



December Board Call

📅 Mon December 5th, 2022

🕒 6:30pm - 9:30pm EST

📍 Zoom Conference Call

👥 In Attendance

Charlie Arms, Henry Brauer, Paul Cayard, Pamela Healy, Rich Jepsen, Sarah Lihan, Alan Ostfield, Tony Rey, Marie Rogers, Bill Ruh, Judge Ryan, John Schoendorf, Maggie Shea, Sheila Tolle

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

Excused: Justin Shaffer, Russ Lucas & Stan Honey

Guests: 35 including staff

a. **Conflict of Interest Disclosure**

No conflicts of interest were disclosed.

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. **Championship Request MNA Approval**

b. **Minutes from September 19th**

c. **Minutes from October 14 & 15**

IV. **CEO Report**

a. **Association Report**

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

Alan Ostfield, CEO, gave the following updates:

- **Budget:** the current focus is on the 2023 budget. The budget process has been a bit of a challenge as we continue to clean up many processes. Although, we are seeing departments gaining a better understanding of their numbers and priorities and an increase in collaboration between departments. A change from last year is the addition of a finance committee review of the budget. This meeting will dive into the details that make up the budget.
- **Sponsorship:** Unfortunately, West Marine is pausing their sponsorship for 2023. This is due to the company's reorganization. While this is a setback, we are currently in talks with other potential partners to join as title presenters for the Open Series.
- **SVP of Development:** We are moving ahead with hiring a recruiter to help fill this open role. Over the next month, we hope to have top-quality candidates in order to start the interview process in the new year. We will include the board and key volunteers as this process continues.

b. **9- Box Presentation**

Renee Wetterland, HR Director, gave an overview of the 9 Box process that the senior leadership team undertook in November. This process provided an opportunity for the leadership to discuss the potential and performance of all departments. John Schoendorf asked if Renee had used this process previously. She shared that in her previous role it was used for succession planning and growth opportunities. Rich Jepsen additionally asked if this model could be used to trace the organization's improvement. Renee shared she believed in future years they could be a useful tool for tracking but currently this would be a baseline start.

V. **CFO Report**

Heather Monoson, CFO, presented the current financials, stating the organization is in a solid cashflow position with \$79k verse an estimated loss of \$313K. She noted the main variance in revenue is in public support due to the Siebel miss. While this affects revenue, it does not negatively affect cash flow. Additionally, variances in revenue were seen in investment income and NSPS cancellation. The current year-to-date expenses have been well managed with the largest drivers being unfilled open roles and NSPS travel. She noted they will continue to monitor expenses as the year closes out.

a. **Treasurer's Report**

John Schoendorf, Treasurer, noted he had no additional comments on Heather's report.

VI. **Secretary Report**

a. **2023 Schedule**

The 2023 schedule was presented to the Board. The November dates for the Annual Meeting and Stakeholder Summit still need to be confirmed with the host club.

b. **2023 Committee Approval - BAR 2022 1201**

Charlie Arms, Secretary, noted a few committees are not in compliance with the sailor athlete requirement. Judge Ryan stated the SAC has names of interested athletes and will work on the process in order to fill this requirement. Lastly, Charlie encouraged all on the call to register as sailor athletes if they meet the requirement, especially those that fall under the actively engaged categorization.

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

c. **BAR 2022 1110 - Correction of Error Bylaw 302**

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

VII. **Old Business**

a. **BAR 20221129 - Non-Discrimination Policy for Member Organizations**

Decision: Vote #4: Motion to approve, unanimously approved.

VIII. **New Business**

a. **Youth Championship Update -**

1. **BAR 2022 1128 A - Rededication of Bemis and Smythe Trophies**

John Pearce, Youth Competition Manager, gave an overview of the changes presented in the BAR for the rededication of the Bemis and Smythe Trophies. He noted that the task force felt this will help to simplify and organize the championships and racing calendar in order to present a clearer picture to the youth regarding pathways.

Decision: Vote #5: Motion to approve, unanimously approved.

2. **BAR 2022 1128 B - Dedication of the Trevor Moore Trophy**

John presented that the Trevor Moore Trophy will be presented annually at the U.S. Youth Championship to the winners of the Doublehanded Skiff Event. Rich Jepsen asked if funding was secured in order to fully fund the trophy in perpetuity. John noted the family will be providing a donation and Heather confirmed the amount should be enough to keep the trophy in perpetuity.

Decision: Vote #6: Motion to approve, unanimously approved.

IX. **Executive Session**

a. **BAR 2022 1130 - Rolex YoY Finalist Selection Committee**

Decision: Vote#7: Motion to approve, motion carries with 11 in favor and 1 abstention.

b. **Herreshoff Nominations**

The board selected the Herreshoff Award winner from a list of nine nominees

c. **BAR 2022 1205 - Gowrie Partnership Agreement**

Decision: Vote #8: Motion to approve, unanimously approved.

X. **Adjourn**

Motion to adjourn at 8:56 pm ET.



Action Request Form

Request No. 2022 1204

Date Submitted: Dec 4, 2022

Submitted By: Charlie Arms

Subject: Championship Request MNA Approval

Board Action Requested (word this in resolution form):

Board approves the following championships:

Twelve Metre	" International Twelve Metre Association 2023 World Championships"	" July 31- August 5, 2023"	Ida Lewis YC, 12 Metre Class
International 505	International 505 World and North American Championships	September 23- October 1, 2023	St. Francis YC
Etechells	2023 Etechells North Americans	March 25-27, 2023	Coral Reef Yacht Club 2484 S Bayshore Dr. Coconut Grove, FL 33133-4796 USA
Etechells	2023 Etechells World Championship	April 12-21, 2023	"Etechells Fleet 20 3710 Park Avenue Coconut Grove, Florida 33133"
Shields	Shields National Championship Regatta	" September 27 - 30, 2023"	Shields Class Fleet #10, Shields Class Sailing Association, and the Beverly Yacht Club (BYC), Marion, Massachusetts
Sunfish	2024 Sunfish World Championship	October 12-18, 2024	Rush Creek Yacht Club 320 Rush Creek Drive Heath TX 75032

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



Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20221201

Staff committee liaison/contact:

Date of Submission (Today's Date) Thursday, December 1, 2022

Submitted By: Katie Alley

Your email: katiealley@ussailing.org

Subject
2023 Committee Approval

Board Action Requested:
Be it resolved, to approve the attached committee roster.

Strategic Plan Alignment:
Increase organizational effectiveness

Member Impacts
N.A

Will this proposal bring in new members?

Financial Impacts:
Unkown

Implementation Strategy/Ownership:
Staff Liaisons will update Sailorbase with any changes to their Committee list.

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

Additional documents to be included: 2023 Committee Chairs_Mem....pdf



Action Request to the Board of Directors

Board Action Request Form

Board Action Request Form

Request No. (Assigned by Secretary): BAR20221110

Staff committee liaison/contact: Justin Sterk

Date of Submission (Today's Date) Thursday, November 10, 2022

Submitted By: Clark Chapin

Your email: ClarkeChapin@GMail.com

Subject Correct Error in Bylaw 302 - Composition

Board Action Requested: The Board of Directors approves the following change to Section 2 of Bylaw 302 - Composition:
Current wording:
"...
(6) An Independent Director elected by the Board; and
..."
Proposed wording:
"...
(6) An Independent Director selected by the Nominating Committee; and
..."

Strategic Plan Alignment: This section was not revised when the criteria for the Independent Director was revised previously.

Mission Impacts None

Member Impacts None

Will this proposal bring in new members? No

Financial Impacts: None

Implementation Strategy/Ownership: The Word version of the Bylaws will be revised and a pdf generated for on-line access.

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



Tuesday, November 29, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20221129

Staff committee liaison/contact: Justin Sterk

Date of Submission (Today's Date) Tuesday, November 29, 2022

Submitted By: Justin Sterk

Your email: justinsterk@ussailing.org

Subject

Member Misconduct

Board Action Requested:

Approval of revisions to US Sailing Bylaws, Section 102, 105, and 201.

Strategic Plan Alignment:

Aligns with US Sailing mission to promote increased participation and diversity in sailing.

As a general matter, this Bylaw change gives US Sailing firmer legal authority to address misconduct and other behavior that is not aligned with US Sailing's mission on the part of its members.

Mission Impacts

Provides US Sailing with express authority to address discriminatory conduct and policies, as well as other forms of misconduct or behavior that is contrary to the mission of US Sailing, by US Sailing's Local Sailing Organizations ("LSO") and general members.

Member Impacts

Increased oversight of members by US Sailing.

Will this proposal bring in new members? Unknown

Financial Impacts:

Potential for some LSOs and members to leave US Sailing.

Implementation Strategy/Ownership:

US Sailing's Bylaws will be updated pursuant to the BAR.

US Sailing's membership department will have enforcement authority created by this Bylaw revision.

US Sailing's standards with respect to discriminatory policies of LSOs will be communicated to members through US Sailing's LSO Terms and Conditions. If/when US Sailing is made aware of non-compliance on the part of an LSO it will communicate directly with the LSO to inform the LSO of its non-compliance and provide the LSO an opportunity to cure.

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

Bylaws

Ted Stevens Act

Additional documents to be included:

 2022.11.06 Suggested polic... .docx

 Non-Discrimination Bylaw R... .docx

Suggested policy on Notice and Implementation of Bylaw changes regarding Non-discrimination

- a. Notice should be sent to all member clubs and posted in an information section on the [US Sailing](#) website ~~that stating beginning on~~ July 1, 2023, this policy for US Sailing club or organizational membership will be in effect. And, we recognize that clubs and private organizations have the right to restrict membership; however, membership in US Sailing has for many years required that there be no discriminatory policies or practice among its members.
(This recommendation is based upon the belief that organizations do not have multi-year memberships)
- b. A club known to have discriminatory policies will be refused US Sailing membership. The club or organization in question may be given the opportunity to present their constitution, bylaws, or similar documents regarding a policy of non-discrimination [to {USSA website address}](#). A club or organization that is already a member of US Sailing and is found to have discriminatory policies will not have its membership renewed until US Sailing agrees that the club or organization complies with the Bylaws.
- c. An individual member may request that US Sailing ask a club or organization ~~who-which~~ is, or desires to be a member, to provide ~~their-its~~ constitution, bylaws, or similar documents as proof of compliance.
- d. A club or organization initially refused membership may reapply after removing discriminatory language from ~~their-its~~ governing documents *and* admitting to membership at least one person of a previously excluded class.
- e. Unless there is a complaint of discriminatory practices, US Sailing will not attempt to assess practices, only written policies.

1. Add two new definitions to Bylaw 105 – Definitions:

“Advisory Jurisdiction” means that US Sailing is the authority to which sailing organizations or individuals may turn to for advice.

“Misconduct” means conduct that is a breach of good manners, a breach of good sportsmanship or unethical behavior or conduct that may bring, or has brought, the sport into disrepute.

2. Revise Section 2 of Bylaw 102 – Purpose and Objectives to read as follows:

...

d. To exercise Advisory Jurisdiction over activities carried on by the members of US Sailing and activities carried on by the member associations and member clubs and to enforce the bylaws and rules of US Sailing on all members, member associations, and member clubs which or who are subject to its jurisdiction.

3. Revise Bylaw 201 – Eligibility to read as follows:**Bylaw 201 – Eligibility**

Section 1. The membership of US Sailing is open to all sailing organizations and all sailors, coaches, trainers, managers, administrators, and officials without discrimination on the basis of gender, race, color, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability.

Section 2. No person or organization interested in sailing or any activity related thereto may be denied membership except for cause. Under these Bylaws, “for cause” means any violation of the Bylaws, Regulations, Code of Conduct of US Sailing, any applicable terms and conditions of membership in US Sailing, Misconduct, non-payment of dues or conduct that is contrary to the fundamental purposes, or injures the reputation, of US Sailing.



Monday, November 28, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20221128A

Staff committee liaison/contact:

John Pearce

Date of Submission (Today's Date)

Monday, November 28, 2022

Submitted By:

John Pearce

Your email:

johnpearce@ussailing.org

Subject

Rededication of Bemis and Smythe Trophies

Board Action Requested:

Rededicate the F. Greg Bemis Trophy and D. Verner Smythe Trophy as "Best New Team" awards at the U.S. Youth Championship.

Submitted on behalf of Steven Hochart, US Sailing Junior Champs Committee Chair; Malinda Crain, US Sailing Championships Chair (youth/junior division); John Pearce, US Sailing Youth Competition Manager.

The Bemis Trophy will be awarded in the largest doublehanded fleet (i420, 29er, or Nacra15) to the top finishing team made up of two sailors competing in their first US Youth Champs.

The Smythe Trophy will be awarded in the largest singlehanded fleet (ILCA 6, ILCA 7, iQFOiL Youth or Formula Kite) to the top finishing sailor sailing their first US Youth Champs.

Strategic Plan Alignment:

Olympic & High Performance Success, Member Experience and Value, Organizational Effectiveness

Mission Impacts

See Pre-Read titled "Updated Event Format Recommendation for the Chubb U.S. Junior Championship"

Member Impacts

See Pre-Read titled "Updated Event Format Recommendation for the Chubb U.S. Junior Championship"

Will this proposal bring in new members?

No

Financial Impacts:

None

Implementation Strategy/Ownership:

Junior Championship Committee and staff (John Pearce and Catherine Shanahan) have planned for regatta implementation in 2023, consistent with past years.

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

Committee Terms of Reference

Additional documents to be included:

 Updated Youth Racing Task ...docx



US SAILING Youth Racing Task Force Updated Event Format Recommendation for the Chubb U.S. Junior Championship

SUMMARY:

In November 2021 the US Sailing Board of Directors approved the Youth Racing Task Force's Strategy Recommendations. The recommendations included modifying the Chubb U.S. Junior Championship from the Under-19 age group to the Under-23 age group. Over the last 10 months, Task Force members, pertinent US Sailing Championship Committee Chairs, staff, and stakeholders have discussed the event in detail, which has resulted in an updated Task Force recommendation for implementation in 2023.

Updated Recommendation:

- Maintain the Sears Cup and Sears Cup Area Qualifiers as the U.S. Youth Triplehanded Championship, for under-19 sailors
- Discontinue the U.S. Junior Doublehanded Championship and U.S. Junior Singlehanded Championship, and rededicate the Bemis and Smythe Trophies.
- Design event(s) targeted at the Under-23 age group, including a potential US Sailing U23 National Championship.

Background:

US Sailing formed the Youth Racing Task Force in October 2021 to assess the current state of the youth racing pathway and recommend improvements to US Sailing's programs. The members of the task force are John Pearce, Leandro Spina, Catherine Shanahan, Fred Hagedorn, Elizabeth Kratzig, and Phil Muller, with ongoing input from other members of US Sailing's Executive Leadership.

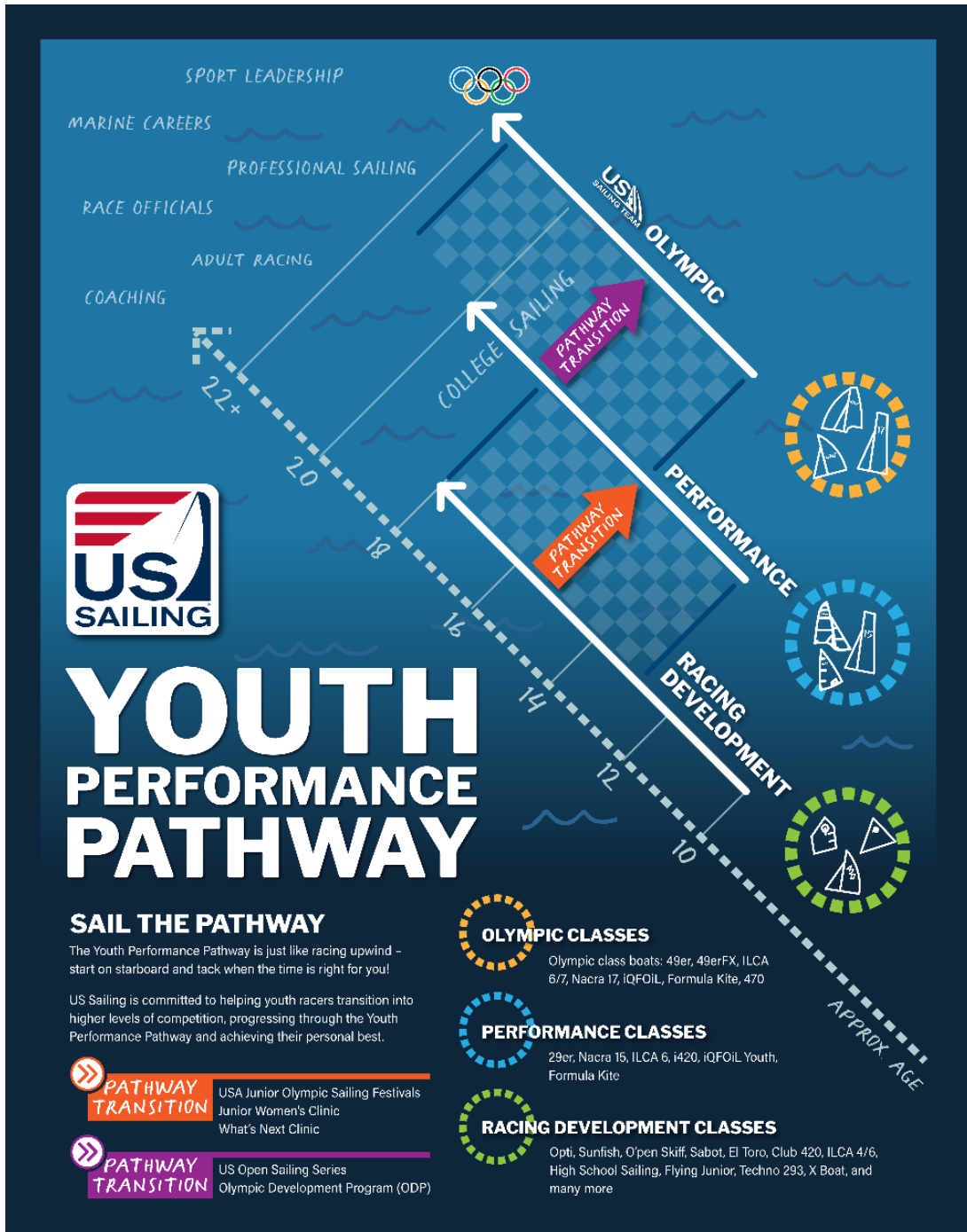
The Task Force developed a three step Youth Performance Pathway to illustrate the progression from grassroots youth racing to higher levels of the sport, as well as to lifelong sailing. There is no single path through the sport, and each sailor is encouraged to "tack upwind" based on their own preferences and goals.

Class Associations, Regional Associations, Sailing Clubs, sailors, parents, coaches, and sport volunteers, along with US Sailing, are all stakeholders in supporting multiple racing pathways. Each boat class, club, or coach supports a piece of the pathway, and the collective efforts of all these stakeholders results in a variety of racing and training opportunities for all interests and experience levels.

The Task Force has identified that one of US Sailing's essential roles is to help connect young sailors with



their next opportunities, and fill gaps in the pathway in areas where opportunities are otherwise not widely available. The Task Force recommendations have included modifications to existing events and programs, as well as new priorities to better support youth racing.





Updated Format Recommendation

Over the last 10 months, Task Force members, pertinent US Sailing Championship Committee Chairs, staff, and stakeholders have discussed the original recommendation of changing from an Under-19 to Under-23 Championship . These discussions have highlighted several areas, including:

- The importance of youth triplehanded/keelboat racing as a pathway to adult racing.
- The need to simplify the singlehanded and doublehanded youth regatta options, particularly where events are overlapping and redundant.
- The need to take an active role in reducing overlaps in the summer racing calendar. Overlapping regattas at local, regional, and national levels dilute the quality of racing and cause confusion and frustration for sailors, parents, and coaches.
- The realization that the dominant focus on youth, Under-19 events, combined with the college and post-college life transitions, causes a huge gap after youth sailing that hurts lifelong racing participation. More emphasis should be placed on filling this gap and facilitating the transition to lifelong sailing and racing.

Taking these factors into consideration, the Youth Racing Task Force has updated it’s recommendation for the Chubb U.S. Junior Championship event format:

Existing Event Format	New Event Format
Sears Cup – US Junior Triplehanded Championship	Sears Cup – Chubb U.S. Youth Triplehanded Championship*
Bemis Trophy – US Junior Doublehanded Championship	Event discontinued. Trophy rededicated**
Smythe Trophy – US Junior Singlehanded Championship	Event discontinued. Trophy rededicated**
-	Under-23 Singlehanded Championship
-	Under-23 Doublehanded Championship

*Championship Committee members are discussing expanding the Sears Cup to 22 teams, allowing 2 teams to qualify per Area. *(Pending approval)*

**The Bemis and Smythe Trophies will be rededicated as “Best New Team” awards at the U.S. Youth Championship. The Bemis Trophy will be awarded in the largest doublehanded fleet (i420, 29er, or Nacra15) to the top finishing team made up of two sailors competing in their first US Youth Champs, and the Smythe Trophy will be awarded in the largest singlehanded fleet (ILCA 6, ILCA 7, iQFOiL Youth or Formula Kite) to the top finishing sailor sailing their first US Youth Champs.



Addressing Concerns

Stakeholders have shared concerns about these changes and support for continuing the Bemis and Smythe events in their current format. Each of the concerns are valid and the tradeoffs must be considered:

- Concern: The Bemis and Smythe Trophies serve a different audience of youth singlehanded and doublehanded sailors who are not participating in other national events such as the US Youth Championship, US Junior Women’s Championship, and national C420 and ILCA 6 class championships.
 - Response:
 - 63% of 2022 Bemis/Smythe sailors also participated in another national class association event.
 - The US Youth Champs and US Youth Women’s Championships are now open events, and US Sailing will be encouraging racers to attend these events when they are ready for a US Sailing National Championship.

- Concern: Why not continue having both the US Youth Singlehanded and Doublehanded Championship events at the U.S. Youth Championship regatta, and the US Junior Singlehanded and Doublehanded Championship events at the Chubb U.S. Junior Championship regatta?
 - Response:
 - Having two sets of US Sailing championship events for the same disciplines and age group lacks clarity and confuses the messaging and value proposition of both events.
 - By discontinuing the US Junior Singlehanded and Doublehanded events, US Sailing can focus more resources and support on the Sears Cup - Triplehanded Championship, better supporting the youth triplehanded/keelboat pathway.

- Concern: The Bemis and Smythe Area qualifiers are an incentive for regional participation.
 - Response:
 - The 2022 Area Qualifiers averaged 16 boats for the Bemis, 13 boats for the Smythe, and 5 boats for the Sears. These singlehanded/doublehanded fleet sizes are smaller than the typical USA Junior Olympics Sailing Festival held in the same regions.
 - Sailors will be encouraged to participate in their Sears Cup area qualifiers, leading more sailors to triplehanded/keelboat racing.

- Concern: The “ladder format” of Area Qualifiers is a traditional format, and provides even regional representation at the National Championship
 - Response:
 - A successful ladder format requires the Area Qualifiers to be scheduled at a



time that doesn't conflict with other local, regional, and national events. With the proliferation of youth regattas at all levels, this has proven to be an increasingly difficult challenge. This is particularly true in Areas that include multiple RSA's, such as Area D, Area C, and Area K, with their own full calendars of events. If US Sailing is going to actively reduce calendar bottlenecks, the ladder format is no longer viable for singlehanded and doublehanded events.

- Going forward, the Sears Cup will maintain the legacy of the traditional, ladder format Championship.



Monday, November 28, 2022

Action Request to the Board of Directors

Board Action Request Form

Request No. (Assigned by Secretary): BAR20221128B

Staff committee liaison/contact: John Pearce

Date of Submission (Today's Date) Monday, November 28, 2022

Submitted By: John Pearce

Your email: johnpearce@ussailing.org

Subject

Dedication of the Trevor Moore Trophy

Board Action Requested:

Submitted on behalf of Malinda Crain, US Sailing Championships Chair (youth/junior division) and John Pearce, US Sailing Youth Competition Manager.

Dedicate The Trevor Moore Trophy in memory of Olympic sailor Trevor Moore, his love of the sport, and his passion for excellence. The Trevor Moore Trophy will be presented annually at the U.S. Youth Championship to the winners of the Doublehanded Skiff Event.

Strategic Plan Alignment:

Olympic & High Performance Success, Member Experience and Value

Mission Impacts

The Doublehanded Skiff Event (29er Class) has been as a part of the US Youth Championship since 2006, but is the only Event at the US Youth Championship without a perpetual trophy. Establishing this trophy in memory of Olympian Trevor Moore, who disappeared in a tragic boating accident in 2015, is an opportunity to honor a great American sailor and 16 years of US Youth Championship winners.

Member Impacts

N/A

Will this proposal bring in new members? No

Financial Impacts:

The Moore Family / Trevor Moore Foundation will be making a gift to support the creation and maintenance of the trophy.

Implementation Strategy/Ownership:

US Sailing staff (John Pearce and Catherine Shanahan) are working with the Moore Family to create the trophy. Dedication will be at the 2023 US Youth Championship in Bristol RI, June 26-30.

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

Does not Apply

Additional documents to be included:



Trevor Moore Trophy Deed o....docx

The Trevor Moore Trophy

For

The U.S. Youth Championship – Doublehanded Skiff Event

Deed of gift between the Trevor Moore Family and the United States Sailing Association:

This Trophy will be known as The Trevor Moore Trophy in memory of Olympic sailor Trevor Moore, his love of the sport, and his passion for excellence.

The Trevor Moore Trophy will be presented annually at the U.S. Youth Championship to the winners of the Doublehanded Skiff Event.

The Board of Directors of the United States Sailing Association are hereby authorized and empowered to make such modifications of the aforesaid conditions as they shall deem necessary or advisable in its opinion to keep the Trophy in championship competition.

THE TREVOR MOORE FAMILY

By: _____

Name: _____

Date: _____

US Sailing

By: _____

Name: _____

Date: _____