

Committee Name:	Board of Directors	Session #:	1
Committee Chair:	Ed Coates		
Minutes recorded by:	Carrie Stolar	Date/time of meeting:	9/09/24 8:00 PM ET

Actions Taken:

1. Approved: August 12, 2024 BOD meeting minutes.
2. Approved: The NBR procedures as presented.
3. Approved: The Transgender Policy as presented.

Number of committee members present:	15	Absent:	2	Guests:	40
Committee members present/virtual (list all, including chair and vice chair): Ed Coates – President; 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); 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).					
Not present: Julie Dussliere - VP of Administration; Charles Cockrell (Colonies); Katie Kenyon (Legal Counsel).					
Guests: Ian King, Gary Keehner, Nancy Ridout, Camille Tan, Paul Windrath, Ken Winterberger, Jessica Reilly, Barbara Protzman, Steve Peterson, Nadine Day, Bill Tingley, Phyllis Quinn, Barbara Boslego, Brian Robbins, Omar de Armas, Vicki Shu, Bruce Schroeder, Jay Eckert, Robert Heath, Diana Lamar, Helen Naylor, Jeanne Ensign, Fiona Duncan, Kristina Franklin, Kyle Deery, Alina de Armas, Linda Chapman, Erin Sullivan, Doug Garcia, Sally Dillon, Ben Wyckoff, Maryanne Barkley, Christina Fox, Ann Marshfield, Marilyn Fink, Jill Wright, Rob Copeland, Kathy Casey, Walt Reid, Alta Stengel.					

Minutes

The meeting was called to order at 8:02 PM ET.

1. Agenda review and declarations of conflict of interest (Ed): There were no changes to the agenda or conflicts of interest.
2. Approval of the August 12 meeting minutes (Carrie): **MSA for approval of the August 12, 2024 BOD meeting minutes.** Discussion: none. **The motion passed unanimously.**
3. Minute of happiness (Kenny): Ed asked board members to let him know if they would like to be on the minute of happiness schedule. Kenny shared that the Grunions donated \$3,000 to Waterproof our Youth, which provides swim lessons for underprivileged youth. Another organization matched the donation. He also shared about the Grunions participation in the drone family night at the Long Beach City College as a vendor. They bubbles and rubber ducks to kids and introduced the adults to USMS/Grunions. During the drone show they handed out the extra bubbles for people to use.
4. CEO update (Dawson):
 - a The most recent financial information for the fee proposal can be found on the annual meeting page.
 - b CEO transition for USA-Swimming: Shana Ferguson has been named the interim CEO of USA-Swimming, replacing Tim Hinchey. With respect to USMS, Dawson doesn’t expect any changes in the relationship with USA-S in the short term, however long-range projects between the two organizations may be affected. Shana is a former swimmer and friend of USMS.
 - c Membership is running over 2% ahead of last year, and we will probably finish the year at about 58,000 members, with the increase attributed to the Try Masters Swimming and the Olympics campaigns.
 - d LaneMate has not been launched yet, the delay is a function of staff bandwidth and partnership integration updated delays with swim.com. It should be deployed in the next couple of weeks. This deployment also includes updates to the community platform (version updates), improvements to marketing capabilities, updates to the forums, improved search capabilities on the website, etc. Crystie asked if we could have a list of forward-facing updates. Dawson said he will have Kyle share one.

5. National Board of Review Procedures (Ed and Katie): Ed described the task force which was put together to look at our grievance procedures. The task force was asked to look at Part 4 and board procedures on NBR, to align those with current circumstances/types of issues have arisen over the years as well as to ensure we can adequately address and respond to grievance requests in a timely manner and to provide the member with a good member experience. Revisions to Part 4 have been submitted to the Legislation Committee and recommended for approval to the HOD. A set of procedures are part of a BOD policy on the NBR process was also updated. **MSA to approve the NBR procedures as presented.** Discussion: Peter asked if this approval will be problematic if the changes to Part 4 don't pass at the annual meeting. Ed said no. He also explained he would like this BOD to approve this given it has been actively involved in this review process and it knows the history of the process/changes. Crystie voiced her appreciation of the timing of this update. **The motion passed unanimously.**
6. Transgender policy approval (Ed and Dawson): Ed gave an overview of the task force and its review of the transgender policy and its development of procedures to administer it. This policy is a BOD policy but is jointly owned and administered by the Rules Committee. Three areas are still in discussion. The first has to do with email used to request a review under the policy (two email addresses). Another is whether to use the word "review" or "protest" to describe a member request under the policy. The snag is that "protest" is currently used in the Rule Book but doesn't accurately describe all requests under the policy. The third area is the size of the panel to evaluate requests under the policy and whether to include medical or legal expertise. The option is to pull in appropriate expertise to assist the panel as needed. The panel will consist of the Rules chair, D&I chair, Long Distance chair, and the BOD chair or a designee of those chairs. **MSA to approve the Transgender Policy as presented (in Dawson's email).** Discussion: Kenny asked why the Long Distance chair is included on the panel. Dawson explained because the policy now covers open water, the Rules Committee wants to include the Long Distance Committee chair. Several BOD members addressed the 2 email address issue. They feel it should be just one email address and questioned who will monitor it and voiced privacy concerns. The Rules Committee feels because of the way it is worded in the rule book the requests should go directly to the committee chair. Robin said just one voice should reply to the emails. Dawson emphasized that the policy is not changing but rather some of the language and procedures are changing. Jeff would like to have a medical professional on the panel. Language may be added to say a medical professional may be added at any point in the process, and Dawson said there is an endocrinologist has volunteered to help as needed. Peter would like the 3 legislative committees to get together to decide where this belongs (rule book or not). Kris clarified that the Rules Committee would be satisfied with one email address to the Rules Committee rather than including the national office due to confidentiality concerns. Dawson said the national office needs to be included to archive issues centrally for record keeping purposes, and including the national office ensures a timely accountability of the receipt of an email. Susan asked if the start of the process could be a form rather than sending two emails? Dawson said that might be an option. **The motion passed unanimously.** Thank you to the task force and the Rules Committee for their work.
7. Grown Up Swimming – Season ending update (Brian and Dawson): Brian shared background information and a video on GUS. Seventeen league directors out of 23 are active, and 76 meets have taken place with 6 remaining this year. There are 2200 members, 580 of which are USMS members. There was strong growth in returning leagues this year, and they are looking at 32 additional cities for next year. Looking at 2025, Brian plans on continuing to educate USMS and youth swimming as to what GUS is, build out the back-end operations, promote some league directors to managerial roles, and gather GUS swimmer, team captain and league director feedback. From a marketing perspective, word of mouth continues to be an important vehicle of growth. They will grow the USMS partnership and invest in more traditional marketing and social media. Dawson shared that having 18 leagues was the goal for the year and we finished at 17. There may be a winter "summer league" for areas with snowbirds. A key takeaway is GUS had about 2000 people swimming who weren't USMS members. Registration was lower than planned, but expenses were too. GUS was profitable at the league level. Jeff asked about surveying the new leagues. Brian explained they do survey, but not every year. Jeff said it would be interesting to find out what drew USMS swimmers to GUS. Peter asked about pool costs. Most GUS pool time is free, according to Brian and he said they did come in under forecast for pool rental expenses. There are a couple of leagues, mostly west coast, with high pool costs. Other leagues have fairly low or no cost rentals.
8. Board meeting evaluation (Ed and Paige): Paige reminded everyone to complete the board meeting effectiveness survey by Friday.
9. Annual meeting proposals and action items: Ed said there are talking points in the forums about some of the proposals that will be in front of the HOD. These could be helpful to answering questions from delegates.

10. Recognition: Ed recognized those board members who are attending their last BOD meeting: Charles, Britta, Sue, Susan, John, Paige, and Kris. Thank you for your service at the national level.
11. The next Board meeting is on Monday, September 30 and is a Board orientation at 8 PM ET (training session). Friday, October 18 is another Board orientation at 12 PM Central Time (training session) in Houston.
12. Ed thanked the guests for attending the meeting and asked that any questions be emailed to him.

The meeting was adjourned at 9:04 PM ET.

Respectfully Submitted,

Carrie Stolar, Secretary