to creating a safe and positive environment free from abuse and misconduct.

No impact (be specific):

Financial Impacts: Describe below any expected financial impacts on US Sailing. Include figures.

Positive effects – Compliance with USOC and US Center for SafeSport is primary. Secondly, the \$20 per person that commonly goes to USCSS would go instead to US Sailing to help offset the cost of SafeSport.

Negative effects: None yet. (Phase 2 of Background Check policy could be a financial burden. USOC has been informed of this by several NGBs. Policy revision continues with USOC board approval expected 9/12/19.)

Summary:

The 2019 SafeSport Handbook and Covered Participant list includes: 1) the new 2019 SafeSport Policy (majority includes **Minor Athlete Abuse Prevention Policy***), 2) Phase 1 of USOC's Background Check Policy (phase 2 coming in Sept) and 3) recommendations from USOC's 2018 compliance audit.

***MAAP Policies** were completely revised per 2019 requirements received from the US Center for SafeSport. These policies include:



- Massage, Rubdown and Other Athletic Training
- Locker Rooms and Changing Areas
- Social Media and Electronic Communication
- Travel & Team Travel
- Housing and Host Families
- Sexual, Physical & Emotional Misconduct
- Bullying, Treats and Harassment
- Hazing
- Aiding & Abetting

I certify that this proposal has been checked. Governing Documents affected:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Bylaws | <input type="checkbox"/> Committee Terms of Reference |
| <input type="checkbox"/> Championship Conditions | <input type="checkbox"/> Ted Stephens Act |
| <input checked="" type="checkbox"/> Regulations | <input checked="" type="checkbox"/> SafeSport Code |

Submitted by Lee Parks on behalf of the staff working party (Betsy Alison, John Pearce, Matt Hill, Stu Gilfillen, Meredith Carroll)



Action Request Form

Request No. BAR20190513 Bylaw and Regulation Changes
19

Date Submitted: 5-13-

Submitted By: Andrew Cole, Bylaw Committee

Subject: Bylaw and Regulation Changes relating to USOC Bylaw 8.8

Action Requested (word this in resolution form):

It is MOVED to initiate Bylaw changes and Regulation changes to bring US Sailing into full compliance with USOC Bylaw 8.8. Complete Summary of the Section's changes are attached.

This proposal was reviewed by a working party of Fred Hagedorn and Clerc Cooper with final review by Andrew Cole Chair of the Bylaw Committee.

Member Impacts: Describe below the impacts (i.e. Will it be seen as a member benefit or not? Explain)
Any perceived positive effects: Compliance with USOC Bylaw 8.8

Any perceived negative effects: None

Will this proposal bring in new members?

☐ Yes, Estimated Number ☒ No ☐ Unknown

Mission Impacts: Describe below how and why this creates value.

Positive impact (be specific): Representatives of our Sailor Athletes on the Board.

No impact (be specific):

Financial Impacts: Describe below any expected financial impacts on US Sailing. Include figures.

Positive effects: None

Negative effects: None

Summary:

This BAR will allow the US Sailing to be fully compliant with the requirements set forth by USOC Bylaws.

I certify that this proposal has been checked. Governing Documents affected:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Bylaws | <input type="checkbox"/> Committee Terms of Reference |
| <input type="checkbox"/> Championship Conditions | <input checked="" type="checkbox"/> Ted Stephens Act |
| <input checked="" type="checkbox"/> Regulations | |

Submitted by Andrew Cole, Bylaw Committee Chair



Action Request Form

Request No. __BAR20190509 **Diversity & Inclusion Committee** **Date Submitted:** 5/7/2019

Submitted By: Rich Jepsen

Subject: Add new committee, Diversity & Inclusion Committee, under Board Oversight Committees.

Action Requested (word this in resolution form):

Resolve that the Board approve the addition of a new Committee, Diversity & Inclusion Committee, under Board Oversight Committees.

The following language added to US Sailing Regulation 14:

4.09 J. Diversity & Inclusion Committee – The committee is constituted to improve diversity, inclusion and equity for underserved demographics throughout the organization.

Member Impacts: Describe below the impacts (i.e. Will it be seen as a member benefit or not? Explain)

Any perceived positive effects: In addition to our commitment to USOC to constitute this committee, its mission objectives will be, among others, to grow US Sailing membership numbers. This is a long term initiative, requiring cultural change in how underserved communities view the sport. However, successes in community sailing, disabled sailing and with wounded military veterans, there is a vast number of potential US Sailing members to be added to our rolls.

Any perceived negative effects: This will require an investment in marketing and outreach, as well as expenses incurred for collaboration with local programs to attract underserved community members to the sport.

Will this proposal bring in new members?

☒ Yes, - Zero in 2019, 100 in 2020, 1000 in 2021 (estimated) ☐ No ☐ Unknown

Mission Impacts: Describe below how and why this creates value.

Positive impact (be specific): This committee supports US Sailing's strategic plan to promote diversity and inclusion in the sport of sailing and US Sailing. USOC requires that US Sailing have this committee.

No impact (be specific):

Financial Impacts: Describe below any expected financial impacts on US Sailing. Include figures.

Positive effects: increased diversity will increase US Sailing membership rolls over the next 10 years. Using US population demographic segments, if US Sailing is able to experience 10% growth in each underserved demographic, women, the disabled, ethnic minorities, such as, but not limited to African American and Latino populations, US Sailing will see growth of more than 10,000 members in 10 years from those outreach efforts.

Negative effects: While there are no negative financial effects for the constitution of a Diversity and Inclusion Committee, the committee can be expected to (and will need to) develop initiatives that will



require investment and a budget line. Amounts are unknown. However, we anticipate an investment needed of \$5000 in year 2020, and \$10,000 a year for the next five years. These funds would be spent on initiatives, events, promotions and staff time.

Summary: The D&I Committee will create a plan, with metrics, to increase US Sailing's membership in currently underserved communities as well as advise all other parts of US Sailing on best practices for creating a diverse, inclusive US Sailing. While this is mandated by USOC, this is a great opportunity, overdue, for us to address the staggering lack of diversity in sailing.

I certify that this proposal has been checked. Governing Documents affected:

- | | |
|--|--|
| <input type="checkbox"/> Bylaws | <input checked="" type="checkbox"/> Committee Terms of Reference |
| <input type="checkbox"/> Championship Conditions | <input type="checkbox"/> Ted Stephens Act |
| <input checked="" type="checkbox"/> Regulations | |

Submitted by Rich Jepsen