



Minutes

September Board Call

📅 Mon September 19th, 2022

🕒 6:30pm - 9:30pm EDT

👤 In Attendance

Charlie Arms, Henry Brauer, Paul Cayard, Clerc Cooper, Stan Honey, Rich Jepsen, Sarah Lihan, Russ Lucas, Alan Ostfield, Tony Rey, Bill Ruh, Judge Ryan, John Schoendorf, Maggie Shea

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

Excused: Justin Shaffer

Guests: 25 including staff

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

President's report stands as submitted. The report can be viewed, [HERE](#).

III. **Consent Calendar**

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

a. **Approved via e-vote**

1. **BAR 20220726 - Request Approval to Host a World Championship - 2024 Snipe Junior World Championship**
2. **BAR 20220808 - Endorsement Will Jeffers - International Measurer**

3. **BAR 20220822 - Endorsement Liz Baylis - International Technical Delegate**

4. **BAR 20220824 - Request Approval to Host a World Championship - 2022 Star World Championship**

b. **Minutes from July 18th Meeting**

IV. **CEO Report**

a. **Association Report**

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

Alan Ostfield, CEO, gave updates on the following items:

- **Membership:** Following the last board meeting, Hannah Meyer, Membership Director, continues to make progress on the membership plan and campaign for 2023. This will help all answer the question of why one should become a member of US Sailing. The team is also working on updating the terms and conditions of membership. Henry asked a question regarding the difference in reporting active membership vs. members. It was clarified that certain memberships for example family memberships include multiple members thus the difference between the two values.
- **Sponsorship:** Alan noted the team continues to follow leads and make outbound calls. He stated he still feels confident that this effort will produce results. We are looking at third parties to help sell and hope to have a contract in place shortly that will help to increase volume.
- **Staffing Updates:** Merrill Allen has joined us as the Director of Marketing Communications. We are excited by the strategic focus and sophistication she will bring to communications and branding.
- **IT Review:** The membership management review continues. It has been narrowed down to two platforms and there will be an in-depth demo over the month of October to help narrow the decision. This platform will be integrated and touch most departments.

V. **CFO Report**

Heather Monoson, CFO, presented the current financials with net revenue 2.3% below budget mostly due to investment income, NSPS cancellation, and offshore certificate revenue timing. We are seeing a reduction in spending with expenses currently 16% below budget due to open roles, NSPS cancelation, and sponsorship fulfillment. We expect the current savings shown in coaching, athletes grants, and consulting to be only timing related and do expect to spend by end of the year. Overall, Heather noted we are cash positive with a year-

to-date cashflow of \$248K vs the estimated loss of 2.3M. We continue to dig into each department in order to better forecast the future. Lastly, she noted the 990s were submitted and audited financials were posted to the website.

a. Treasurer's Report

1. Bar 2022 0915 - Initiate Bylaw 312 Update

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

VI. Olympic Report

Paul Cayard, Executive Director Olympic Sailing, gave an update regarding the support and results at the Skiff World Championship in Halifax. He discussed using this as a template of support to build on for key events next year. He candidly shared that the results were not everything we hoped for but that it is a process and continues to illustrate what we can strive for. Maggie Shea gave kudos to the team environment and support that was created in Halifax. She shared how important it is to create these routines ahead of the Games. Paul commented that fundraising continues to be tough this year. We closed the gap but the Fall will be very important to bring in new donors in order to increase the budget for next year. Tony Rey thanked Paul for his transparency and offered to help with fundraising efforts and Russ Lucas commented it was great social media coverage. Lastly, Paul noted planning is ongoing for an all-team camp at the beginning of December in Miami.

VII. Secretary Report

a. Election Update

Charlie Arms, Secretary, shared that currently, 109 members have voted in the election. Voting is open until Oct 4th.

b. Nominating Committee Update

Charlie introduced the incoming Independent Director, Sheila Tolle, appointed by the Nominating Committee. Charlie shared an overview of Sheila's resume and background, highlighting her NGB experience with US Rowing. Sheila will take office with the other new directors after the Annual Meeting.

VIII. Events Update

a. Oct 14th & 15 Overview: Annual Meeting - Stakeholder Summit

Charlie shared details for the October in-person board meeting in New Orleans. Katie Ouellette gave an update on the agenda for the Stakeholder Summit that will take place on Saturday. She noted they are working to finalize the panelist.

b. SLF - Feb 1-4, 2023 - St. Pete Beach, FL

Katie Ouellette shared that planning is well underway for the agenda and the short-term priority is finalizing the keynote speakers. She noted currently there are 100 registrations and the stretch goal for registration is 550 attendees. This is tracking well with our previous year to date registrations. She noted once the agenda is published, it will drive the remaining registration.

IX. World Sailing Update

Fred Hagedorn, the US Sailing Delegation leader, shared details of the upcoming meeting in Abu Dhabi. He noted the submissions for the annual conference were just published and he will host a delegation meeting at the beginning of October to hear feedback from Olympic staff and Sailor Athlete Council. Additionally, the proposed new constitution and guidance for voting on submissions will be shared with the board in advance of the meeting.

X. Sailor Athlete Council Update

a. BAR 2022 0913 - SAC Bylaws Update

Clerc Coopers, SAC Chair, shared that the following BAR is to update and modernize the SAC bylaws. Additionally, she shared an update regarding SAC election and process to fill the Sailor Athlete Director seat on the board.

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

XI. USOPC Audit Update

Justin Sterk, Staff Counsel and Compliance Manager, gave an update on the timeline and process for the USOPC audit. He shared everything has been submitted and we will be moving forward with weekly check-ins to discuss any questions and fix minor issues the auditor presents prior to the final report. He feels confident with where we are at but explains this is a good learning opportunity to ask questions and review our policies and best practices. Lastly, he reminded the board to complete the USOPC Boardspan training.

XII. Adult Championship Update

Betsy Alison, Adult Director, reported on the Adult Championships that are well subscribed to this year. She brought to our attention problems with the way teams are recruited and selected for the US Adult Championship for the Mallory Cup. The board asked many questions to understand the recruiting process, how to involve RSAs, and how the event location and boat selection factor into participation. The board asked that the adult department lead key stakeholders to build a new plan that can be used as a pathway forward. Charlie noted she is working to reinvigorate the RSA committee with the membership department.

XIII. Old Business

XIV. New Business

Past President and Ethics Committee Chair Tom Hubbell brought up the issue of DEI and discrimination within member clubs. He noted that there are clubs that exclude members based on gender &/or race who are members of US Sailing. The pros and cons of our bylaws allowing this were discussed. Further inquiry and discussion are needed and the topic will be added to the next board agenda.

XV. Executive Session

XVI. Adjourn

Motion to Adjourn at 9:09 pm ET.



Monday, July 25, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20220726

Staff committee liaison/contact:

Betsy Alison

Date of Submission (Today's Date)

Monday, July 25, 2022

Submitted By:

Betsy Alison

Your email:

BetsyAlison@ussailing.org

Subject

Request Approval to Host a World or Continental Championship

Board Action Requested:

To approve a request to host the 2024 Snipe Junior World Championship in Miami FL. Host Club, a member of US Sailing (CGSC), is in a bidding war with another country to host and needs approval in order to submit to World Sailing. July 31 which will require an e-vote ASAP.

2004 Junior Snipe Worlds, January 2-7, 2024. Host is Coconut Grove Sailing Center, Class Contact is Evan Hoffman (nextgensnipesailing@gmail.com); Event Host is Andi Hoffman (CGSCrace@gmail.com).

Strategic Plan Alignment:

It encourages participation by sailors across the USA and helps provide an elite level of sailing for the regional and grass roots sailors to aspire to.

Mission Impacts

Gets more youth sailors out sailing unconventional "Youth boats" and spreading their wings.

Member Impacts

All sailors from the USA must be members of US Sailing. Other than membership, no real impact on members.

Will this proposal bring in new members?

Unknown

Financial Impacts:

Minimal through membership

Implementation Strategy/Ownership:

Once approved, the host club and class association will fulfill all responsibilities with respect to World Sailing requirements, including financial ones.

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

Does not Apply



Monday, August 8, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20220808

Staff committee liaison/contact:

Matt Hill

Date of Submission (Today's Date)

Monday, August 8, 2022

Submitted By:

Matthew Hill

Your email:

matthewhill@ussailing.org

Subject

MNA Approval for International Measurer Candidate

Board Action Requested:

Resolved, that the US Sailing Board or Directors endorses member William Jeffers (member ID 207763A) as a candidate for appointment as a World Sailing International Measurer.

Strategic Plan Alignment:

Promoting highly competent race officials to international status supports the Competitive Services aspect of the Member Experience & Value strategic priority.

Mission Impacts

Promoting highly competent race officials to international status supports the Competitive Services aspect of the Member Experience & Value strategic priority.

Member Impacts

To the extent that developing highly competent race officials in the US benefits racing sailors, this is a member benefit.

Will this proposal bring in new members?

No

Financial Impacts:

None

Implementation Strategy/Ownership:

On approval, the Race Administration Director will transmit US Sailing's MNA endorsement to World Sailing.

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

Committee Terms of Reference

Regulations

Nomination of William Jeffers for Appointment as a World Sailing International Measurer

The US Sailing Measurement and Equipment Inspectors Committee nominates William Jeffers for Member National Authority endorsement by the Board of Directors as a World Sailing International Measurer.

Will grew up on the New Jersey shore and began sailing at age 15. He was introduced to Lightning sailing by a neighbor who was a past Class President and participated in many Lightning regattas, including the worlds in Ischia, Italy. He attended Tulane University, where he was a member of the sailing team.

Will has extensive experience sailing in J/22s and J/24s. He has sailed in a dozen Worlds as well multiple continental and national championships, all of which had extensive measurement requirements. He is currently very involved in Lightning sailing.

His recent measurement experiences include assistant measurer (to David Sprague, IM, CAN) at the 2022 Lightning Masters World Championship, chief measurer at the 2022 Lightning Open World Championship and chief measurer for the 2022 Lightning Women, Junior and Masters North American Championships.

Will's most memorable racing event was the last race of the 1998 J/24 Worlds in San Francisco, where he was doing bow for skipper Terry Hutchinson. Going into the last race the boat was in third place, 9 points out of first. At the start, the first and second place boats were early at the pin. Will held Hutchinson back from the line, they started cleanly while the first and second place boats were OCS, and they won the race and the regatta.

Will lives in Tarpon Springs, FL, with his wife Laura, who is the Lightning class Executive Secretary.

August 8, 2022



Monday, August 22, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20220822

Staff committee liaison/contact:

Matt Hill

Date of Submission (Today's Date)

Monday, August 22, 2022

Submitted By:

Sandy Grosvenor

Your email:

sandy@gromurph.org

Subject

MNA Endorsement for Liz Baylis application to WS as International Technical Delegate

Board Action Requested:

As Chair of Race Administration Committee, I propose that US Sailing provide a positive endorsement of Liz Baylis' application for certification as an International Technical Delegate.

I have recently chaired a small ad hoc committee composed of myself (NU, NJ, NRO, IU, IJ, IRO, Chair RAC, Past chair US Judges), Kathy Lindgren (NU, NJ, IU, past chair US Umpire Committee), Bruce Cook (NU, NJ, IU, IJ, past Chair US Umpires), and Tom Duggan (NRO, IRO, member US RMC, past chair WS RMSC).

We have reviewed Liz's qualifications and reputation and unanimously support this recommendation.

Liz has a strong reputation serving at multiple events over many years in roles very similar to the current role of ITD. Particularly her work at many women's match events in the capacity of head of WIMRA, which while not having the formal title of ITD, was basically that job. She also has an excellent reputation for character and integrity and are highly respected by race officials and sailors.

We have noted a few areas that we anticipate she will resolve with US Sailing or WS in a timely fashion.

- a) as forwarded to us, we see only 2 of 3 required references. We have suggested that Liz obtain a 3rd for submission to WS.
- b) she has not yet passed a WS ITD test, we understand she will take the test in September.
- c) our committee does not have experience with Liz as a race officer, but we do have satisfactory experience working with her as a US Umpire.
- d) we note that her formal list of principal events is minimally qualified, but we also understand that WS recognizes the impact of COVID and has some discretion. We also note the strength of her experience in similar roles over many years.

e) most of our US Sailing candidates for international certification are already US officials and therefore are already up to date on background check, Safesport, and the "attestation". To stay consistent with requirements for other US officials, we have ask Liz to complete them as well. The attestation is done, and she is working with Matt Hill on the background check. And she as agreed to update her SafeSport training. These are not WS requirements, and we do not want to hold up processing her application. Given the tight deadline on her MNA endorsement, we recommend to US Sailing that the MNA endorsement moves forward anticipating that these will be completed satisfactorily.

We also recognize that will an MNA endorsement for ITD candidates is recommended, it's not required.

Strategic Plan Alignment:

n/a

Mission Impacts

n/a

Member Impacts

n/a

Will this proposal bring in new members?

Unknown

Financial Impacts:

none

Implementation Strategy/Ownership:

If approved, Matt Hill will complete World Sailing's online MNA Endorsement form

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): BAR20220824

Date of Submission (Today's Date) Wednesday, August 24, 2022

Submitted By: Katie Alley

Your email: katiealley@ussailing.org

Subject

Request Approval to Host a World Championship

Board Action Requested:

Request approval of updates to the host location and dates of the Star 2022 Star World Championship. It was originally approved on BAR20210422. Due to an oversight, the update was missed last year. The revised Star 2022 Star World Championship is as follows:

Dates: Sept 08-17, 2022

Host & Location: Eastern YC, Marblehead, MA

Both the host and class are members of US Sailing.

Strategic Plan Alignment:

Hosting a Continental or World Championships aligns with supporting racing sailors and organizations.

Mission Impacts

Supports the Mission of US Sailing by increasing sailing participation and excellence through education, competition, and equal opportunity, while upholding the principles of fair play, sportsmanship and safety.

Member Impacts

Class associations and Host organizations/clubs must be members of US Sailing.

Will this proposal bring in new members?

Unknown

Financial Impacts:

Unknown

Implementation Strategy/Ownership:

N/A

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

Does not Apply



Tuesday, September 13, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20220913

Staff committee liaison/contact:

Justin Sterk

Date of Submission (Today's Date)

Tuesday, September 13, 2022

Submitted By:

Clerc Cooper

Your email:

clerccooper@gmail.com

Subject

Sailor Athlete Council Bylaws

Board Action Requested:

The Board of Directors hereby approves the bylaws of the Sailor Athlete Council, which have been updated to incorporate the 10-Year, 10-Year+, and Actively Engaged Sailor Athlete Definitions contained in Bylaw 105 – Definitions

Strategic Plan Alignment:

Improves adherence to USOPC requirements for Athlete Advisory Council

Mission Impacts

Improves clarity on US Sailing's Athlete Advisory Council and improves adherence to USOPC requirements for same

Member Impacts

Improves clarity on the operations of US Sailing's Athlete Advisory Council

Will this proposal bring in new members?

Unknown

Financial Impacts:

None

Implementation Strategy/Ownership:

The updated bylaws will be posted on the SAC page of the US Sailing website

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

Committee Terms of Reference

Bylaws

Regulations

Ted Stevens Act



Thursday, September 15, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20220915

Staff committee liaison/contact:

Justin Sterk

Date of Submission (Today's Date)

Thursday, September 15, 2022

Submitted By:

John Schoendorf

Your email:

jschoendorf@comcast.net

Subject

Initiate a bylaw change regarding Treasurer duties

Board Action Requested:

Suggested Changes

Bylaws

Updated 09/09/22

(Submitted by John Schoendorf)

Part III Governance

Bylaw 312 Responsibility of Officers

Section 3 Secretary

Capitalize Publish under #1

Section 4 Treasurer

Replace #1 with: Be chairperson of the Finance Committee.

Bylaw 513 Finance Committee

Section 2 Duties Revise as noted below:

Replace old #2 with: Ensure management provides appropriate financial reporting at least quarterly.

Replace old #3 with: Provide oversight with management in regard to proper budgeting processes.

Replace old #4 with: Provide oversight for the Association's and Foundation's investments and their respective investment strategies

Replace #5 with: Provide oversight for the Association's and Foundation's risk management and insurance programs

Add new: Review and resolve all USOPC audit findings with the CFO as they may apply to financial and internal control matters.

Strategic Plan Alignment:

Improve organizational efficiency.

Mission Impacts

n/a

Member Impacts

n/a

Will this proposal bring in new members?

No

Financial Impacts:

n/a

Implementation Strategy/Ownership:

Sent to Governance and compliance committee to review and make proposed changes.

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

Bylaws