

Committee Name:	Board of Directors	Session #:	1
Committee Chair:	Peter Guadagni		
Minutes recorded by:	Greg Danner	Date/time of meeting:	2/8/2021 8:00pm ET

Actions Taken:

1. None.

Number of committee members present: 18	Absent: 0	Guests: 3
Committee members present (list all, including chair and vice chair): Peter Guadagni - President; Chris Colburn - VP of Administration; Chris Campbell - VP of Community Services; Ed Coates - VP of Local Operations; Donn Livoni - VP of Programs; Greg Danner - Secretary; Teddy Decker - Treasurer; At-Large Directors: Carrie Stolar (Breadbasket); Jeff Strahota (Colonies); Britta O'Leary (Southeast); Mel Goldstein (Great Lakes); Paige Buehler (Northwest); John King (Oceana); Kris Wingenroth (South Central); Jill Gellatly (Southwest), Dawson Hughes - CEO; Past Presidents: Patty Miller (Immediate Past President); Maria Elias-Williams - Legal Counsel.		
Not present: None.		
Guests: Sarah Welch, Juliet Cox, Charlie Cockrell.		

Minutes

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

Secretary's Note: This meeting was a special study session on USMS National Board of Review (NBR) processes and held in Executive Session.

1. Agenda review and declarations of conflict of interest (Peter): None noted.
2. Definition of Unsporting Conduct (All): BOD members shared some old examples that met the USMS Rule Book definition. There were no questions from the BOD about that definition.
3. Examples of grievances: Three BOD members each provided one example of a grievance and the result of that process.
4. Current status: The new NBR Chair, Juliet Cox, is attentive and the hearing pool is considered fully staffed. Juliet explained the length and participation of a recent hearing panel. She identified hearing panels as an opportunity to address disputes.
5. Report and recommendations of NBR Review Ad Hoc Committee (Sarah Welch): A detailed report containing observations, findings, and subsequent recommendations was issued to the BOD prior to the call. Sarah explained each recommendation:
 - a. Re-frame NBR Chair role to lead dispute resolution function; add volunteers to play ombudsman role to assist. Create process flow and templates to aid in performance.
 - b. Ombudsmen volunteers would facilitate complaints with local organizations (LMSC/club) to explore options and possible resolution at that level or escalate as needed.
 - c. Develop conflict resolution curriculum for local USMS members.
 - d. Explore alternative dispute resolution methods prior to convening full hearing panel.
 - e. Improve communication to BOD related to NBR grievances under applicable legal confidentiality requirements.
 - f. Develop database of members who work with dispute resolution locally and solicit interest.
 - g. Create simple forms/templates for information gathering and assign a single point of contact in the National Office to receive complaints.
 - h. Develop well-defined process flow for oversight and follow-up.
6. The Board also reviewed recommendations from a hearing panel convened to investigate a grievance regarding sexual misconduct. The panel encouraged USMS to improve training for clubs and LMSCs on how to better respond to allegations and grievances from members and for the organization's leadership to learn from this experience to provide better service and safety to members.
7. SafeSport Resources (Peter): Peter and Dawson had conversations with SafeSport to discuss whether any resources would be of benefit to our members. With SafeSport offering services related to minor athlete protection, there is no close link to our needs. Peter recapped his experience taking some SafeSport training that lacked a clear connection with our adult only organization.

8. Summary and next steps (All): The Board of Directors was supportive of the recommendations made. The NBR Review Ad Hoc Committee will provide another update to the recommendations after looking into a few issues to determine if they're all warranted.
9. The next EC conference call will be held on Monday, March 1, 2021 at 8:00 pm ET. The next BOD conference call will be held on Tuesday, February 16, 2021 at 8:00 pm ET.

The meeting was adjourned at 9:24 pm ET.

Respectfully Submitted,

Greg Danner, Secretary