

6 December 2021

## President's Report

### Stakeholder Summit

The Summit was a huge success and I'm hoping we are proving the model that spending time, at least once a year, educating and listening to our most important thought leaders around the country is a worthy investment of time and expense. I'll want to discuss if we can return to moving the AGM around the country so we can hold these Summits for all segments of the country. We've now completed three, San Francisco, Chicago, and the NE. I'd like everyone to consider the other metropolitan areas that allow us to have easier travel, functional summit meeting space and strategic location. For instance, should we be in Atlanta, Charleston? NOLA, Mobile, Houston? Seattle, Portland? San Diego, Phoenix (for SoCal and Southwest)?

### Short Term objectives for 2022

Under Organizational Effectiveness, I want to continue the process of improving our bylaws to complete Cory and Martine's plan. I do want to get to a point soon where we can say, 'bylaws' are professionalized, and we reduce the amount of change we see. That means we get to a point we all agree is functional and professional. Once we are there, fewer bylaw changes will be a more efficient and effective organization on both the staff and volunteer side.

Under DEI, I want to create a plan that starts generating more diverse candidates for our committees so we build, from this moment forward, a longer bench of committee leaders who can become board or Foundation directors. This will require outreach, recruiting, marketing. We need diverse committee members in more committees than the DEI. Until we over communicate to the diverse community that we want and need their perspective, guidance, wisdom, and work, they will be skeptical of volunteering for an organization that is so homogenous. There are many, many ethnic sailing clubs and organizations which have zero relationship with US Sailing. We will have to do that out-reach and show them we're serious about adding the perspectives of sailors of color, women, and other underrepresented demographics.

All of you have agreed that we can be more efficient and effective if we modify our board meetings. We have a long tradition of once per month public board meetings, but they are too numerous and somewhat hidebound. Charlie Arms has provided a pre-read to present to you the best of our thinking for 2022. I hope you will find it a worthwhile experiment and will agree to it or something you think will be better. We will measure its success as we go and make needed changes to ensure we perform our obligation to our bylaws and get the work of the Association done. And, late 2022, for 2023, we can take stock and re-tool for the new year.



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## On Boarding for Board Members

We currently have a multi-tiered plan we are working on. Much of it has been happening already, some of it has yet to be instituted, but we wish to systematize it so it happens easily and collateral materials and slide decks are readily available.

1. Thorough orientation to the entire organization, staff, and volunteer
2. Financial Literacy for Board Directors – Ability to read and understand US Sailing’s financial reports
3. Expectations of and support for Board Directors – What is acceptable, what they have permission to do, behaviors that are out of bounds, what they should expect from board and staff leadership.
4. BoardSpan Board training, Safe Sport, Board Survey, misc. instruments for interactive and decision-making skills.

Sincerely,



Rich Jepsen  
President