

22 June 2020

President's Report

Thank you to the staff and committee members for stepping up in emotionally challenging times for everyone. Your enthusiasm and tireless energy is inspirational! We are proud of what has been accomplished despite the obstacles thrown in front of us. The only thing certain is that there will be change ahead.

All of us are focused on getting back on the water. Some never stopped sailing or racing and other organizations are struggling to re-start. Across the country and in every state, there are varying risk tolerances and best practices. We are a very dedicated group of sailors unwilling to give up and who are very creative and sharing the best paths forward. Organized racing is the hardest to re-start and everyone is missing the larger group gatherings that characterize our social sport.

A "silver lining" in the midst of this COVID-19 pandemic is that with the absence of events on our calendars this "extra time" has enabled reflection on our strategic priorities and allowed the Board and staff to focus on strengthening the organization for the future.

Through a collaborative effort of the staff and Board the strategic plan refocus has taken shape and target outcomes through 2024 are being developed thoughtfully. The next step is for the Board to endorse the work done so far with the Overview of the Strategic Plan.

Embracing the Vision

We are striving to be a US Sailing that is strong, efficient, and highly functioning in the areas that are core to our existence:

Racing is core to our organization. US Sailing is the sole organization in the USA responsible for leading competitive sailing in support of clubs, organizations, event organizers and classes that run events and the sailors who compete. We need to refocus and strengthen how we support the competitive playing field, the officials and others responsible for delivering fun, inclusive, high quality and safe racing.

Education – focuses on "teaching the teachers" and developing coaches, sharing best practices for safety, development of the base of sport, youth programming education and curriculum development.

Striving for excellence: Olympics and High Performance – We embrace our role as the NGB (National Governing Body) for Sailing. The Olympic movement inspires excellence and we embrace being part of the Olympic movement and the "Journey Toward Excellence" in our sport of sailing.

Our vision for a successful Olympic program encompasses so much more than the quest for "shiny objects"- with hosting the Olympics in Los Angeles in 2028, we see this as a guidepost, an opportunity to develop the next generation of American sailors who will be "big names" in American Sailing, leaders in the sport- America's Cup teams, Ocean Races, and across the industry. We want to enable more athletes



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to embark on and stick with the “Journey Toward Excellence” to become the next generation that leads the sport.



Board Priorities:

The board leadership together with Jack, as the CEO leading the staff team, continue to head down the path of strengthening our organization.

Financial Priorities – We welcome Heather Monoson in her new role as CFO. A big thank you to John Schoendorf, Treasurer for his work with Jack and Heather. We are reacting to the changing environment and this team is carefully guiding us so we can emerge strong and financially viable.

Compensation Committee – Henry Brauer has led the CEO Review process and 2020 goals and objectives.

Governance – Change in Board members: We received a letter from John Sangmeister that he has stepped down in his role as Select Board member. John is continuing to support efforts in the Long Beach area to support the sailing community in hosting Olympic Sailing in 2028. We welcome the approval this evening for: new board member Katie Pettibone for the remaining 18 months in the Select Director role. Katie was elected as a member of the Sailor Athlete Council last year and her addition to the Board is a proactive measure to embrace the required athlete representation requirement of 33.3% on NGB Boards ahead of USOPC deadlines.

Review Board – Under Justin Sterk’s leadership, the Board has directed a review of the Review Board Grievance Process and the implementation of timelines and definition of next steps to enable this process to be efficient and well understood.

USOPC – As Board President, I am part of regular briefings and conversations with the USOPC NGB Council which have over the last 18 months significantly provided sharing of info from other NGB chairs and CEOs and a new focus that will certify NGBs- a step up from “recognizing” and the compliance that we must keep track of. All of these measures play a role in strengthening US Sailing as the NGB, involvement NGB Council, bylaws, governance structure, Board guidance, CEO 360 review- programs we have taken advantage of as we are embracing the organizational efficiency pillar of our strategic plan. We are concerned when we hear of the cuts at USOPC about the impact on the resources we receive from USOPC. Fortunately, the focus remains on delivering resources to athletes so we are hopeful our support in these areas will remain as projected in the 2020 budget. All of our efforts to strengthen US Sailing as an NGB together with a credible Olympic business plan will maximize resources from the USOPC over the long term.

Board Governance Structure – There will be increased Athlete requirements mandated by USOPC that are in the proposal stage now. We have established a Working Group including Clerc Cooper and Briana Provancha from the Board to help define the definition of “Athlete” for our sport. Fred Hagedorn, who was involved in the initial drafting when these requirements first came into play a number of years ago, will also be part of this group along with Katie Pettibone.





World Sailing

- new Rule Book
- Events and Council meetings,
- cancellation of events, navigating a rescheduled Olympics and new planning
- Virtual Annual meeting AGM- we voted in favor of allowing this for this year

Competitive Services

Race Administration working party led by Board member and race official, Charlie Arms. (please see detailed report from Charlie)

Offshore- Welcome to new Chair, Matt Gallagher who is injecting new enthusiasm into this area.

Olympic Program re-set – The Excom (Cory, Rich, John and Martine), Jack and the “Core4” (Meredith, Luther, Sally and Leandro) have been working with the Olympic Sailing Committee on two fronts. First, the Core4 reacted quickly to readjust the budget and priorities as a result of the 2020 Tokyo Olympics being postponed for one year. Concurrently, the Core4 is developing a long-term business plan that looks ahead to the opportunities for the next 2 quads 2024 and 2028. The focus is on a domestic schedule of training and events, resources for athletes, athlete retention and maximizing how we deliver coaching and develop coach expertise.

To support the need for resources the **US Sailing Foundation** under Bill Ruh’s chairmanship is now positioned for success through these steps:

- The Foundation Chair will be a member of US Sailing’s Board
- The USSF Board will oversee the development efforts to support the mission and objectives of the Olympic Program and US Sailing.
- US Sailing’s Development Director will be the senior staff lead
- A search group has been formed that includes US Sailing Board and USSF Board for the Development Director.

The continued refinement of the business plan includes focus on the diversity of revenue sources and opportunities: support from the USOPC, sponsorship and VIK, partnership with organizations. There has been thoughtful discussion around leadership of the Olympic program and the optimum structure of how to achieve our 8-year vision of success.

Diversity and Inclusion – we know we need to be more proactive in this area besides “just listening.” One only has to glance through the annual survey we send to the USOPC about Diversity Inclusion to see in the mirror how we appear to be an “all-white sport.” We are doing better to connect with organizations who have been successful moving the needle. We can’t wait for our Siebel program to bring dividends. There are sailors from diverse communities, and we need to purposely include them in what we do and mentor and develop in leadership roles on staff, volunteer committees and the Board.





I recently attended the Diversity and Inclusion panel that the National Women's Sailing Association hosted in early June in conjunction with their annual Women's Sailing conference which featured Debora Abrams-Wright, chair of our Diversity and Inclusion Committee along with 4 other women with powerful messages. I have since met with Ayme Sinclair and Debbie Huntsman to discuss ways US Sailing can partner with the NWSA to develop more female (with a goal of at least 50% black female instructors) in conjunction with their next conference in June 2021. Developing qualified instructors will serve as role models and ambassadors of the sport and US Sailing. I am working with Betsy Alison to progress this idea.

On behalf of the Board, thank you to all who serve on committees and to all the members who support us with kind supportive words and who make extra contributions when they renew to support all we do.

Sincerely,

A handwritten signature in black ink, appearing to read "Cory Sertl".

Cory Sertl