



## Inter-Collegiate Sailing Association of North America, Inc.

2020 Annual Meeting

Saturday, May 30, 2020 0900 PDT/1200 EDT

Zoom Call

### MINUTES

- I. **Call to Order** - Undergraduate President Frederick Winguth from the University of Texas - Frederick called the meeting to order at 09:50 and thanked the group for joining us on the call.
- II. **Roll Call** - Secretary Richards called the roll, the 17 members of the board listed below were present and a quorum was established. Numerous other interested parties were also present as various points of the meeting. Their names are listed below the members of the Board for the records.

A. President:	Mitch Brindley
B. Vice President:	Frederick Winguth
C. Secretary:	Danielle Richards
D. Treasurer:	Thomas Donahue
E. MAISA Graduate:	Michael Callahan
F. MAISA Undergraduate:	Joe LaForgia
G. MCSA Graduate:	Brian Tobelmann
H. MCSA Undergraduate:	Bobby Sessions
I. NEISA Graduate:	Mike Kalin
J. NEISA Undergraduate:	Brian Nelson
K. NWICSA Graduate:	Andrew Nelson
L. NWICSA Undergraduate:	Yumi Shridhar
M. PCCSC Graduate:	Blaine Pedlow
N. PCCSC Undergraduate:	MJ Howland
O. SAISA Graduate:	Dana Magliola
P. SAISA Undergraduate:	Allison Chenard
Q. SEISA Graduate:	Charles Higgins
- III. **Interested Parties Present on the call:** Bob Adam-Zim Sailing, Justin Assad-Dartmouth College, Carter Brock-Northeastern, Ian Burman-U.S. Naval Academy, Executive Committee, All American Committee, Brian Clancy-Cornell University, Isaac Clark-University of Pennsylvania, Doug Clark-U.S. Coast Guard Academy, Paige Clarke-NEISA, Greg Fisher-Executive Committee, Bill Healy-Yale University, Scott Ikle-Hobart & William Smith Colleges, Chris Lash-Boston University, Taylor Martin-Maine Maritime, Moose McClintock-University of Rhode Island, John Mollicone-Brown University, Johnny Norfleet-Fordham University, Geoff Pedrick-MCSA All-Am, PR, Champs committees, Cori Radtke-Bowdoin College, Zach Runci-SUNY Maritime College, Dan Thompson-Cornell University, Gail Turluck-Hall of Fame/Afterguard/Wisco/WMU, Niko Twilla-NWICSA Incoming Pres, Greer

Wattson-Eckered College, Adam L. Werblow-St. Mary's College of MD/ Zim Sailing, Greg Wilkinson-Executive Committee, Boston College

- IV. Additions to the agenda** - Executive Committee plan to return to racing process;
- V. Approval of the Consent Agenda** – President Mitch Brindley moved to accept the consent agenda as listed. There was a request from the floor to remove the approval of the 2020 Winter Meeting Minutes from the consent agenda. Mitch modified his motion to remove the 2020 Winter Meeting Minutes to their own discussion item. Dana Magliola seconded the motion. The motion passed and the following reports were accepted as presented:
- A. 2019 AGM Minutes
  - B. President's Report
  - C. COVID 19 Actions by Executive Committee
  - D. 2020 Membership Report
  - E. 2019 Financials - Revised P&L 12.31.2019 Accrual
  - F. Afterguard Committee Report
  - G. Hall of Fame Committee Report
  - H. Conference reports
- VI. Approval of the Minutes of the 2020 Winter Meeting.** – Greg Wilkinson requested that the 2020 Winter Meeting Minutes are updated to replace the language in Motion 1-6 with the attached document. Mitch Brindley moved to make the change to the minutes. Danielle Richards seconded, and the motion passed.
- VII. President's Report (Brindley)**  
The report is posted, thank you for all the work everyone has done on all of your committees and balancing your jobs and this work. It was a hard decision to make at the time to cancel events but it was the right move and we have a lot to adapt to and we're counting on everyone's help. We don't all always agree but we find ways to work together with healthy disagreement.
- VIII. Treasurer's Report (Donahue)**  
The 2019 year end report is posted with expenses from 2018 and 2019. We work on a break-even basis and we were able to accomplish that both years. In the committee meetings we have wisely decided to examine our projected finances given the loss of the spring season and potentially the loss of the fall season. It shows our projected revenues decreasing by approximately \$87,000 but simultaneously projected spending decreasing by \$82,000, so they are kind of in balance. The organization over the years had the foresight to build a reserve fund that we may need to tap into on a short-term basis. We are in a healthy financial position and I expect that to continue once we move past the current COVID crisis. The Commissioners should expect to receive dues invoices in the end year term.  
Motion to accept report by Brindley, Seconded by Blaine, Motion passes.
- IX. Secretary's Report (Richards)**  
There's not much to report, exciting to be doing this via Zoom, please bear with us.

## Standing Committee Reports

### **All-Academic Sailing Team (Lindblad), delivered by Brindley**

We would like to find a replacement for Matt as Chair. I know we have several conferences with members not posted on our website. Thank you to Matt for coming back to fill-in for this position. Brian Tobleman volunteered to be on the committee and Brindley recommended Dan Thompson as Chair.

Topics covered: the GPA requirement, schools that are grade optional, should awards be presented for 2019-2020 season

#### *Awards for 2019-2020*

##### *Against Awarding*

We don't award all academic honors because of the shortened season and so many schools adopting pass/fail. The limit is a 3.3 Junior/Senior that participated in 7 events. It is only for the academic year, not the past 2 years. It would only be based on the Fall essentially, so it isn't a very comprehensive standard because they could have gone pass/fail in the spring. The challenge is how institutions have gone pass/fail in different ways. A lot of sports have seen GPA inflation this Semester.

##### *In Favor of Awarding*

There are people that didn't elect pass/fail, maybe some people will slip through the cracks but we shouldn't punish everyone. It doesn't line up to not award the sailing side but not academic. It throws a wider net in college sailing to recognize more people and gives the sport more visibility. Maybe we make them do the work and exclude pass/fail from the GPA we consider (pass/fail is already not factored in).

##### *Final Actions*

Brindley moves to not award All-Academic for the 2019-2020 season, Blaine seconded, questions about the process, motion rescinded with the following directive:

The All-Academic Committee has not met yet so they will explore this further and report back by the end of June, with findings on: should it be awarded and should the regatta requirement change?

### **All-America Selection Committee (Burman)**

The Committee formed a list of All-Americans and it was a challenging year based on the lack of events but we were able to make distinctions and we have a group we feel strongly about honoring. There is a video coming out to honor all of these individuals. As conference commissioners are setting up to appoint people, make sure they will not be in violation of the 5 year-limit.

##### *Final Actions*

Brindley motions to accept the report, seconded, no further discussion, motion passes.

### **Championship/Competition Committee (Wilkinson)**

We had a miracle amidst COVID, Brown elevated their sailing team to Varsity - congrats!

This Committee has done a tremendous amount of work in a short amount of time with vastly different opinions. Based on the 2021 and Beyond Report, we were tasked with and took on some other work, including the Qualification System for ICSA National Championships, ICSA Membership Classifications, Renaming the Showcase Series, Spring Nationals Hosts for 2021-2023 and the Spring Nationals Hosting Window.

##### *Qualification System for ICSA National Championships*

This is a competitive-based system over a long-period of time with implementation in the Spring of 2021. There will no longer be a participation-based system and at least one berth per conference for each Championship event. Wilkinson clarified the timeline and explained the feedback process, which is included in the report. This is still a work in progress and this is an update. Every system we are bringing forward has 2 components: Conference Champions get an automatic berth and each system has an at-large component (but they vary in size from 72% to a smaller %).

### *At-Large Criteria Component*

It is vitally important that if we are doing At-Large berths again, we need to have well-established criteria with a clearly defined procedure that the selection group follows to ensure every team that should be considered is done so properly. On the criteria front, some has been discussed in some disciplines but this has not been buttoned up yet. As an example, we may say look at Cross-Regional and Regional regattas but we do not know which would be prioritized. We ultimately do not think this will be identical across disciplines and there will be some nuances. We have gotten further on the procedure and we want a detailed procedure in place that applies to all At-Large berth selections, regardless of the number of berths in the field.

### *At-Large Selection Process (Tobleman)*

This mirrors the NCAA, I believe Basketball, system. The first step is identifying unanimous consent for At-Large Teams and the second step is taking the rest of the field and going through an iterative process for the remaining At-Large Teams. Step 1 starts with an initial ballot and each committee member will fill out an initial ballot that could be done prior to Conference Championships (but this will have to be done with discretion). This ballot would have 2 columns. In the first column, members would vote for teams that definitely should be in the national's field that exhibited exemplary performance over the year regardless of Conference Championships. In this column, members would select a maximum of  $\frac{2}{3}$  of the available At-Large berths. In the second column, members would put down teams that merit consideration but need further evaluation. There would be no limit to the number of teams in this column and it would be accessible prior to Conference Championships but could also be filled out following them.

If a team receives more than 80% of Column 1 votes, they are a Definitive Selection and regardless of Conference Championships, they will be at Nationals. If they do not receive more than 80%, they would be under consideration and considered in Step 2.

If a team receives more than 20% of the vote from Column 1 or 2, they would also move on to Step 2.

Nomination at any time by 3 Committee members would also advance a team to Step 2.

Step 2 involves analyzing all of the Under Consideration Teams. This is a three step, iterative process to comparatively analyze teams against each other. To start, each Committee member votes on teams they think should move on to the At-Large field. The number of votes allowed is  $\frac{2}{3}$  of the remaining berths. The teams with the most votes are moved into a ranking field, which will be double the size of the remaining berths. Each member will then rank those teams and ordered by average rank. The bottom  $\frac{1}{3}$  is eliminated and this process is repeated until the At-Large National's field is determined. This may look like a complicated system but it will be a process that guarantees all deserving teams get a look.

### *Coed and Women's Fleet Racing*

We have two well-developed systems that ICSA could consider over the next year to qualify teams for Nationals. This is just a presentation and not a vote.

#### *Option 1: Sail-in regattas, Conference Championships and At-Large (Tobleman)*

Teams would compete at events to earn automatic entries with the events spread across conferences for equal access. The number of entries available would vary based on strength and unallocated entries would be given to a Committee to select. There would be 10 granted entries with each conference earning 2 and distributed as they see fit. There would be 12-24 Earned Entries with 6 qualifying events with 2-4 spots available for individual teams to earn automatic entries. There would be 2-22 At-Large entries that a committee would allocate to individual teams after each conference has allocated theirs.

The Qualifying Event requirements include each conference hosting 1 event and the Fall ACC Championship. The fleet must have 18 votes and there must be a distribution of berth availability (equal opportunity and access to get to these events for all conferences). These would be classified as Regional events. The Championship Committee (with guidance from the host conference and the ICSA) would determine the event/dates. There shall not be more than 3 events in the Spring or 4 events in the Fall. Each event will be allocated 2-4 entries and the Championship committee will designate the exact number. At the events, the top X teams will receive an

automatic entry to Nationals. If a team double qualifies, the entry spot will not “cascade” and it will go back to the Committee. We don’t want teams to manipulate their position with other teams and we only want to take the top teams from the event. We could also look at limited cascading and are trying to avoid a complicated system. NWICSA and SEISA would not receive granted berths but they could receive berths via a Qualification Event or the Committee. If an event has fewer than 4 races, the berths are returned as At-Large entries. If a berth to a qualifying event goes unallocated at 60 days prior to the event, the Championship Committee will allocate a berth to a team from an unnamed conference, NWICSA or SEISA, (priority) or to another Conference and lastly the host Conference.

Is there any consideration for equal access? There would be better opportunities if they’re sailing at each one.

Once a team qualifies, what prevents them from match-racing? This would be disallowed by RRS.

Who will be on the Committee and how many people? We would need to capture the ICSA Leadership profile - Undergraduates might be a challenge, starting to do some work on that.

What is the consensus of the number of At-Large versus clarifying? Right now we are just bringing options.

Is the size of the Nationals field part of this work? Everything we’ve done is based on current numbers.

It seems like some bubble teams may struggle to get into Qualifying Events. There also could be a decrease in the competitiveness in the events throughout the season. In terms of cascading, how would you pick who it would cascade to.

Option 2: Conference Championship and At-Large

The top 2 finishers from each Conference go to Nationals. The remaining 26 are determined by At-Large Selection.

We also looked at some other systems where conferences earned unallocated berths which would be competed at Conference Championships. We ruled this out as a viable option. We also eliminated a system that looked at last year’s performance, especially at Nationals.

#### *Team Racing*

Option 1: Sail in throughout the year process that would be connected to the Fleet Racing Option 1. We are trying to develop this for you to look at.

Option 2: The Conference Champions and 11 At-Large Selections for 16 teams at Team Race Nationals. We are also discussing what events the Committee should be looking at and how to prioritize them. We also looked at the Conference Earning berths system and moved away from that.

#### *Match Racing*

There are 10 teams, with Conference Champions and 5 At-Large spots. There is a stipulation that if the Selection Committee chooses a team that did not earn the Conference berth, they cannot skip over teams ahead of them at the Conference Championship). We also believe double-handed results should be considered but there is a hierarchy that we do have match racing events and the previous Match Racing Nationals could be considered. We could not figure out how to rank this information and are divided on using non-ICSA events.

#### *Single-Handed*

Conference Champions and 13 At-Large. Conference Championships, ICSA Single-handed, ICSA Double-handed and ICSA single-handed from previous years with a hierarchy tbd. We are divided on non-ICSA single handed and the difference in the events.

#### *ICSA Membership Classifications*

What is in the proposed by-laws is similar to what we have now, more details should probably come in the Procedural Rules. Conferences submit their lists of Cross Regional/Regional and Fundamental Teams by November 15th each year. The Championship/Competition Committee will approve or recommend changes by December 1. These classifications are valid for 1 year and will not change during this year. Appeals can be made to the ICSA Executive Committee. The criteria is listed in the presentation.

### *Renaming the Showcase Series*

This may take a board vote but we want to rename the Showcase Regattas to the Atlantic Coast Championship Series. The Atlantic Coast Championship Series Round 1 - Atlantic Coast Championship (Teams 1-18) and the Atlantic Coast Tournament (Teams 19-36).

### *Spring Nationals Hosts for 2021-2023*

2021: Tulane

May 18-28, Women's, Coed, Team Racing

2022: University of South Florida

2023: Naval Academy

### *Spring Nationals Hosting Window*

Change the current language from "This event shall be scheduled by the assigned Conference Association for the period between May 15 and June 10" to "This event shall be scheduled by the assigned Conference Association for beginning no earlier than May and ending no later than the Friday following Memorial Day."

### *Final Actions*

Brindley moved to accept the last 3 items (name change, dates, and Nationals window). Pedrick - Nationals window wording seems off, vote on the date bounds not the actual language (Brindley accepted), motion passes

### **Communications and Website (Klevan)**

We don't have much to report, Allison has been great with some projects - US Sailing Partnership to honor Seniors and the Virtual honoring of All-Americans. There are Facebook/Instagram announcements and notices will be sent elsewhere (via email and print releases). Thank you Allison for all of the graphics and formatting.

### **Eligibility (Griswold)**

Brindley: no report was submitted and I don't think anything came directly from the Committee. We voted at the Special Meeting of the Board to amend the Procedural Rules to allow eligibility for the Class of 2020 to carry over for an additional Spring. We will also need to address additional questions that arise concerning eligibility with the impact of COVID.

### **Interconference Regattas (Richards)**

The draft schedule can be accessed [here](#). Fall changes: additional events from SAISA due to COVID changes and berth changes for Showcase Events and one new NEISA two-conference event. There is nothing too major for the Fall at this time. We are meeting about what changes will need to be made with COVID and school changes. In the worst case scenario, the Fall goes away, there's somewhere in the middle and ideally all goes back to normal. In the Spring, the McIntyre Team Race went to a Promotional Event and changed the berth allocation (8 invites), USF Women's is now Team Race, added the Sea Hawk Women's (MAISA/NEISA and 3 invites).

The 2021 Fall schedule has been pulled for now with COVID changes and the Executive Committee directive to not impact the budget and make big changes.

General discussion ensued, with equal objection and support for the McIntyre as Promotional.

Why is the McIntyre promotional? To try and increase competitive participation because now it is only MCSA and NWICSA so this is an experiment for the year.

It doesn't seem like it is consistent with the Procedural Rules - this is trying to take a page from the Rainbow invite and giving an option for second teams. But, it just seems like this should be Inter-Conference or not on the schedule. The organizational rules should be applied evenly across all Conferences, based on what happened with the Rudkin. This issue goes away in a year when we change the categories but for the time being, it looks like a Procedural Rule exception.

### *Final Actions*

Richards moved to amend the 2021 Spring Schedule, Brindley seconded, no further discussion, no objections made

Brindley moved to approve the Amended 2021 Spring Schedule (with the McIntyre removed), Richards seconded, motion passes.

### **Procedural Rules (McDonald, presented by Pedrick)**

The biggest thing was adding the Test Rules Appendix and adding the Team Racing portion. We don't have a lot of feedback on that. The other big change was the Eligibility (12C5) from the Spring of 2020. Going forward, based on the 2021 plan is the implementation of the certification of each team by a University official, to be included in (maybe) the August edition. For this Fall, the Executive Committee or COVID-19, should work with the Procedural Rules Committee.

Our Recruiting Rules were passed in the Winter Meeting so we will get them to the Procedural Rules Committee to be included. If anything has a Procedural Rules change, we should include them in the discussions.

## **Ad-Hoc Committee Reports**

### **By-Laws Committee (Fisher/Wilkinson)**

The Committee work on this was great, especially capturing the intent of the changes. We already covered the change from Conference to Fundamental (Article 3, Section 1, Part 5). The other change from the Winter Meeting was in the Leadership Composition of the Executive Committee. We had a specified number of new board seats and rather than specifying that many new seats, we went with up to X number of seats to keep it small and nimble. This has been circulating for quite some time.

Article 3, Section 5, Part A: Can a fundamental move from Cross-Regional in one year? As of now, it must go first to Regional then Cross-Regional. The By-Law Committee kept how things work now intact. Conversation ensued both in support of/against with the consensus being to leave it as is.

Article 8: We should assess the Board of Directors because we are adding new Board Members and need to discuss the financial aspect. We said previously the Treasurer and the future Board would assess this. Currently, there is a \$200 honorarium for voting members to attend in-person Board Meetings, which is all ICSA has ever received. This is a good point and something we can discuss.

Undergraduates: If Conferences go away and Undergrads go away, this changes the Undergrad make-up. We felt that adding an additional undergrad would only enhance the board.

Motion by Tobleman to amend Article 10, Section 1 to add the statement "no more than one graduate at-large member may represent any single ICSA Conference" to the end of the edit. It was listed the two other times we added At-Large members so I felt it should be included there as well.

### *Final Actions*

Motion by Brindley to accept the amendment to the by-laws, Tobleman seconded, no further discussion, motion passes

Motion to vote on the changed by-laws by Brindley, Richards seconded, no further discussion, motion passes

### **2021 Transition Committee**

We have already covered everything pretty well.

### **Executive Director Committee (Pedlow)**

We made an effort to stick to the CSA Report but we are still missing some participation from Sports Administrators but a good opportunity to engage Alumni. We want to make a smart hire.

#### *Job Description and Key Skills*

The complexity of ICSA stakeholders, the rapid transformation of the ICSA, the variety of needs across conferences, the broad range of skills required. We need someone to be the hub of the wheel and manage all of the changes we have undergone in the past 6 months.

#### *External Input and Position Structure*

In the presentation, there is a lengthy list of wanted skills for the job. We received external feedback from Collegiate Water Polo, USA College Rugby, Intercollegiate Rowing Association, C420, USODA, US Sailing, etc.

#### *Key Considerations*

We learned that there is a steep learning curve, not all EDs are necessarily experienced in the sport, the average compensation is \$55-60k annually, most are contract positions and most moved to a two-person or larger staff as financially permitted. We talked about the downsides and potential risks - fees and dues for teams, option to maintain the status quo, use an incremental process or hire now, evolution of the role. A new ED will not change the situation overnight, there are steps to expanding the role, volunteers will continue to help the organization and we should engage Sports Administrators.

#### *Role Structure*

There are five possible scenarios based on the CSA Report.

Option 1 is an individual comes on at a lower salary with the expectation they work for the ICSA 50-75% of the year and are compensated \$50k with \$20k for office and travel expenses. They would be expected at meetings and some key events.

Option 2 is a lower cost scenario with an ICSA insider - lower time to get up to speed - and can be a vocal leader with institutional memory. The candidate compensation would be \$30k with the "insider" receiving \$10k with \$20k for office and travel expenses.

Option 3 is a "passionate candidate" who is not relying on a large salary. They would work for a 1-2 year duration and they could set the stage for the future. The compensation would be \$40k with \$20k for travel and expenses.

#### *Long-Term Options*

One-person in the long term with \$75k salary and \$15k for travel and office operations. There is a significant fundraising component, they would be expected to bring in revenue.

Two-person structure in the long term where we continue to grow revenue with external leaders and revenue increasers. Compensation would be \$30k and \$50k, respectively.

#### *Next Steps*

We need to closely monitor revenue, explore additional revenue streams, further refine short-term scenarios and bring this job description and bring a hiring plan in the Winter Meeting of 2021. Our organization is taking on a lot and having a professional leader would help us navigate this and take away some administrative burdens.

#### *Questions and Feedback*

Are there any more detailed parameters? We need to be careful specifying parameters around the candidate and we need to focus on the key competencies - managing complex procedures, generate revenue, and keep us on task. We also need to be sustainable in our funding plan.

Sometimes there are "angels" that will help professionalize groups like ours - have we found one? We need to think about the incremental changes and improvements so we can sell them to donors.

The Executive Committee proposal to not incur any additional, significant expenses because we should keep our eyes open for opportunities to support the position from a fundraising standpoint early on. We want to set them up for success on projects underway with a template for moving forward. It is wide-open with no one in mind currently.

Brindley moved to accept the Executive Director Committee Report, Toblemand seconded, no further discussion, motion passes.



## **Women's Committee (Assad)**

We started a working group after the Winter Meeting. The time-line is included in the presentation material. There are three distinct working groups: Regular Schedule, Championship Structure and Conditions, Season Limits Implications and Financial Considerations.

### *Regular Schedule*

Construct a viable regular season with berths for about 18 teams on Team Race weekends (phased-in). We wanted to keep the 2 primary Cross-Regional Fleet Races, plenty of Regional fleet races on majority Team Race weekends for a development track. We tried to replicate the Coed side. With COVID, we have adjusted our plan into phases so that it can be implemented when we are able to sustain it.

### *Championship Structure and Conditions*

Create a Championship of equal prestige of the Coed Team Race, to be prioritized by coaches, players and fans. Create the least disruption as possible in the current structure and consider weekend, format and number of teams. Goal: Coed and Women's Championship should look as similar as possible.

Phased in period of no more than 3 years to a very similar Championship which might consist of a 2 day event and less teams (may start as 2 days in 2022 with 3 days within 3 years; may start as a 12 team event if over 2 days with a recommendation to expand to 16 within 3 years). The women's Championship should mirror that of Coed. For the Fowle trophy, both championships will carry equal points for the podium positions. The Committee did not consider the qualification process but expects that the Championship Committee's work should mirror that of Coed. We were open to alternative qualification methods, ensuring at least 1 qualification berth per eligible conference and having equitable access to a majority of interested teams. We want to mirror the qualification system of Coed. The best spot is Weekend 11 or 12 which is where the current Women's National Invite is scheduled. The group had no hard recommendations and was split on the number of days, with further analysis detailed in the report. The 12 team format is included in the presentation. It may make more sense to host this in NEISA, MAISA or SAISA or it may make sense to launch this into the rotation and we do not have a recommendation on this.

### *Season Limits Implications and Financial Considerations*

Season limits was not very applicable so we shifted to financial considerations. It would be best to have Fleet Racing Championships in the Fall and Team Racing at the end of the Spring (without full consensus). These are the reports from the working groups and we are not putting forth a recommendation we adopt this change at this time. Most teams moving to Women's Team Racing are already players in Women's Fleet Racing. A lot of Women's teams travel with 6 sailors already so factoring in added costs - approximately \$2,000 increase for 4 Women's Team Race events with \$1,840 plus a "slush" fund. This could be as low as \$640 and the circumstances are different for all teams. There would be an estimated increase of 3% on an average team travel budget (\$2,000). Adding a National Championship should match the previously estimated costs with an entry fee of \$500. The further details are included in the report. Like with Match Racing, each team has a different set of circumstances and can choose to prioritize differently.

### *Questions*

If it went to a 3-day event, where would it be placed with school requirements? It may not be the right move if the event is happening in season but eventually we want the event to mirror Coed.

We recommended Conferences use one of their in-conference events as the Conference Championship (which we would need to figure out where it fits).

We don't currently think we can add it to the Spring block and there was an idea (which we aren't suggesting) to alternate Women's and Coed in the block.

How would this affect Match Race and Single-Handed? The only current suggestion is an April Championship. It seems like this could eliminate a Women's season if they don't Team Race. However, people can sail whatever disciplines they want. We can have a deeper conversation on Split Seasons later.

As an ED Board, we need to make a conscious decision that as we move forward, we need to decide if we want small facets that teams need to pick and choose or a uniform sport where all teams compete. This would be a general Board discussion for the future.

Umpire costs? Built out for Championship events but we suggested a \$100 entry fee to help pay for umpires. In the Sea Hawk Women's Team Race we required teams with coaches to umpire. We could see some difficulties with equity down the road.

I am supportive of pausing this until we are in a better financial position but we want to emphasize this does not seem like a big cost. We are excited to get these events off the ground and we are in a different financial spot and participation this Spring may not be a strong indicator of what is to come.

#### *Final Actions*

Request for the Phoebe Corkran King to transition to a Women's Team Race with 3 SAISA, 1 NEISA, 1 MAISA and 5 invites.

Brindley moved to accept, seconded, motion passes

#### **Ad Hoc Recruiting (Assad)**

The Recruiting Rules were passed at the Winter Meeting and go into effect on July 1st, except for transfers. We are working on the Transfer policy to allow players to make initial communication and then be released for further communication. If people have recommendations, if you have a good Club Sport Admin that could sit on this it would be great. We want to provide more guidance on College nights and anything geared towards advertising our brand and part of it is engaging in Sail One Design. We want to have more oversight and manage our content.

#### *Questions*

Is the single page sheet one or two sides? I believe it's two

Any update on talking about recruiting visits/housing? No discussion as of yet

These go into effect with the new Procedural Rules on July 1st. If everyone was aware of the different recruiting practices but this could be a good learning point for other teams. All of the teams are governed by their schools policies i.e. NCAA dead periods versus official recruiting trips.

#### **Old Business**

#### **LaserPerformance Collegiate Cup/BUSA Tour (Higgins)**

For the LPCC/BUSA Tour, it is currently on hold. Norfleet is helping oversee the implementation of this event and it will likely happen in the US sometime in the future instead of Italy. We do not have a team for that this coming year, particularly with it being in the US, so we recommended leaving it open with the ICSA retaining the right to name it next year. More countries are getting involved but we recognize that with COVID, travel is not ideal. On a Zoom Call with Karen Thomas, we had a good conversation about doing the tour still but professionalizing it and a cost containment side.

#### **Sailing World Rankings (Clancy)**

Last Fall we released the first ranking in quite some time. It had become a burden to Sailing World and with the blessing of ICSA we worked quickly to get a ranking out. We developed a different, more refined process over the winter. We had one planned for March but that did not happen. We planned 5 releases without exact dates - end of August/early September as a pre-season report, Mid-Fall, End of Season Fall, End of March/Early April and a pre-Nationals/post-Conference Championships. We still have their support and will provide the rankings with photos and they will release it. We wanted to expand representation. We have two supplemental rankers that will change with each release and we wanted to ensure transparency. The rankings of each person will be shared with the Committee and we will have ample opportunities for discussion to fact-check and take notes on the processes used by people.

## **New Business**

### **All-American Committee 5-Year Term Limit (Kalin)**

NEISA would like to implement a term limit of 5 years for chairing the ICSA All-American Committee. This rule would be enforced retroactively for the actively serving committee chair.

We think this is a best practice and will be important going forward. The current language limits people to 5 years on a Committee and as they gain institutional knowledge, by the time they become a good Chair, they need to leave. We would want to change this to be a 5 year Chair limit with the sum of being on a Committee and being the Committee Chair to not exceed 8 years. This is something for us just to consider and not something we are moving today.

#### *Feedback*

Committees could use a cycle of leadership and we may also want to talk about the time off of a Committee before you can come back on.

This modification makes sense. Being able to still be a sounding board for the Committee is also very helpful. Setting up appropriate terms and the length of time to be a Chair also encourages people to train others in the Committee.

Without changing the by-laws, which we can do, Mitch could manage us into doing this. Once it gets to 5 years, Mitch can do the one year renewal. The whole Committee thing may need an overhaul because it is not clear how Chairs are appointed and we do not have a system established for cycling through Committees and it seems we need a system overhaul. We should have each Committee come up with working by-laws.

In New England, we started Committee Management docs which help keep track of this. It will also be helpful for leadership changes overall. Getting rising leaders into the pipeline is also crucial.

We can implement these changes in a By-Law change whenever we have the next meeting of the Board with a 30 day notice. We can establish a rolling change.

We should develop standard guidelines for all Committees and include the cycling of leadership. It sounds like we still can regulate this but we have not been doing it practically, how it was written. We should look at each Committee and do it in a way that makes sense.

We could ask the By-Law Committee to review this part and make a recommendation. For some of these Committees you do need to serve a few years before taking over.

### **COVID-19 Return to Sailing Program (Brindley)**

This is a changing dynamic across the board with maybe some disconnect across the board. The Executive Committee and Conference Commissioners from MAISA and Blaine, Charles and Mike worked on some guiding principles. The health and safety is on the forefront of our decisions. A lot of the risk management will be directed to us in terms of where we can travel and what you can do in your facilities. ICSA events will meet institutional, state and federal requirements. We need to preserve the health of College Sailing overall for the years beyond with the number of participating schools, the number/quality of events, events that matriculate to a competitive Nationals and a cost containment function. The ICSA should position itself and member schools as good actors. We need to represent the institutions we serve well and do the right thing by the higher education environment. The impact of any changes will be proportional to Women's and Coed racing. We may be in a situation where a school is not allowing recreational sports or travel outside of a certain area and want to make sure no one breaks institutional rules. We are also considering a host declaration that they can meet the requirements of running a safe event and they will take those steps. We were also looking at making ways for blanket changes, such as no

rotations, etc. to come forth easily to run the event properly. We will also need to look at maybe different drop deadlines. There is also the option of no out of conference events for safety and financial reasons. We are looking at limiting the total weekend of competitions and limiting the hours of athletic related activities. The next tier relates to Fall Championships to preserve them. In Junior sailing, single-handed is the most likely to take place so this is an idea. The Match Race may run under limited rotations as a low risk event. The next level is Regional Competition only, whether within a conference or more defined. There is also the option of Consortium competition where they can compete against out of conference teams. A lot of schools when doing this is to reduce travel expenses, etc. The final, most severe, is no organized competition and maybe imposing a weekly hour limit for athletic related activity. We are considering all of these as recommendations and are identifying the thresholds for each with a lot of work ahead of us. If someone is in a unique situation at their school and feel they have a lot to contribute that may be unique and beneficial, reach out offline and we can bring you in. We will count on Conference Commissioners and some Undergrad Reps to get this information as developed by individuals schools so we have information to build upon. We will try to continue to meet on a weekly basis to carry forth on these topics.

#### *Questions and Comments*

We sent out a survey a while back to identify a potential timeline for Fall decisions and will be deciding no later than July 15th. Our next hope is to have people continue to fill out the form as they receive information.

I don't want coaches to take this data to lobby their schools but there is no reason to not share it with everyone.

There is no plan yet and there cannot be one which is why we have these guiding principles.

We need to identify what the benchmarks are for our decisions based on COVID restrictions. We identified these before and were deciding when to make the call on Nationals. These are still important throughout the Fall and when we are able to return to play.

In the next six weeks, when we come up with the best plan for the Fall, what is the mechanism to put this in play? Can the Board empower the Committee or will we need to reconvene? I think this would be an operational policy on the Executive Committee but without going to the whole board, it would be less cumbersome. I would start with Executive Committee approval and going to Conference Commissioners directly. If they are temporary, it may not need to go to the whole board but it could be good.

Feedback that this should go to the Executive Committee (Article 9, Section 1 of the By-Laws).

#### **Conference Reports**

NWICSA and PCCSC have been talking a lot about merging and that is the current plan. This is not a done deal but we are taking steps in that direction with the Undergraduates being engaged in the process. This is something to keep in mind but we are probably a year from making that decision.

#### **Report of the Nominating Committee (Winguth)**

The Nominating Committee has been getting recommendations from NEISA, MCSA and a few others but we did not have the amount required to fill all of the Committee positions, especially with the new By-Law requirements. We would like to propose to keep the Executive Committee and Board as it stands with the directive to fill these positions by the end of the Summer.

#### *Questions and Concerns*

It could be helpful for the Nominating Committee to send out a request about where the gaps stand. We should circulate it as these are the rules we need to follow rather than an empty spreadsheet. The new By-Laws have an additional Undergrad on the Board but is there someone outstanding that should be nominated.

It is in our best interest as we move into an outside ED with Administrators, any nominations you have received, the new people should be handled very carefully. These people are expecting to hear something so there should be communication, in any form, from the Nominating Committee. For volunteer positions, we need to keep their time in mind. We don't really have the bandwidth for this.

If the Nominating Committee could draft something to send to Commissioners to send to all of the nominated candidates, that would be great. There is an infrastructure problem here and this is happening and we remember it every so often.

Do we need to look at the Committee a little bit? It seems like people may not have the bandwidth to do all of this. Undergrad leadership is important but there is also a lot of institutional knowledge involved so maybe this could be a longer term position.

Timeline for the Nominating Committee - hopefully done by September 1st

If Paige is willing to serve as Deputy Secretary and help with this increasing administrative work, I would appreciate it. I thought she would be a good candidate for an At-Large position.

#### *Final Actions*

We have the existing slate of the President (Mitch Brindley), Secretary (Danielle Richards), Treasurer (Thomas Donahue) and the 3 At-Large Members (Ian Burman, Greg Fisher, Greg Wilkinson)

Motion to keep the current Executive Board for the time being while the Nominating Committee continues to find appropriate people to fill the profile; seconded by Tobleman; motion passes

#### *Hall of Fame Committee Report*

If you haven't read the Hall of Fame Committee report, please do.

STUDENT LEADERSHIP - James Rousmaniere Award, Allison Chenard

CAMPBELL FAMILY AWARD FOR LIFETIME SERVICE, Patrick Alan Healy

GRAHAM HALL AWARD FOR OUTSTANDING SERVICE BY A COLLEGE SAILING PROFESSIONAL, Michael Callahan

We don't have a meeting location for our Winter Meeting in Utah, so if anyone has any leads, please let us know.

#### **Scheduling of Next Meeting & Adjournment**