



In attendance: Board: Josh Adams, Steve Benjamin, Vice President Bruce Burton, Executive Director Jack Gierhart, President Tom Hubbell, Secretary Patty Lawrence, Sheila McCurdy, Maureen McKinnon, Ben Richardson, Dawn Riley, Treasurer Taran Teague, Dave Ullman, and Jim Walsh

Regrets: JJ Fetter and George Hinman

1. The meeting was called to order at 7:30 PM EST and the roll call established a quorum.
2. Announcements: Our next two meeting dates are January 20th and the February 9 meeting will be in person and end no later than 11:00AM PST.
3. The consent calendar was moved, seconded, and approved.
 - November 25, 2013 Meeting Minutes
 - Committee Members
4. Treasurer Taran Teague commented that our investments are fully invested as directed by the Board. We would like to invite Steve Cucchiaro from Windhaven Investment Management to our January meeting for an update on 2013 and outlook on 2014. Again, Taran is pleased to report US Sailing has no bank borrowings. Internal borrowings from Deferred Membership has declined as of month end November. The staff at US Sailing, along with Nancy Glover 's Budget Committee have worked very hard to prepare a 2014 Budget which is to be presented tonight.
5. Taran and Budget Chair Nancy Glover presented the budget to the board and recommended that the Board approve the Budget Committee's recommendations. The budget, as presented, included all departments of the association, except the Olympic Department.

A motion was made, seconded and the 2014 US Sailing Budget was approved.

6. Training Director, Joy Hadley, gave the education division report by updating the Board on the status of various projects.

In a written report, Joy noted that we have reached the point that the Power On-Water Standards have been established and validated through on-water validation and the USCG is now interested in moving to the final steps of having the standards validated by ANSI and making them available to the public.

A motion was made, seconded and approved to create a memorandum of understanding between US Sailing and the American Boat Yacht Council, ABYC, with reference to USCG support, to place the On-Water standards on the American Boat Yacht Council ANSI compliant website.

ABYC will manage the ANSI application process and maintenance of the standards. This approach of establishing a MOU with ABYC has been recommended and endorsed by the USCG Office of Boating Safety.



US Sailing has offered windsurfing education and training since 1984, coinciding with the sport's inclusion in the Olympics Games during the same year. However, the program in its current format is costly and reaching few instructors. The Education and Olympic departments will examine if the program can be revived and report back later this spring.

7. Sarah Alger, Management Division Chair, reported that Bill Kirk resigned as the membership committee chair but is happy to remain a committee member. The marketing committee plans to become more project based and so will seek people with the skill-set to complete the project rather than long standing committee members. Currently the marketing department is seeking volunteers with expertise in the following areas:
 - Sponsorship Acquisition
 - E-pub strategy and implementation
 - Merchandise strategy
8. President Tom Hubbell noted that he had been to 39 sailing venues, with 74 days of sailing in 11 different kinds of boats in 2013. And, he was delighted to be at the office holiday party and recognize the hard work of the staff. Tom, Jack Gierhart, and Josh Adams completed a 360 degree review process and that went very well.

The Championship working groups had feedback from the US Match Racing Championship Committee and the championship will have eight slots for 2014 which will be filled first by Area qualifiers and up to four remaining openings may be filled by resume.

9. Executive Director, Jack Gierhart, submitted a written report but highlighted the following:
 - Jack and the staff have spent considerable time on the 2014 budget and goals.
 - In December, Georgia McDonald and the membership team re-launched MVP program and will continue the outreach after the holidays.
 - Membership numbers are slightly below where we would like to be.
 - The Annual Appeal is on target. There is a 100% participation goal for the board and staff.
 - The staff has been busy with the Sailing Leadership Forum which has 330 registered attendees as of this meeting.
 - In weekend of January 25:
 - Tom Hubbell will represent US Sailing at a breakfast with the sailing Industry
 - Jack will be at the SAYRA meeting
 - The Olympic Committee will host a team dinner in conjunction with the Sailing World Cup Miami
 - The Measurement Task Force will report at the January Board meeting.
10. In his Olympic report, Josh Adams was pleased to announce that the partnership with Clearwater Community Center Sailing is finalized and that they are now an official US Sailing Team Sperry Sailing Center. Clearwater will have 2.4mRs, SKud 18s and Laser Radials. Clearwater is very enthusiastic about supporting Paralympics.

The medalist program is projected to raise 1.2 million for 2013.



Miami is a busy sailing venue in the winter as there have been training camps and the Sailing World Cup Miami is shaping up well with about ten more countries than last year participating. As part of the youth development some I420 and 29er will sail the World Cup.

The Board is invited to join the team for their celebration on January 25th. There is a Medalist Rendezvous for the support of team event and on Monday they will watch the sailing.

11. Old Business: The RSAC Regulations change proposal was pulled from the agenda by the RSAC.
12. New Business: The By-laws Committee submitted two proposals to update the By-Laws and Regulations. Both stem from USOC requirement for safe sports. Jack has been working with the HR consultants who deal with these issues as they pertain to Federal laws. US Sailing employees who are in the USADA pool will need background checks.

A motion was made, and seconded to approve both Regulation changes with the modification to strike the words “among school aged children” in 13.06 B.

Section 3 of **Bylaw 102 – Purpose and Objectives** to read as follows:

“Section 3. No person shall be denied the right to participate in any event within the jurisdiction of US SAILING or to manage or otherwise be involved in the participation of such event, or having so participated shall suffer any penalty for having participated, on grounds of race, color, religion, age, sex, ~~or~~ national origin, disability, veteran status, sexual orientation, gender identity or expression, genetic information, or any other status protected by federal, state or local law, where applicable. ~~provided~~ This section shall not prevent the conduct of separate events for males and females and separate events for age groups such as youth and masters.”

13.04 SEXUAL ABUSE AND HARASSMENT POLICY

- A. It is the policy of US Sailing that there shall be no sexual abuse or sexual harassment of any participant (athlete, member, volunteer, or other vulnerable person) involved in any of its sanctioned programs or events by an employee, member, volunteer, or independent contractor of US Sailing.
- B. Sexual abuse of a participant occurs when another person (a US Sailing employee, member, volunteer, or independent contractor) touches or makes sexual advances that are unwelcome and/or offensive to a participant for the purpose of causing the sexual arousal or gratification of either the participant or the other person. Sexual abuse of a participant also occurs when a participant touches an employee, member, volunteer or independent contractor for the sexual arousal or sexual gratification of either the participant or the other person, if the touching occurs at the request or with the consent of the other person.
- C. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and that either:
 1. is unwelcome, is offensive, or creates a hostile environment and the other person (alleged perpetrator) knows or is told this, or
 2. is sufficiently severe or intense to be abusive to a reasonable person in the context.
- D. Sexual abuse and/or harassment can consist of a single intense or severe act or multiple persistent or pervasive acts.
- E. Consent of the participant to the sexual contact, mistakes as to the participant’s age, or the fact that the sexual contact did not take place at the US Sailing function are not defenses to a complaint of sexual abuse.
- F. **Enforcement of this policy is through the US Sailing Regulation 15.01.A.2**

13.05 PHYSICAL ABUSE POLICY



- A. It is the policy of US Sailing that there shall be no physical abuse of any participant involved in any of its sanctioned programs, by any US Sailing employee, member, volunteer or independent contractor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.
- B. Physical abuse does not include physical contact that is reasonably designed to coach, teach, or demonstrate a sailing skill. Permitted physical contact may include, but is not necessarily limited to, communicating with or directing participants, during the course of a race or practice, by touching them in a non-threatening, non-sexual manner.
- C. Enforcement of this policy is through the US Sailing Regulation 15.01.A.2

13.06 BULLYING OR HAZING POLICY

- A. It is the policy of US Sailing that there shall be no bullying or hazing of any participant involved in any of its sanctioned programs, by any US Sailing employee, member, volunteer, or independent contractor.
- B. Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.
- C. Hazing is any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional or physical harm, regardless of the person's willingness to participate.
- D. Enforcement of this policy is through the US Sailing Regulation 15.01.A.2

Steve Benjamin invited the board to attend SAILING YACHT RESEARCH FOUNDATION on Feb 8 in San Diego.

Meeting Guest Roger Strube reported that it is difficult to have sailing recognized as an extracurricular activity in Florida and so hampers forming High School teams. Educating the state legislature about sailing would potentially resolve the issue. Jack will look into this.

The meeting was adjourned at 8:50 PM.

Respectfully submitted,
Patty Lawrence