

<b>Committee Name:</b>	Board of Directors	<b>Session #:</b>	1
<b>Committee Chair:</b>	Ed Coates		
<b>Minutes recorded by:</b>	Carrie Stolar	<b>Date/time of meeting:</b>	1/22/2024 8:00 PM ET

## Actions Taken:

1. Approved: Dec 18, 2023 BOD meeting minutes.
2. Approved: The revised Conflict of Interest Policy as presented.

<b>Number of committee members present:</b>	<b>17</b>	<b>Absent:</b>	<b>1</b>	<b>Guests:</b>	<b>9</b>
<b>Committee members present/virtual (list all, including chair and vice chair):</b> Ed Coates - President; Julie Dusliere - VP of Administration; Kenny Brisbin - VP of Community Services; Crystie McGrail - VP of Local Operations; Robin Smith - VP of Programs; Carrie Stolar - Secretary; Jill Gellatly – Treasurer; Peter Guadagni (Immediate Past President); Katie Kenyon (Legal Counsel); Dawson Hughes – CEO; At-Large Directors: Sue Nutty (Breadbasket); Susan Ehringer (Great Lakes); Paige Buehler (Northwest); John King (Oceana); Kris Wingenroth (South Central); Britta O’Leary (Southeast); Jeff Commings (Southwest).					
<b>Not present:</b> Charles Cockrell (Colonies)					
<b>Guests:</b> Sandi Rousseau, Marilyn Fink, Diana LaMar, Linda Chapman, Doug Sayles, Nadine Day, Skip Thompson, Kirk Clear, Stacy Abrams.					

## Minutes

The meeting was called to order at 8:01 PM ET.

1. Agenda review and declarations of conflict of interest (Ed): No changes to the agenda or conflicts of interest.
2. Approval of Dec 18 BOD meeting minutes (Carrie): **MSA for approval of the Dec 18, 2023 BOD meeting minutes.**  
Discussion: none. **The motion passed unanimously.**
3. Minute of happiness (Britta): Britta shared the highlights of the HBCU/ Diversity In Aquatics Celebration Swim Meet and its accompanying swim clinic and festival held recently at Morehouse College.
4. CEO update (Dawson):
  - a College Club Swimming (CCS): Currently 194 clubs and 8054 swimmers are registered, and both numbers are higher than last year. Onshalee was at the DIA meet and talked to many HBCUs about starting college club teams.
  - b Inaugural Rhody Classic (College Club and Masters Swim Meet): 370 people participated. Best practices will be shared.
  - c Grown-Up Swimming (GUS): Is fully underway. Brian is a full-time USMS staff member as of Jan 1. A social media awareness campaign/kick-off announcement is underway. The number of league directors has grown from 7 last year to 15 (in conversations with) this year. Regional and local campaigns will take place once registration opens.
  - d Registration: We are on track for what we expected for 2024.
  - e Swimming for Life Summit: Key representatives from USA-S Foundation, USA-S and USMS met for talks about the Foundation, ALTS grants, cross-marketing, event development and partnership opportunities. The grant applications for the next grant cycle are currently being evaluated.
  - f Post-Relay, the Hawaii LMSC, with help from Jessica and Nadine Day, has become more engaged. After a long lapse in meets, it has a target date in the fall for a swim meet. Their website has been redone and they will be having an annual meeting.
5. Elections Task Force (Kris and Stacy Abrams): The task force that consists of Kris, Britta, Paige and Stacy was asked to revamp the elections process. Kris shared the goals which include moving the application deadline to late June, creating an online nomination form, and updating the candidate questions (both general and position specific as well as the candidate qualification questions). Please post suggestions and modifications on the questions on the forum. The task force was also asked to have two meet the candidate forums and have decided to tie the additional forum to the town hall meeting and will be

a video presentation. Any floor nominations will also take place at the town hall meeting. Stacy demonstrated the online candidate application smart form that she developed to which you can upload files (and photos). Once the application is submitted, an email is triggered to the named nominators/recommenders to ask them to complete their recommendations. The recommendation form is being developed on the same platform, Jotform, and can also be completed online prior to the process. The application can be saved as a draft. The BOD thanked Stacy for her great work on the application form. Ed asked the BOD to review the application and the BOD will consider for approval at the February BOD meeting and if necessary, we approval any cleanup items at the March meeting.

6. Transgender task force (Ed): This task force will be asked to review the operational procedures for administrating our transgender policy. World Aquatics instituted new regulations in 2022. The USMS policy does not match the World Aquatics new guidelines. A USMS task force reviewed our policy following the update by World Aquatics and no policy changes were recommended. In September a policy stress test was requested of the Rules committee, and the committee deferred work until 2024. Two policy inquiries were received and revealed that administrative procedures need to be solidified relating to inquiries and questions about the policy. A new task force will be formed with the goal of the making sure that we are prepared to respond to inquiries effectively and efficiently, to make sure that our volunteers know where to go to get resources, and to make sure that we have the proper operational procedures documented to administer the policy. The task force will also look to understand and identify potential issues that may arise and develop appropriate communications. The goal is to be ready rather than reactive and for the member(s) have a good experience and get an answer in a timely manner. Ed and Dawson have prepared a memo that outlines 3 phases of the task force's project. The first phase is to develop procedures to administer the policy and centralize some of the communication. Phase two is to develop procedures to handle potential protests under the policy. Phase three is to develop policy administration tools and communication resources to make sure that the appropriate procedures are in place in view of the conflict between USMS and World Aquatics policy, to address media inquiries, and to protect the USMS brand, etc. The memo will be shared in Community for review and comments by the BOD. The task force consists of Kenny, Crystie, Susan E., Jeff, Peter, Dawson, and Kyle as well as a Rules Committee representative. They will begin phase 1 and will provide an update at the March BOD meeting.
7. Policy review:
  - a Related to the compensation issue discussed in the last BOD meeting in executive session, Ed gave specific feedback to the Comp and Benefits Committee and Ian King, chair, and discussed a timeline for delivery. The project plan is posted in Community.
  - b Conflict of Interest Policy: Paige said that the Governance Committee moved the first paragraph of the policy into a preamble and then had other minor additional edits to the policy. The Coaches Committee has been added to the list of those that need to sign the policy. **MSA to approve the revised Conflict of Interest Policy as presented.**  
Discussion: none. **The motion passed unanimously.**
8. Committee Priorities (Ed): The EC developed a list of priorities for committees for the coming year. The VPs will be posting the priorities for their committees in Community for full BOD review.
9. The full BOD meeting calendar has been posted. The June meeting will be moved to avoid the week of Olympic Trials/Spring Nationals. The annual meeting BOD meeting is still TBD. The in-person BOD meeting will be March 1-3 in Houston, and the agenda is in process.
10. The next BOD meeting will be on Feb. 19 at 8:00 PM ET.

The meeting was adjourned at 8:53 PM ET.

Respectfully Submitted,  
Carrie Stolar, Secretary