




Minutes

March Board Call

 Mon March 21st, 2022

 6:30pm - 9:30pm EDT

 Zoom Conference Call

 **In Attendance**

I. **Call to Order and Roll Call**

Excused: Bill Ruh, Sarah Lihan and Paul Cayard

Guest: 48 including staff

II. **Announcements - President's Report**

President Rich Jepsen thanked everyone for attending this evening's call and taking the time to review the association report. He shared updates regarding joining World Sailing and the IOC in taking a stand against the war in Ukraine. He noted US Sailing has moved to suspend the participation of Russian and Belarusian athletes, teams and Race Officials at US Sailing events. He also shared that the Foundation and Membership team are looking to refresh the President's club and additional news will be coming over the next few months. Lastly, he asked everyone on the call to think about diversity in everything we do. He shared our organization and sport need to reflect the demographics of our country and that he would like us to embark on a process to get there.

III. **Consent Calendar**

Decision: Vote #1: Motion to approve, unanimously approved.

a. **Approved via E-vote**

1. **BAR20220215 - Appointment Doug Smith to Foundation Board**

2. **BAR20220207 - Championship Request MNA Approval**

b. **New Committee Member Update**

c. **Championship Request MNA Approval**

d. **Minutes from January 26th Board Call**

IV. **Staff Reports**

a. **CEO Report**

The Association report stands as submitted. The full report can be found, [HERE](#).

Alan Ostfield, CEO, reminded the Board the huddle notes are posted on Boardable weekly. Additionally, he shared Heather is starting to engage with key departments on monthly budget reviews. This process is a great way for everyone to become smarter about their business and connect on the importance of the budget. Lastly, he shared a couple of HR updates including hiring an offshore coordinator to support Jim in the Offshore Dept and that they are close to hiring a membership director.

b. **CFO Report**

Heather Monoson, CFO, provided a snapshot of the revenue and expense numbers for February and year-to-date. She shared that from a top-line perspective we are doing better than planned. She noted on a few variances, one being the investment income which is not surprising given the current geopolitical climate and the other being salary and benefits which we expect will increase as positions fill.

c. **SVP Programs & Services**

Andrew Clouston, SVP Program & Services, gave a summary of communications that went out regarding updates to the insurance policy. He shared we are working to create guidance for RO on questions and considerations they should ask Clubs to understand coverage. He gave an overview of the different materials available for our different entities that explain the changes. Lastly, he stated he is happy for the opportunity to engage with anyone or group who has questions.

V. **Secretary Report**

Charlie Arms, Secretary, shared the 1-page overview of the logistics for the in-person Board meeting in Bristol, on May 11 & 12.

VI. **Treasurer's Report**

John Schoendorf, Treasurer, shared Maggie Shea and Sally Barkow are close to completing the athlete handbook. He is impressed with the progress made so far.

VII. **Gender ID Task Force Update**

Patrick Burks shared that the Taskforce is comprised of the following volunteers: Erin Riley, Cory Sertl, Maggie Shea, Sarah Lihan, Ariel Shumar, Oakclin Keefe, and Stephanie Helms along with staff members Blair Overman, Justin Sterk, and Renee Wetterland. He provided a summary of what the taskforces process has been so far and major points they have agreed upon as well as a glossary of terms for those unfamiliar with the transgender community or topics. They have conducted broad background research on the topic of the inclusion of transgender athletes in sports from both sociological and physiological perspectives. He shared the Taskforce is proceeding forward with a policy based on self-identification of an athlete's gender for competition. He stated they are striving to create a policy and process that is simple, objective, easy to manage, and fair to all athletes. Rich shared the goal is for the final policy to be voted on during the July meeting.

VIII. **Committee Restructure Task Force Update**

Andrew Clouston shared they are in the formation stage of the Taskforce which will consist of current committee members, board, and staff. He noted this will not be a quick process and the first task will be a discovery process to understand the current structure and the relationship and role of the committee and staff liaison.

IX. **Committee Report**

a. **Compensation Committee Report**

Henry Brauer shared the committee received a comprehensive analysis from Heather and Renee outlining merit increases that are appropriate and match the approved budget.

b. **Nominating Committee Report**

Charlie Arms shared the committee met to review the work plan for the year. She shared they are looking at tools to analyze the strengths and gaps to ensure we have a well-rounded board. Additionally, this year she shared we will be nominating an independent director. This seat will be someone who is not a US Sailing member and not necessarily involved in sailing. They are considering different options on how to find these nominations.

X. **Old Business**

a. **Offshore Bylaws Update**

Decision: Vote #2: Motion to approve, unanimously approved.

b. **Sailor Athlete Definitions in Regulations**

Decision: Vote #3: Motion to approve, unanimously approved.

XI. **New Business**

Preston Anderson asked the Board to consider ways to increase diversity within US Sailing Board and committee. He asked for suggestions and comments about how we can recruit on committees and increase participation from younger sailors so they will be become active and engaged in future leadership roles.

XII. **Executive Session**

XIII. **Adjourn**

Motion to adjourn at 8:50 pm ET.

Action Request Form



Request No. BAR20220214

Date Submitted: 02/15/2022

Submitted By: Rich Jepsen _____

Subject: Foundation Board Director Appointment

Board Action Requested (word this in resolution form):

Be it resolved that the Association approves the appointment of Doug Smith, San Francisco, CA, to an Association determined seat on the US Sailing Foundation Board.

Strategic Plan Alignment: Describe below how and why this is aligned to the current strategic plan.

Under 'Organizational Effectiveness, this puts a bright, service-oriented professional on the Foundation Board. Mr. Smith has a deep background in sailing community service through leadership roles on America One Foundation and Treasure Island Sailing Center, both in the SF Bay Area. While he is focused mainly on support of our high performance and Olympic pillar, his background in support of grassroots sailing is impressive

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

Mr. Smith's legal, financial and business background will be very useful to the Foundation's mission

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

Unlikely to have a measurable impact on members or provide direct benefit.

Will this proposal bring in new members? Yes, _____ Estimated Number No
 Unknown

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

Unknown, but overall impact of his intellect and advice will be additive to the Foundation's performance.

Implementation Strategy/Ownership: Describe the implementation for the actions/changes that will be initiated by approval of the BAR, including communication plans, process revisions, responsible parties, etc.

The Foundation will make an announcement at the appropriate time if this BAR is approved.

Summary:

Doug Smith will help guide the Foundation's efforts and provide another voice for US Sailing, to reach the west coast and Northern California sailing fraternity.

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

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

Submitted by _____

Action Request Form



Request No. 2022 0207

Date Submitted: Feb 7, 2022

Submitted By: Betsy Alison

Subject: Championship Request MNA Approval

Board Action Requested (word this in resolution form):

Board approves the following championships:

Melges 24	2022 Melges 24 World Championship	May 7-15, 2022	"Lauderdale Yacht Club 1725 SE 12th Street Fort Lauderdale, Florida, 33316"
Lightning Class	Lightning Women's, Junior and Masters North American Championships	August 4-7, 2022	"Cedar Point Yacht Club 1 Bluff Point Westport, CT 06880"
Ensign	Ensign National Championship Regatta	August 8 - 11, 2022	"Ensign Fleet 51 Nyack Boat Club 59 Gedney Street Nyack, NY 10960"
Lightning Class	Lightning North American Championship	Sept. 14-18, 2022	"Sayville Yacht Club Boylan Lane Blue Point, NY 11715"
J80	J80 North American Championship	Sept 23-25, 2022	"Sail Newport Newport RI"
J80	J80 Worlds 2022	Oct 1-8, 2022	"Sail Newport Newport RI"
Y Flyer	Y Flyer International	July 13-15, 2022	Saratoga Lake Sailing Club, 163 Manning Road, Ballston Spa, NY 12020
Thistle	2022 Thistle National Championship	May 14-20, 2022	The Florida Yacht Club 5210 Yacht Club Rd, Jacksonville, FL 32210
Soling	2022 Soling North American Championship	October 20 - 23, 2022	United States Soling Association C/O Severn Sailing Association 311 First Street Annapolis, MD 21403
Finn	2022 Finn North American Championship	7-10 April, 2022	"FAIRHOPE YACHT CLUB 101 VOLANTA ST. Fairhope, Alabama"

Summary:

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

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

Submitted by Charlie Arms



Monday, March 14, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): _BAR 20220314_____

Staff committee liaison/contact:

Matt Hill, Kate Drummey & Betsy Alison

Date of Submission (Today's Date)

Monday, March 14, 2022

Submitted By:

Katie Alley

Your email:

katiealley@ussailing.org

Subject

Committee Member Updates

Board Action Requested:

Be it resolved, to approve the following committee members as presented:

Judges Committee

- Tom Pochereva, Area H

International Selection Committee

- Sarah Lihan

Diversity, Equity & Inclusion Committee

- Renee Mintz

- Rhonda Mintz

- Preston Anderson

Race Management Committee

- Jerry Thompson

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

Does not Apply



Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR 20220311

Staff committee liaison/contact: Betsy Alison

Date of Submission (Today's Date) Friday, March 11, 2022

Submitted By: Betsy Alison

Your email: BetsyAlison@ussailing.org

Subject

Request Approval to Host World, NA and Continental Events

Board Action Requested:

Please approve the following events with all club and class membership in US Sailing verified:

Buccaneer 18 Buccaneer 18 North American Championship Sept. 15 - 18, 2022 Clark Lake Yacht Club
Yes (verified) Yes (verified)

2.4mR 2.4mR WORlds November 7 - 11, 2022 "Davis Island YC 1315 Severn Avenue Tampa, FL 33606"
Yes (verified) Yes (verified)

J 111 2022 J/111 North American Championship September 26 - October 1, 2022 "Lakeside Yacht
Club 4851 N Marginal Road
Cleveland, Ohio 44114" Yes (verified) Yes (verified)

J 109 2022 J/109 North American Championship 11-15 Oct 2022 "Pequot YC 669 Harbor Rd
Southport, CT 06890" Yes (verified) Yes (verified)

J 105 2022 J 105 NAs 9/26-10/2/2022 San Francisco YC 98 Beach Road Bevedere CA 94920
Yes (verified) Yes (verified)

Etchells 2022 Etchells NAs June 21-26, 2022 "Shelter Island Yacht Club 12 Chequit Avenue Shelter
Island Heights, New York 1196512 " Yes (verified) Yes (verified)

M-32 2022 M-32 Northa Americans and Midtown Cup 3 August 12-14, 2022 M32 NA Class
Association Yes (verified) Yes (verified)

M32 NA class M32 World Championship 2023 September 26 - October 1, 2023 M32 NA class Yes (verified) Yes (verified)

IC 37 IC37 North American Championship September 23-25, 2022 New York Yacht Club Harbour Court 5 Halidon Avenue Newport, RI 02840 Yes (verified) Yes (verified)

Strategic Plan Alignment:

Aligns with the strategic pillar of Member Experience and Value, more specifically with COmpetitive Services and Support. Support, develop and serve teh competitve racing community to grow competition.

Mission Impacts

Increases participation in sailing through competition.

Member Impacts

Provides BOD approved events of significance for US sailors to compete in. Any world championship requires a sailor to be a member of his/her MNA (US Sailing)

Will this proposal bring in new members?

Unknown

Financial Impacts:

None, but it encourages participation by member clubs and orgs. Some clubs rejoined because of hosting an approved championship.

Implementation Strategy/Ownership: In

Line with World Sailing Regulations

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

Does not Apply

Board Action Request Form



Request No. [20220318](#) (assigned by Secretary **Date:** [3/14/2022](#))

Submitted by: [Matt Gallagher, Offshore Division](#)

Subject: [Offshore Committee Reorganization](#)

Action Requested (word this in resolution form:

The Board of Directors hereby approves the attached changes to the Bylaws and Regulations, (initiated in January) which revise both the Bylaws and Regulations regarding the Offshore Division and also approve the name change to “Offshore and Technology Division”.

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

Reconstitutes the Offshore Division as the Offshore and Technology Division, no longer a “Special Division” and integrates the various Committees with the current Staff structure.

Any perceived negative effects? [None.](#)

Will this proposal bring in new members: Yes. Estimated Number: [Click or tap here to enter text.](#)

No Unknown

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

Positive impact (be specific): [Demonstrates US Sailing’s commitment to supporting and invigorating offshore sailing in the United States.](#)

No impact (be specific): [Click or tap here to enter text.](#)

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

Positive effects: [None.](#)

Negative effects: [None.](#)

Summary: [Revises the Bylaws and Regulations to return the Offshore Division to the status of a “Division” rather than a “Special Division”, changes its name to “Offshore and Technology Division”, and revises the Regulations relating to the Offshore and Technology Division to reflect the current committee structure and operating practice.](#)

NOTE: [The Table of Contents of the Bylaws will be regenerated when the changes are adopted. The attached draft does not reflect the needed changes.](#)

I certify that this proposal has been checked and the following governing documents are affected:

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

Submitted by: [Matt Gallagher](#)



US Sailing Bylaws
2022-01-XX Offshore



Update
Regulations 4.01 an

Add a new section to Regulation 1.02 DEFINITIONS, ABBREVIATIONS, ACRONYMS as follows:
PHRF Performance Handicap Racing Formula.

Amend Regulations 4.01 as follows:

4.01 US Sailing Bylaws 501 authorizes seven Operating Divisions for the purpose of coordinating the activities of committees grouped within these Divisions.

Delete the current Regulation 4.05 and REPLACE it with the following:

4.05 OFFSHORE AND TECHNOLOGY DIVISION

The Offshore and Technology Division is responsible for promoting and coordinating the products and services that help members enjoy their one-design and offshore-capable boats. The responsibilities include supporting measurement for offshore and one-design boats; supporting the rating rules and handicapping systems used in the United States; supporting the organizing authorities that manage specific races and regattas; overseeing regulations, rules, educational initiatives, and technology supporting racing; and addressing safety concerns of all size boats.

Offshore and Technology Division Committees and their responsibilities:

1. Handicapping: report on trends and issues from around the country and recommend improvements to the management of rating rules serviced by US Sailing while consulting with affiliated rules organizations, local fleets, event organizers, and boat owners, including measurement-based handicapping and empirical handicapping such as PHRF and Portsmouth Number; Seek out and recommend improvements to boat measurement under the UMS (Universal Measurement System), rule development, technical data improvement to information systems, and best practices for fair rule implementation; work with national and international partners towards common measurement procedures and nomenclature, and to ensure that user interfaces and functionality needs are met. Subcommittees shall include:
 - a. Measurement rules;
 - b. Portsmouth Number; and
 - c. (c) PHRF.
2. Technology: Support and advise US Sailing staff on key aspects of the use of technology within US Sailing.
3. Safety at Sea: Coordinate safety research and safety education programs for nearshore, coastal, and offshore sailors; report on sailing incidents and determine lessons learned; acknowledge acts of heroism by awarding the Arthur B. Hanson Rescue Medal as appropriate; recommend changes to the U.S. Safety Equipment Requirements; and provide a US perspective to World Sailing regarding training and equipment requirements.
4. Offshore Racing Development: Seek out opportunities to expand and support offshore sailing; enhance the products and services of the Offshore and Technology Division; and recommend plans for market penetration and membership growth to US Sailing Staff.
5. Measurers and Equipment Inspectors: Develop and support measurers and equipment inspectors within the US for all boats and sails; develop and maintain training and testing for event equipment inspection; assist sailing organizations in obtaining measurers or equipment inspectors for events; provide support and advice on the roles and conduct of measurers and equipment inspectors at US Sailing events; and submit candidates for approval by the Board as nominees for World Sailing International Measurers.

Board Action Request Form



Request No. [20220315](#) (assigned by Secretary **Date:** [3/15/2022](#))

Submitted by: [Clark Chapin, Governance & Compliance Committee and Clerc Cooper](#)

Subject: [Updating Regulations to Reflect Sailor Athlete Classifications](#)

Action Requested (word this in resolution form:

The Board of Directors hereby adopts the attached changes to the Regulations, which revise the Regulations to reflect the 10-Year, 10-Year+, and Actively Engaged Sailor Athlete Definitions contained in Bylaw 105 – Definitions.

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

[Few.](#) Merely updates the Regulations to conform to the previously approved changes to the Sailor Athlete Definitions

Any perceived negative effects? [None.](#)

Will this proposal bring in new members: Yes. Estimated Number: [Click or tap here to enter text.](#)

No Unknown

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

Positive impact (be specific): [Brings us closer to compliance with USOPC requirements.](#)

No impact (be specific): [Click or tap here to enter text.](#)

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

Positive effects: [None.](#)

Negative effects: [None.](#)

Summary: [Revises the Regulations to remove references to A-Level, B-Level, and C-Level Sailor Athletes and replace them with 10-Year, 10-Year+, and Actively Engaged. Affects Regulations:](#)

[1.02 DEFINITIONS](#)

[12.03 B PROTECTED COMPETITIONS](#)

[15.04 B HEARING PROCEDURE AND DECISION](#)

[15.05 D APPEALS.](#)

I certify that this proposal has been checked and the following governing documents are affected:

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

Submitted by: [Clark Chapin](#)

BAR 20220315 Changes to the US Sailing Regulations

Deleted text is ~~struck through~~ and added text is underlined.

1.02 DEFINITIONS, ABBREVIATIONS, AND ACRONYMS

The following definitions, abbreviations, and acronyms apply in these regulations:

...

Sailor Athlete ~~An A-Level, B-Level, or C-Level~~ A 10-Year, 10-Year+, or Actively Engaged Sailor Athlete as defined in Bylaw 105 – Definitions.

12.03 PROTECTED COMPETITIONS

...

B Procedures for Protected Competitions. US Sailing shall ensure that the Organizing Authority includes the following rules and procedures in the Notice of Race and the Sailing Instructions for a Protected Competition:

- The US Sailing Prescriptions to rules 60.3, 63.1, and 63.2 shall apply to a Protected Competition, except that the words “when practicable” in (a) and (b) in the prescription to rule 63.1 are deleted.
 - Protest committees shall include 20% ~~"sailor-athlete"~~ 10-Year or 10-Year+ Sailor Athlete representation. ~~"Sailor-athlete" has the meaning of "athlete" set forth in USOPC Bylaw, Section 8.8.2 (the 10-year rule) or Level A or B Sailor-Athlete as defined by US Sailing Sailor Athlete Council (SAC) Bylaws 3.3.1 and 3.3.2 (except that the US Sailing member class referred to in SAC Bylaw 3.3.2.3 shall be an international class recognized by World Sailing at the time of the sailor-athlete's qualification).~~
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15.04 HEARING PROCEDURE AND DECISION

- A. Hearing Panel Composition. When the Review Board Chair decides to conduct a hearing, he or she shall appoint a Hearing Panel of three Review Board members, at least one of whom shall be ~~an A-Level or B-Level Sailor Athlete~~ a 10-Year or 10-Year+ Sailor Athlete. The Review Board Chair shall appoint one hearing panel member to serve as Chair of the hearing panel. The Hearing Panel must be constituted of disinterested individuals.
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15.05 APPEALS

...

- D. Appeals Panel Composition. For appeals filed in accordance with Regulation 15.05.A the Review Board Chair shall appoint an Appeals Panel of at least three Review Board members, at least 1/3 of whom shall be ~~A-Level or B-Level~~ 10-Year or 10-Year+ Sailor Athletes. A member taking part in the appeal must not have been a member of the Hearing Panel.