



Minutes
Board of Governors/Board of Directors Meeting
2022 USAAS Convention
September 9-11, 2022
(TO BE APPROVED AT 2023 CONVENTION)

Friday, September 2022 – 3:15 PM

Board Members in Attendance: Stacey Chapman, Irene Hawes, Ashley Johnson, Chris Leahy, Denise Shively, Emmanuella Tchakmakjian, Jocilyn Saylor, Natalie Vega

Excused: Kimberly Kohut (non-voting; Secretary), Jennifer Jarboe, Morgan Fuller Kolsrud, Kerhyl Gantt, Jennell Lynch, Joanne Pasternack, Bill May

Called to order

The meeting was called to order at 3:16 PM EDT by Denise Shively.

Scotti Nicols moved to approve the minutes from the BPOG/BOD meeting from Sept 2021. Barbara MC Namee seconded. The minutes were unanimously approved with 1 abstention.

Introduction of BOD.

BOD declared conflict of interest.

Irene Hawes: VP Olympic International: sister FINA A judge

Jocilyn Saylor: VP Member Development: coach of Seattle Synchro

Denise Shively: President: no conflict

Natalia Vega: athlete: National Team athlete

Emmanuella Tchakmakjian AEC: Stanford University athlete

Chris Leahy: VP competitive Operations: Coach and athlete for Cincinnati Synchronators

Stacey Chapman: Indep director: no conflict

Ashley Johnson: VP Diversity Equity and Inclusion: Coral Springs Aquacades coach

Denise called for additions to the agenda. Agenda Approved.

Zone Reports

North Zone: Julie Jasontek report can be found online

The North Zone held a successful meet hosted by Menomonee Falls.

Athlete of the year Lily Ortiz

Coach of the year Stephanie Raftery

Contributor Mary Kay Adams

With the challenges of many changes this year the North Zone will focus on helping one another, educating ourselves and developing our zone.

South Zone: Carol Mitchell report can be found online

The South Zone celebrated the those able to compete and cheered them on. The South Zone meet was held in Coral Springs with Ashley Johnson and her volunteers putting on a successful, safe meet.

Athlete Spirit Award: Najla Brannin

Coach of the year : Camille Albrecht

Contributor of the year: Betsy Visniski Caza

A special thank you to Betsy and her folks for running a successful US Junior Olympics.

East Zone: Jennifer Hatt report can be found online

The East Zone was able to host 4 inperson meets this year.

Coach of the year: Laura Mase

Contributor of the year: Eugenia Gillan

Athlete of the year: Yanna Hauck

Kim Miller Scholarship winner: Julia Paradis

The East Zone is looking forward to hosting the US 2022 Masters Championship, US 13-15 Championship, 12U Championship and age group NT trials as well as the 2023 USAAS convention in Valley Forge PA.

West Zone: Shannon Korpela report can be found online

The West Zone is proud of their athletes' accomplishments representing their clubs, associations, zone and nation with grace and dignity.

Athlete of the year: Brianna and Racheal Holmes

Coaches of the year: Bianca and Sonja Van der Velden

Contributor of the year: Norma Longmire

The West Zone meet was held virtually again this year due to the rise in covid in January. The athletes were able to attend US Nationals in OH, 13-15 Nationals in California and Junior Olympics in FL.

Treasurer: Jenny Jarboe not present . Report given by Adam Andrasko

A rebound in membership from Covid is not being seen. The organization is on track with budget from 2022. The budget that was approved by the BOD in 2022 is still current and can be found on the website in effort to remain transparent.

Karen Rozolowski Made Foundation Announcements and thanked the body for their support. More Lotus flowers are available and will be until the limit of 250 are sold or 6:00PM tonight.

1. Nominating Committee Report – Reported by Beth Borland

Board of Directors – President: Denise Shively eligible for a second term

- Call for nominations from the floor: None
- Patricia Jones moved to close the nominations from the floor and was seconded by Sue Nesbitt. **Vote Passed.**
- Patricia Jones moved to elect by acclamation and was seconded by Angela Camero. **Vote Passed.**

Board of Directors – VP Olympic International: Irene Hawes

- Call for nominations from the floor: None
- Patricia Jones moved to close the nominations from the floor and was seconded by Angela Camero. **Vote Passed.**
- Patricia Jones moved to elect by acclamation and was seconded by Angela Camero. **Vote Passed.**

Board of Directors – VP Diversity Equity and Inclusion: Ashley Johnson and Monica Velazquez-Stiak

- Call for nominations from the floor: None
- Patricia Jones moved to close the nominations from the floor and was seconded by Barbara Mc Namee. **Vote Passed.**
- Meet the candidates held following items on the agenda for today.
- Jeanne Struck moved to elect by acclamation and was seconded by Patricia Jones. **Vote Passed.**

Foundation Board of Trustees:

Full Three-Year Term – Three Positions – Candidates: Judy Mc Gowen, Barbara Mc Namee, Michelle Kraus Bennett

Call for nominations from the floor: None

- Patricia Jones moved to close the nominations from the floor and was seconded by Angela Camero. **Vote Passed.**
- Patricia Jones moved to elect by acclamation and was seconded by Angela Camero **Vote Passed.**

At Large BOG positions 23 names put forward: see form online

- Call for nominations from the floor:
 - Alice Siepelt nominated Scotti Nicols

- Penny Melhousen nominated Kayleigh Boslaph
- Dana Bradley self nominated
- Olivia Zhang nominated by Christine McMaster Shah
- Amanda Olson self nominated
- Patricia Jones moved to close the nominations from the floor and was seconded by Angela Camero.
- **Discussion:**
 - Discussion regarding transition to new make up of the BOG and when the term for the newly elected members would begin. Term begins January 1, 2023. Discussion and recommendation made to have a 2-year transition period to allow for transition into the new model. Individuals who may not fit in the new structure were encouraged to put their name forth for the election.
 - Will vote electronically on Saturday September 10th. Time will be allowed due to need to have WIFI connection.

RECESS at 4:16 PM PM EDT

RESUMED at 12:46 PM EDT on Saturday September 10, 2022

Board Members in Attendance: Stacey Chapman, Irene Hawes, Ashley Johnson, Chris Leahy, Denise Shively, Emmanuella Tchakmakjian, Natalie Vega, Mariya Kololeva, Claire Barton, Bill May

Excused: Michele Kraus Bennett, Kerhyl Gantt, Lauren Gardner, Kimberly Kohut (non-voting; Secretary), Joanne Pasternack, Megan Robins (Athlete At-Large)

Declared conflict of interest

Mariya Kololeva: AEC alternate, coach Walnut Creek

Bill May: Coach Santa Clara, PAQ athlete rep, TASC athlete rep

Claire Barton: no conflict

2. Athlete Report Emma Tchakmakjian report is online

Thank you to the athletes for their participation and willingness to share.

A discord channel is being developed which will be a centralized platform. It is hoped it will be available all year and that it will give the athletes an opportunity to ask questions and share.

Results of the AEC election:

AEC DEI: Luz Portilla-Villofa AZ

AEC OI: Amy Gao CO

AEC Secretary: Zofie Steffen MN

3. Remembrances of our Pioneers/Moment of Silence

Denise Shively asked that we take a moment to remember those valued members we have lost in the past year.

- Sue Johnson
- Norma Cocklin
- Bob MacNamee

4. **Governance** Scotti Nicols Report online

A blanket motion was made to accept the Governance report by Judy McGowen, Sue Nesbitt
Seconded.

Scotti asked the BOG for items to be pulled, none were pulled and the BOG voted to accept the motion.

Chris Leahy moved to approve the recommendation by the BOD, Emma Tchakmakjian seconded

Chris asked to pull items 36A, 37A, 38 A

BOD voted to approve the balance of the report was passed.

Discussion by the BOD

Item 36A

Chris Leahy proposed an amendment to strike out the third and fourth term and change 8 years to 4 years. Bill May seconded the amendment.

Chris speaking again the amendment: Long 8-year terms are not good for the organization. He expressed concerns about a succession plan and the progress of the organization with long terms. He also stated it is easier for people to get voted in with out looking at the potential to serve for 8 years. Stacey Chapman Concurred and stated the policies and procedures within the organization are critical in the handoff to new positions.

Denise Shively stated if left the same it may just be a housekeeping to correct items further down to align with new term limits.

The BOD voted in favor of the amendment 0 opposed, 0 abstained.

The BOD approved Item 36A as amended 10 for, 0 opposed, 0 abstained.

Item 37A

Chris Leahy proposed an amendment to strike out third and fourth term and change 4 years to 2 years following the first term and change it to second term. Also, to correct An officer elected in the 3rd term to 2nd term and change the last line to 2 full terms.

This change was made to correct it to the amount of time seated to 2 years.

The BOD voted to accept the amendment, 0 opposed, 0 abstained.

The BOD approved Item 37 A as amended 10 for, 0 opposed, 0 abstained.

Item 38A

Chris Leahy with drew his pull of this item. He moved to approve the item. Bill May seconded.

The BOD approved Item 38 A. 10 for, 0 opposed, 0 abstained.

Appendices A, B, D, K, N

Judy McGowen moved to approve appendices A, B, D, K, N. Sandra Mahoney seconded.

Candy Kamer pulled Item 5

Jeanne Struck moved to approve all Items except 5. Judy Mc Gowen seconded. The move was approved by the BOG 0 opposed, 0 abstained.

Chris Leahy moved to approve all Items except 5 but the BOD. Stacy Chapman seconded. The move was approved by the BOD 10 for, 0 opposed, 0 abstained.

Candy Kamer asked for a point of clarification if the board of directors of an association is now down to 2 people who do the tasks of these officers?

Scotti Nicols clarified that an association can still have these positions, they are no longer voting members of the BOG. She referred to Item 6 for clarification of additional chairs if desired to accomplish duties. The chair duties are listed in that item.

Candy with drew her pulled item.

Judy Mc Gowen moved to approve Item 5. Jeanne Struck seconded. The Item was approved by the BOG with 1 abstention.

Chris Leahy moved to approve the Item 5 by the BOD. Jocilyn Saylor seconded.

The BOD approved Item 5 10 for, 0 opposed, 0 abstained.

Denise Shively thanked Scotti and the Governance committee for their work throughout the year.

5. VP of Competitive Operations Chris Leahy Report online

6. Rules Report Patricia Jones Report online.

Judy Mc Gowen made a blanket to accept the reports Christine Mc Master-Shah seconded. Motion was passed by the BOG.

Irene Hawes moved to approve the reports. Emma Tchakmakjian seconded.

The motion was passed by the BOD 10 for, 0 opposed, 0 abstained.

The rules report will be handled as 2 separate action items. Items 1-35 and the figures packet as one. 5 items (36-40) are late submissions and will need 90%. Patricia asked for items to be pulled.

Item 20 was pulled by Christine Mc Master-Shah.

Item 20 Rejection of the Over qualification for JOs.

Irene Hawes made a point of clarification that that there is still the exception if there are fewer than 12 entries.

Christine Mc Master-Shah spoke against the rejection of Item 20 as it does not allow teams/athletes to continue to compete past April if they place at the National meet.

Laurette Haynes also spoke against the rejection for the same reason stating athletes should be given as much opportunity to compete as possible.

No others spoke for or against.

Vote taken 55 for rejection 34 against the rejection 4 abstained.

The recommendation by the rules committee was passed by the BOG.

Chris Leahy moved to accept Item 20 as presented by the rules committee. Ashley Johnson seconded.

Irene Hawes proposed an amendment to Item 20 amending to 8 solos, 8 duets and no team to be included in the over qualification from US Jr/Sr Nationals. Ashley Johnson seconded.

Chris Leahy spoke against the amendment stating 8 was too many.

The amendment failed by vote of the BOD 0 for, 10 against, 0 abstained.

Chris Leahy moved to accept the original proposal as submitted to the rules committee (rejecting the rejection by the rules committee). Irene seconded.

BOD approved the original proposal 7 for, 3 opposed, 0 abstained.

Jocilyn Saylor moved to accept the rules packet. Irene seconded.

Chris Leahy pulled Items 9, 18, 21

Item 9: Patricia spoke with an explanation of the rationale for approval. The item was amended because the local association where national meets are held often contribute greatly to the meet and would benefit from the PR and marketing that participation would provide.

Chris Leahy spoke against the item stating the National office hosts and manages the meet.

Jocilyn Saylor spoke for the item agreeing there needs to be benefits to the hosting association.

Chris Leahy moved to approve the amended Item 9 as presented by the rules committee. Jocilyn Saylor seconded.

BOD approved Item 9 as amended 9 for, 1 against, 0 abstained.

Item 18 Changing 0.25 penalty/swimmer less than 8 to 0.5 penalty/swimmer less than 8

Chris Leahy moved to reject the rejection by the rules committee. Bill May seconded.

Chris Leahy spoke against the item stating the new scoring system will have difficulty with 2 sets of penalties and that 0.25 is not enough to compensate for scoring in difficulty and synchronization.

Bill May spoke against stating it is important to align with FINA.

Mariya Kololeva spoke for the item stating that the difference would not override/compensate for difficulty and synchronization.

Stacey Chapman spoke for the item stating it has not been shown that one would outweigh the other.

Vote by BOD was 5 for the rules committee rejection of Item 18, 5 against the rules committee rejection of Item 18. Denise as President voted against the rejection of Item 18 therefore voting to change to 0.5 point penalty/ swimmer less than 8. However, it was determined that this was not a 2/3 vote, and the item was rejected as recommended by the rules committee.

Item 21 Chris Leahy moved to amend the item to strike Masters from the item. And undo the strike out in OD3.6.2.3 and OD 3.6.2.4. Stacey Chapman seconded.

Chris Leahy spoke for the amendment stating it is important to align Masters with FINA.

No other discussion for or against.

BOD vote for the amendment 1 for, 9 against, 0 abstain.

BOD vote on Item 21 as recommended by the rules committee 10 approve, 0 against, 0 abstain.

Late Submissions: needing 90% passing. Patricia explained each item and called for vote one by one.

Item 36 Intermediate A and B figures

BOG voted to approve, 0 opposed, 0 abstained.

BOD moved to accept the rejection by the rules committee 10 for, 0 opposed, 0 abstain.

Item 37 DEI proposal to move to 6 tiers and time limits.

The times were amended and approved by the BOG to align with FINA with 1 abstention.

The BOG approved Item 37 as amended with 1 abstention.

Chris Leahy moved to approve as amended by the BOG. Ashley Johnson seconded.

BOD voted to approve 10 for, 0 opposed, 0 abstained.

Item 38 A-D figures for all 6 tiers and descriptions

BOG voted to approve 0 opposed, 1 abstention.

Chris Leahy moved to approve Item 38 A-D. Seconded by Ashly Johnson.

BOD approved 10 for, 0 opposed, 0 abstained.

Item 39 Collegiate figures

BOG approved 0 opposed, 0 abstained.

Chris Leahy moved to approve Item 39. Ashley Johnson seconded.

BOD approved 10 for, 0 opposed, 0 abstained.

Item 40 A and B Separate AWD Figures and Routines

The rules committee recommended rejection based on the need for further review.

BOG voted to reject with 0 approved, unanimous rejection, 0 abstained.
Chris Leahy moves to accept the rejection. Natalia Vega seconded.
BOD approved the rejection 10 for rejection, 0 opposed, 0 abstained.

Patricia reminded all that the FINA technical congress will occur 10/3/22. Following that the rules committee will plan to meet 10/13/22, there will be a BOG meeting 10/15 or 10/16/22 and the BOD will meet on 10/26/22. All these meetings will happen via Zoom.
There are draft rules from FINA on the website and proposals can be made off of the draft.

Collegiate: no report at this time.

7. **Collegiate:** No report at this time
8. **Masters:** Sue Nesbitt report online
9. **Championship Management:** no report
10. **Judges**
Appendix G posted online.
Betty Hazel indicated there are 2 omissions: emeritus and ability to petition if one cannot fulfill requirements. This will be corrected as housekeeping.
Judy Mc Gowen moved to approve appendix G. Christine Mc Master-Shah seconded.
BOG approved 0 opposed, 0 abstained.
Chris Leahy moved to accept Appendix G. with updates. Ashley Johnson seconded
BOD approved 10 for, 0 opposed, 0 abstained.
11. **VP Member Development:** Jocilyn Sayler report online
Review of materials available for clubs.
12. **VP Member Development:** Jocilyn Sayler report online
13. **Awards and History:** Elizabeth Knowles
Work is being done to compile videos and pictures from clubs between 1955-1962.
14. **Membership:** Jocilyn Sayler reported: Report online
Action Item Appendix C Membership fees: There needs to be flexibility in setting meet fees dues to variability of costs to enable meets to be viable.
Patricia Jones moved to accept the report from membership Ginny Jasontek seconded.
Carol Mitchell spoke against stating having no maximum was not acceptable and questioned what formula would be used. She was also concerned over not having people to volunteer/run meets.
Adam Andrasko stated there is misrepresentation that volunteers and clubs don't need to help. That fees need to be based on costs associated with the specific event. Championship events and JOs made money, Collegiates and Masters broke even but the International meet lost money. The Charlotte community donated money.
Betty Hazel requested a date in Appendix C that the cost would be set and suggested June 1.
Jeanne Struck stated clubs need to set budgets at this time of year and recommended a maximum to support local clubs.
Candy Kamer asked if all membership fees were increased, and it was clarified that it is a transaction fee.
Denise Shively asked that fees be left in the rule book for 2023 and approve an effective date from there.
It was also discussed that Arizona received a stipend for their meet. The intention is to work with a club that helps and vary the stipend based on a number of things.

Betty hazel stated it is housekeeping to keep fees in effect for 2023 and that having event fees set and posted by June 1, 2024 or prior to the next year and it would only be championship fees.

Judy McGowen moved to keep the fees the same with the housekeeping, Christine Mc Master -Shah seconded.

BOG approved with 41 for, 30 opposed and 10 abstained.

Chris Leahy moved to approve appendix C Emma Tchakmakjian seconded.

Discussion: Chris Leahy stated the office should have the flexibility to determine how the meet fees are set and that the BOD has the oversight of the National office. The staff must be able to execute and that they have a fiduciary responsibility to members of the organization but to keep in mind that costs are going up.

BOD voted to approve Appendix C: 7 for, 1 opposed 2 abstained.

Action Item Coaches Board: Cheryl Cook

Appendix W

Proposed that the minimum age that CCP level 1 certification is required to 15 years of age to align with the judges' minimum age. This is for the safety of the athletes and would require anyone on deck coaching to have CCP level 1 certification. It was also suggested to remove the 1-year grace period.

Christine Mc Master-Shah moved to approve Appendix W Judy Mc Gowen seconded.

It was mentioned this item was submitted to the coaches board in June.

Shari Darst stated that the requirement for certification was put back in place for athlete safety.

Chris Leahy moved to table Appendix W until Sunday Emma Tchakmakjian seconded.

The BOD will discuss this item on Sunday at their meeting.

15. VP Olympic International Irene Hawes Reports are online

Irene thanked Ginny for 26 years of FINA service.

Ginny complimented the National team on their good performances.

Irene thanked the coaches of the Sr. National, Jr National and 13-14 National teams. The 13-15 National team took the high point award.

Appendix E is posted online.

Jeanne Struck moved to approve Appendix E Barbara McNamee seconded.

BOG voted to approve Appendix E 0 opposed, 0 abstained.

Chris Leahy moved to approve Appendix E Emma Tchakmakjian seconded.

BOD approved Appendix E 10 for, 0 opposed, 0 abstained.

16. International Relations committee: Report Betty Hazel report online

6 action items

Action Item 1 Appendix F Club option posted online.

Changes to the document: delete club exchange program, set date for club option to a standard date of January 31. Applications after the deadline will be considered. Application deposit will not be waived, judge selection waived for small contingents.

Judy McGowen moved to approve appendix F Barbara McNamee seconded.

BOG approved 0 opposed, 0 abstained.

Chris Leahy moved to approve Appendix F Ashley Johnson seconded.

BOD approved 9 for, 0 opposed, 1 abstained.

Action Item 2 Appendix N

Items pertaining to athletes were moved into Appendix E, updated to current practice, housekeeping of judge 5 eliminated and added Pan Am judges to be asked for trials. Judy Mc Gowen moved to approve Appendix N Barbara Mc Namee seconded. BOG approved 0 opposed, 0 abstained. Chris Leahy moved to approve Appendix N Bill May seconded. BOD approved Appendix N 10 for, 0 opposed, 0 abstained.

Action Item 3 Chris Leahy moved to approve the recommendation of Adam Andrasko to USAS for the position of president. Emma Tchakmakjian seconded. BOD approved 10 for, 0 opposed, 0 abstained. With many thanks to Laurette Longmire for 22 years of service to USAS.

Action Item 4 Judy McGowen moved to approve Christine Mc Master-Shah as a PAQ judge. Barbara Mc Namee seconded. BOG approved 0 opposed, 0 abstained. Natalia Vega moved to approve Emma Tchakmakjian seconded. BOD approved 10 for, 0 opposed, 0 abstained.

Action Item 5 Judy Mc Gowen moved to approve Melodie Wallace attend the meet in Argentina. Barbara McNamee seconded. BOG approved 10 for, 0 opposed, 0 abstained. Natalia Vega moved to approve Emma Tchakmakjian seconded. BOD approved 10 for, 0 opposed, 0 abstained with many thanks to Melodie for her years as a FINA A judge.

Action Item 6 Judy Mc Gowen moved to approve Irene Hawes and Ginny Jasontek to accept the FINA proposals and move to withdraw the USAAS proposals to fully support FINA. BOG approved 0 opposed, 0 abstained. Emma Tchakmakjian moved to approve Natalia Vega seconded. BOD approved 10 for, 0 opposed, 0 abstained.

17. VP Diversity Equity and Inclusion: Ashley Johnson Report online

Ashley thanked her committee for all the work they did this year. She reported an AWD competition was held this year at Youth Worlds in Charlotte, NC and they were judged by judges from around the world.

Denise Shively thanked Ashley, Meredith and the office staff for providing the opportunity for the world.

Ashley also reported there is currently work being done on a transgender policy and it will be brought to the BOD on Sunday.

18. Foundation Report: Karen Rosolowski report online

Karen thanked all those who attended the foundation event.

\$10,000 was raised so Andrea Fuentes and Bill May performed.

\$12,000 was raised to Adam Andrasko swam.

The West won the site for next year's coaches' college for selling the most lotus flowers.

Overall, \$36,000 was raised and it will be split between the NGB and the Foundation.

Repeat donors and members of the Founder's society were recognized. List can be found online.

Sandra Mahoney was introduced as the new president of the foundation.

The new executive director Jeff Petersmeyer was introduced.

The grants are listed on the website and total \$113,000 with much of it going to the coaches and judges.

Karen thanked the trustees and Jeanne Struck for serving the foundation even though she is not on the committee.

19. President and Executive Director Report: Denise Shively and Adam Andrasko

January the organization came together to determine what can re-energize the organization. There was the desire to minimize the barriers to progress. This resulted in: governance changes, navigation of the FINA changes, support of the National team for success, thinking toward the future of the sport.

The mission statement was read: Lead in the advancement of artistic swimming by empowering athletes to achieve competitive success, uniting our community and inspiring our membership to pursue lifelong excellence and involvement in the sport.

This states our core values and leads our strategic priorities.

We want to celebrate successes:

- Staff and committee members
- Trending back to pre-pandemic numbers although not there yet\
- There were the greatest number of judges certified
- AWD work
- More training opportunities for coaches and judges training
- National team accomplishments
- Youth National team accomplishments
- Jr National team worked very hard, covid got in the way but we can take pride in taking care of it in the right way.
 - Monetary support is increasing significantly when we started it was \$12,000, last year \$75,000, this year \$97,000, next year \$354,000

20. Election Results

VP DEI Ashley Johnson received 66 votes

Monica Velazquez-Stiak received 55 votes

Members at large posted online.

21. New Business

Judy Mc Gowen expressed appreciation and thanks for the professional staff for organizing the convention and acknowledged Baylee, Alyssa, Shari and Adam for their work.

The new structure will take effect January 1, 2023.

The new committee chairs will try to be in place by October.

The rule book will be online and not printed with hopes of being done by January.

Judges and controller training will be done through associations.

Tech talk will come out as soon and there will most likely be more than 1.

Judy Mc Gowen moved to adjourn the meeting, seconded by Christine Mc Master-Shah. **Vote Passed.**

Time of Adjournment 5:52 PM

