



NOMINATING COMMITTEE REPORT

The Nominating Committee met virtually and corresponded during the summer months. The committee puts forward the following candidates for positions on the USAAS Board of Directors.

Open Board of Directors Positions

| Vice President of Competitive Operations |
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| <i>Candidates</i> |
| Rebecca Phillips |

| Vice President of Membership Development |
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| <i>Candidates</i> |
| Jocilyn Saylor* |

| Treasurer |
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| <i>Candidates</i> |
| Anna Montgomery |

* Indicates current office holder eligible to run again.

Open Foundation Trustee Positions

| Full Three-Year Term – Three Positions |
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| <i>Candidates</i> |
| Emma Kim |
| Open |
| Open |

* Indicates current Trustee eligible to run again.

Respectfully submitted, Beth Borland, Chair

Members: North: Ginny Jasontek, South: Barbara McNamee, East: Jen Hatt, West: Heather Glenn

Athletes: Monica Velazquez-Stiak, Anita Alvarez, Megan Robins

Candidate for VP Competitive Operations: Rebecca Phillips

Candidate city and state of residence:

Orlando FL

Candidate club:

Orlando Loreleis Artistic Swimming

Education/Professional Background/Experience:

My undergraduate degree is from the University of Wisconsin Madison in Zoology and Psychology. My master's degree is from the University of Central Florida in Biology. I have had many types of experiences with Artistic swimming over the past 10 years. I am a level 2 judge, CCP3 coach and I am currently one of the south zone scoring chairs. I helped grow our club from 20 athletes during covid to over 80 and growing. My regular day job involved managing and motivating dozens of employees in a fortune 500 company.

Sport/Organizational Governance Background/Experience:

I am currently the treasurer for our non-profit club (Loreleis Inc) that operates the Orlando Loreleis. Past governance experience includes the secretary for the Student Advisory committee (SAC) for sand Lake elementary, the membership chair for the sand lake elementary PTA, and the vice coordinator for the OWMTAG for the AZA organization.

Artistic Swimming Background/Experience:

Level 2 Judge for close to 10 years
CCP 3 Coach for close to 5 years
South Zone Scoring co-chair 1 year
Treasurer for Loreleis Inc.

Please state why you would be a good candidate to serve in a leadership role on the USAAS Board of Directors:

I believe I will be a good candidate for this position because I am both detail oriented and view things with a broad perspective and leadership experience. My leadership strength is learning/ studying/ listening and getting people to work together for a common goal using each individuals' strengths. I will ask good questions and seek input from USAAS members on decisions and strive to implement all decisions that are made.

What contributions in terms of time, talent, abilities would you bring to either of the boards?

I will bring an open mind and leadership experience to this position. I do not come from a background of artistic swimming which allows me to evaluate information without any preconceived ideas about the answer. I am very invested in learning and understanding and carrying out all responsibilities.

Other information we should know about you:

My career is working as an animal curator of Africa Animals at Disney's Animal Kingdom. I manage a team of dozens of people that are passionate and have to learn to work well under pressure in occasionally emotionally charged situations. I love my career and I am just as passionate about helping USAAS grow in any way needed. I have 2 daughters that are in high school and compete for the Orlando Loreleis. I believe in taking care of all athletes the same way I would want my daughters to be taken care of.

Candidate for VP Member Development: Jocilyn Saylor

Candidate city and state of residence:

Seattle, Washington

Candidate club:

Seattle Synchro LLC

Education/Professional Background/Experience:

I am running for a second term as VP of Member Development. I have over a decade of experience serving as a coach, board member, and professionally I work as a program manager for a foundation which uniquely informs me about the challenges nonprofits face. I am a level 3 coach and judge. I have six sigma certifications and training and I understand the unique challenges of our sport at the very top level to our grassroots/masters and collegiate programs.

Sport/Organizational Governance Background/Experience:

I am the current VP of Member Development. I've served on the west zone board for concurring terms (most recently ending in 2021). I have served as PNA's officials chair for 5 years.

Artistic Swimming Background/Experience:

I have coached internationally, which has allowed me to observe membership programs and how they function. I enjoy building rapport across the many levels of our sport and consider myself a constant student of the sport. Under my stewardship at Seattle Synchro, it went from not making finals for several years to consistently earning a spot in finals at national competitions, earning championships at JOs and placing several athletes on national team. I coached those teams and athletes and can say that the membership grew, the retention of the club was at a high, and I created strategies for sustainability in those areas. I have also mentored other coaches here and abroad, even assisting with founding a club overseas.

Please state why you would be a good candidate to serve in a leadership role on the USAAS Board of Directors:

I want to finish what I have already led the groundwork on. I feel my job is incomplete and I see the gaps where I want to address concerns and better assist membership. I strongly believe I am working purely in the service of the membership and have no other agenda but then to help my colleagues, the athletes and parents in our sport feel empowered and the best they can. I believe every voice is valuable, I work well with others in driving consensus and I do well under pressure and respect others even in moments of disagreement. I am here to purely work as a servant leader to the organization and will always do my best to drive USAAS and its members forward.

What contributions in terms of time, talent, abilities would you bring to either of the boards?

I feel that I already bring project management, leadership, and a good understanding of financial impact and costs. I work well with our current CEO, office staff and other members of the board and members of the foundation. I am also impartial and empathetic. I am organized and focused on the big picture and impact of the organization. In my time already, we've implemented new changes, programs and materials for our membership, and I feel dedicated to continuing this work as we have only skimmed the surface.

Candidate for Treasurer: Anna Montgomery

Candidate city and state of residence:

Hamden, Connecticut

Candidate club:

Hamden Heronettes

Education/Professional Background/Experience:

Bachelors in biology from Franklin & Marshall College, Lancaster PA

I have worked in a variety of research and analysis laboratories, including aquatic analysis, toxicology, medical and environmental.

Sport/Organizational Governance Background/Experience:

Head coach of the Hamden Heronettes artistic swimming club for over a decade

Member of the USA AS Competition and Innovation Committee in 2023

Current Vice Chair of the East Zone executive board, in charge of zone awards

Technical Chair for the Connecticut Association for many years

Club representative at USA Artistic Swimming Conventions for many years

Artistic Swimming Background/Experience:

Coach of the Hamden Heronettes artistic swimming club for about 20 years, including over a decade as the Head coach

Level 3 USA Artistic Swimming official; CCP 3 certification

Athlete on the Heronettes as a young person, including participation in the US Age Group Championship and US Junior National Championship

Please state why you would be a good candidate to serve in a leadership role on the USAAS Board of Directors:

I have been involved in artistic swimming for more than 30 years, first as an athlete, then as a beginner coach who had to learn about the coaching and technical side of the sport. Now as a head coach I work to be a strong leader while also listening to what others think and using their talents to grow the club. I try to be a respectful, thoughtful and involved collaborator, as well as a clear communicator. My experience in this sport as both a coach, judge, and as a member of the East Zone executive board has given me the opportunity to learn about how the Board of Directors decisions shape the way members and clubs participate in artistic swimming. I'd like to bring this perspective to my service on the Board of Directors.

What contributions in terms of time, talent, abilities would you bring to either of the boards?

I am passionate about organization, especially in logistics and budgeting. The East Zone organizes all the awards to be given out at four zone competitions per season, and as the Vice Chair in charge of awards I have to predict, budget and purchase for multiple seasons of use. I've instituted new tracking and predictive systems for this position, and strategized on how to create a system that will be easy for the next person in the position when my term is over. I've also volunteered to help all the East Zone competition hosts create their meet schedules using information from past competitions to better predict possible entries and event timing.

Other information we should know about you:

I try to be the best communicator possible by understanding who I am speaking to and what their views are. I am a very detail-oriented person, but I also like to step back often to look at the whole picture. Looking at different viewpoints and talking through various options is something I try to do in all of my projects and collaborations.

I've asked other people I've worked with a lot in artistic swimming to describe their experiences collaborating with me, and this is a summary of what they said; kind, considerate, always willing to help, appreciates new challenges, fair, honest, rarely flustered, dependable, passionate about making artistic swimming the best it can be, friendly and warm personality that connects well with others, delightful to work with.