

Inter-Collegiate Sailing Association of North America, Inc.  
2020 Winter Meeting  
0830, Saturday, January 11, 2020  
Swaner EcoCenter, Park City, Utah

Action Items

1. Conferences to make procedural and by-law changes to meet the changes set forth (to be voted on) above
2. Oversight Committee to generate input from the conferences create a robust communication channel
3. Nominating Committee to prepare a different slate in preparation of by-law changes at Spring meeting
4. By-Laws Committee to work on the proposed changes as well as an overall review of the by-laws (so they only need to be changed once)
5. Interconference Committee to develop a new schedule
6. Search Committee to do salary research and generate a job description for the position of Executive Director
7. Finance Committee to solidify dues increase proposal in time for the Spring Meeting for 2021 implementation
8. Brindley to work with the WebMaster to make documents more accessible and easily viewed to see how everything is progressing

Motions

1. Motion to amend the Conditions for Women's All American to raise the numbers to a maximum of 12 full All Americans, not exceeding 18 with full and Honorable Mentions
  - a. Motion passes: all in favor
2. Motion to accept the change in schedule with Team Racing at the end of the Nationals block
  - a. Motion passes: 2 opposed
3. Motion to adopt governance in 2021 and beyond as follows
  - a. Adopt a leadership profile for the "leadership profile" on the ICSA Board of Directors, Executive Committee, and Standing Committees to include gender diversity and Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Undergraduate Student Athlete, Outside Directors who are key stakeholders with specific expertise (internal or external) which will require a by-law change in the Spring of 2020.

- i. Create 4 new at-large positions on the Board with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.
  - ii. Create 4 new at-large positions on the Executive Committee with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.
- b. Create at-large positions on standing committees as necessary after conference appointments to those committees satisfy the complete leadership profile with no more than 1 at large member from a single conference.
- c. Adopt a 6 consecutive term limit for the ICSA President, retroactive to 2016.
- d. Motion passes: all in favor
- 4. Motion to commit to organizational change and create an ad-hoc Reorganization Committee that will oversee, facilitate, communicate, coordinate, and consult with the standing committees, which will be responsible for drafting the necessary proposals, to implement the realignment changes presented in “2021 & Beyond” such that:
  - a. The committee will be comprised of the graduate representative from each conference and the chair of each standing committee involved.
  - b. A proposed, articulated system is to be presented to the board of directors no later than April 15, 2020, to be voted on at the Spring 2020 national meeting on May 25, 2020.
  - c. The committee will present a clear and concise method for conference realignment, including an analysis of motivation, impacts on participation and cost, and effect on competitiveness and equal opportunity.
  - d. The committee will present a competitive based nationals allotment model that includes analysis on the impact of cost, changes in participation, and how it affects competitiveness and equal opportunity, with the intent to modify the conditions for national championships such that:
    - i. Effective June 2021, replace section 2.1 of the General Conditions to National Championships with “MAISA, MCSA, NEISA, PC and SAISA conferences shall be awarded a number of berths at each National Championship Regatta”
    - ii. Effective June 2021, delete the formula in the “Entrants” section of the Conditions to the Coed, Womens, Team Racing, Men’s Singlehanded, and Women’s Singlehanded Nationals.

- iii. Effective June 2021, implement a Nationals Berth Allotment system based on competitive strength of teams that, minimally, results in representation from MAISA, MCSA, NEISA, PC and SAISA at each National Championship Regatta (including any and all Semi-Final Regattas).
  - e. The committee will present an articulated system and dues structure, with an intended implementation of January 2021, to change ICSA Membership categories to Cross-Regional, Regional and Conference with member-benefits as described in “2021 & Beyond”.
    - i. In accordance with the change to ICSA membership categories, reorganize the Interconference Schedule by designating Cross-Regional Interconference events & Regional Interconference events to be effective January 2021.
  - f. Motion passes
- 5. Motion to adopt eligibility and rules compliance in the 2021 and beyond plan to make a procedural rule change that requires a declaration of adherence to the ICSA Procedural Rules and Bylaws to be completed annually in the fall season by each regular, provisional, cross-regional and regional team and approved by the University President/Chancellor’s Office or its designee with implementation of this in 2020.
  - a. Motion passes
- 6. Motion to approve the hiring of a part time executive director, as outlined in the CSA report, for the ICSA such that:
  - a. Form a committee to create a job description, framework for performance evaluation, salary recommendations, benefits package and other human resources items for an executive director, in preparation for a nationwide search commencing in June 2020. The package shall be presented at Spring 2020 meeting for vote by the Board of Directors, with requisite legislative changes voted on at the 2021 winter meeting. The committee will present all vetted candidates to the Executive Committee for interviews and hiring decisions in December 2020, with an expected hire date in January 2021.
  - b. A one time assessment fee is levied to current members, as of 2020 annual reports, in the fall of 2020 in the amounts not to exceed \$300 for regular members and \$125 for provisional members, so as to generate a cash reserve of \$45k to support the increased personnel cost in the 2021 budget.
  - c. Effective January 2021, reallocate “Consulting Fee” and “ICSA Scheduling Coordinator” budget items to “Executive Director” and increase funding for “Executive Director” to \$70k
  - d. Effective January 2021, increase annual ICSA dues to generate in excess of \$70k in annual revenue to support the budget of the ICSA with a part time executive director.

- e. The ICSA Finance Committee to develop new dues structure with new membership categories structure with cross-regional dues being the highest dues rate.
  - f. Motion passes
- 7. Call to Question: Implement the use of red flags for protests
  - a. Not ready to make this move yet
- 8. Vote to include Rule 16.2 in the Test Rules
  - a. Motion passes
- 9. Motion to adopt the Recruiting Language Document without the Transfers section.
  - a. Motion passes

Next Meeting: January 11, 2020, Park City, Utah

- I. Call to Order - Undergraduate President Frederik Winguth of the University of Texas at Austin called the meeting to order at 8:50 and welcomed the group to the Swaner EcoCenter.
- II. **Roll Call** - Secretary Richards called the roll, the 16 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. Mitch Brindley (President), Frederik Winguth (Vice-President and SEISA Undergraduate), Danielle Richards (Secretary), Michael Callahan (MAISA Graduate), Allison Chenard (PROXY - MAISA Undergraduate), Brian Toblemann (MCSA Graduate), Bobby Sessions (MCSA Undergraduate), Justin Assad (NEISA Graduate), Paige Clarke (NEISA Undergraduate), Andrew Nelson (NWICSA), Yumi Shridhar (NWICSA Undergraduate), Blaine Pedlow (PCCSC), Alyson Crowley (PCCSC Undergraduate), Dana Magliola (SAISA Graduate), John MacMoyle (SAISA Undergraduate), Charles Higgins (SEISA Graduate)
- III. Additions to the Agenda
  - A. Discussion of ICSA Recruiting Policy

### President's Report, Mitch Brindley

- I. Great fall season and Nationals Championships
- II. Great fall for UCSB and MIT
- III. Overall great competition for College Sailing
- IV. Big changes in the Administration
  - A. Retirement of Sherri and bringing in a new Treasurer and Bookkeeper
    - 1. Donna did a great job getting us up to speed with billing
    - 2. John has been great as well

- V. Everything is pretty standard with all of our sponsors, trying to bring in some additional sponsors
- VI. Still working on the management of TechScore
  - A. Met with Mike Waters
  - B. Potential development with RP forms and management for a mutually beneficial relationship
- VII. The executive committee will present their report later on

#### **Treasurer's Report, Brindley on behalf of Donahue**

- I. In process of closing books for the year
- II. Will be posting the incomes/budget on the website
- III. Thank you Sherri for the records on behalf of the association

### **Standing Committee Reports**

#### **All-Academic Sailing Team, Matt Lindblad**

- I. Talk to Lindblad if you're interested in chairing it
- II. Nominate via Techscore - there are multiple profiles for some people
  - A. Merge records by switching RP at all events
  - B. Keep log and include all events regardless of it showing up
- III. Changing requirements - more stringent?
  - A. Currently at 3.3 (250+ last year who qualified)
    - 1. Complaints about GPA being published
    - 2. Highlight overall team GPA
- IV. Signing off for students to release

#### **All-America Selection Committee, Ian Burman**

- I. Thank you to everyone that served on the Committee
  - A. Large time commitment, everyone deserves this thanks
  - B. Announced everything on time
  - C. Looking forward to another great committee this year
- II. Number of spots for female recognition
  - A. Burman: proposal from the Committee to change the spots from the current allocation (up to 10 full All Americans with additional Honorable Mentions to not exceed 15) to expand the selection (with up to either 12/18 or 15/20)
    - 1. Last year, the committee would have liked more flexibility in terms of naming Women's All Americans

2. Addition of more Women's Team Racing events
- B. Brindley: **Motion to amend the Conditions for Women's All American to raise the numbers to a maximum of 12 full All Americans, not exceeding 18 with full and Honorable Mentions**
  1. **Seconded**
  2. General Discussion: Why would the allocation not match for men and women?
    - a) 3 coed disciplines, 2 women's disciplines, 1 men's discipline
      - (1) 18/25 would be matching it
      - (2) The committee currently would not honor that many, first do this small change then increase if necessary
    - b) Maybe a topic for further discussion with the addition of more Women's Team Racing
  3. Vote
    - a) All in favor, none opposed
    - b) **Motion passes**

### **Championship and Competition Committee, Michael Callahan**

- I. General Overview of Committee Work
  - A. Upcoming regattas in the Fall
  - B. Rule 26
    1. Brought up as a result of Rule 26 being used to disqualify a team in a NEISA qualifier
    2. Committee looked into it, here are the recommendations
      - a) Change the language of rule to better show intent
        - (1) The language provided by the Committee has not been adopted but rather putting it forth
      - b) Determining the intent requires determining if a collision was deliberate
      - c) The current language says you can disqualify a team from a regatta if there is damage
      - d) Any time this rule is invoked, if it is a National Championship or Qualifier, it should involve the President and if it is a Conference Championship or Qualifier, it should involve the Commissioner
      - e) The Committee has sent rewording options to the Rules Committee and is awaiting their feedback
      - f) Make an effort to have umpires at these events or FaceTime judges instead of using coaches for ICSA qualifiers

- g) Brindley: ICSA Procedural Rules and RRS allow the prohibition of appeals from ladder events, important to have good judges at these events or available

C. Approved NEISA to hold 2020 Singelhanded Nationals in SAISA

- 1. Warmer conference, still working on host agreements and approvals etc.

II. Championship Reports

A. 2020 Spring Championship – Tulane, Charles Higgins

- 1. PROs: hopefully Ryan Davidson and Kyle Assad
- 2. Chief Judge: John Becker
- 3. Chief Umpire: Clinton Hayes
- 4. Venue:
  - a) Massive estuary, about 24 mi long and 40 mi wide
  - b) Conditions: W/E/S, can get windy, sea state can get big
  - c) Sailor Access to the Yacht Club
    - (1) Inside of YC has A/C
      - (a) Sailors are allowed in - just don't be wet
      - (2) Dress code: shoes, shirts, pants - no pool attire
  - d) Access to 80 foot houseboat
    - (1) A/C
    - (2) Not definite if it will be used but it is a possibility
- 5. Fleet Racing Venue:
  - a) Large green area on the map in the presentation
  - b) Rotations: Southern side
    - (1) Will not take longer than any of the 3 previous Nationals
  - c) Team Staging: underside of Southern (covered and shaded area, able to spread out, don't need tents), the point will have closer spectating with canopy tents
    - (1) Canopy tents for teams only and only on the point (not at the Yacht Club)
  - d) Spectating: Lake Shore Drive
    - (1) Relaxed laws means a good time for parents
    - (2) Yacht Club Access: can set up guest accounts at YC, also will have other options
  - e) Coaching
    - (1) On the water potentially for Finals
- 6. Team Racing Venue
  - a) West side
    - (1) Minimal boat traffic
    - (2) Flat water, more protected
  - b) Launch and retrieve at Community Sailing center

- (1) Expedited rotation
- c) Spectating: lots of accessible areas with clearly restricted areas for sailors
- d) Coaching
  - (1) On the water potentially for the Gold Round

#### 7. Format

- a) Changing the order from Team Racing, Coed, Women's to Women's, Coed, Team Racing
- b) **Motion to accept the change in schedule with Team Racing at the end of the Nationals block**
  - (1) **Seconded**
- c) General Discussion
  - (1) The original schedule was Team Racing, Coed, Women's because the Baker Trophy was supposed to be immediately before to create a synergy between the events but it was moved
  - (2) Easier to get umpires if not immediately following the Baker Trophy
  - (3) Team Racing at the end of the block seems beneficial for more teams
    - (a) Less missed school if not in all 3 Nationals
  - (4) Order: Women's, Coed, Team Race
  - (5) Reason to move Team Race off of the weekend?
    - (a) Typically over Memorial Day Weekend but not allowed to host an event over Memorial Day Weekend
    - (b) Some umpires may/may not be able to make it
    - (c) For some part time coaches it will be harder because Team Racing is not on the weekend
    - (d) Ultimate idea: participant numbers trickle down throughout Nationals (economic upside)
- d) Vote
  - (1) **Motion passes, 2 opposed**

#### 8. Sails

- a) Team Racing: all from College Sailing
- b) Fleet Racing
  - (1) 420s get Tulane's sails (North Blue Ribbon)
  - (2) All jibs are LP Gold Standard

#### B. 2020 Singlehanded Championship – NEISA

- 1. Florida YC with the help of Jacksonville



- a) Same dates (not the MR weekend)
  - b) If we were to stay there year after year, would require support to run it as they're more of a storage place
  - c) This venue does run large Laser events
- 2. Use the same format as previously, still need to plan more
- 3. HS is supportive of the concept we're using
- C. 2020 Match Race Championship – Navy
  - 1. Dates: November 13-15
  - 2. Fleet: Matched fleet of Colgate 26s ('17s)
  - 3. PRO: Ryan Davidson
    - a) Has done Match Race Nationals before
  - 4. Umpires: Jeff Borland (Chief Ump), John Becker, Bill Cook, John Pratt, Kathy and Mike Lindgren, Bill Simon
    - a) Still missing one umpire
- D. 2021 Spring Championships – USF
  - 1. Verbal presentation only right now
  - 2. PRO: Todd Fedyszyn
    - a) From St. Pete Yacht Club
    - b) Moving into the PRO field and offered to do it for all 3 events
    - c) Sent a list of who he's reached out to for umpires and judges
  - 3. Fleet: sharing of fleets with Tulane, get parts from LP
    - a) This year, USF is sharing their fleet with Tulane and next year, Tulane will share their fleet with USF
    - b) Question: If a school is loaning boats for Nationals are they allowed to practice at that venue prior to the Championship? Is there no limit to the days prior to Nationals that they can practice there?
      - (1) Brindley: If a school is loaning boats for a National Championship, there are not limitations on the days before Nationals that they can practice there
      - (2) Have not made the determination of whether the team that lent the boats can practice *only* in their boats or in the boats of the host school also
      - (3) When we lent our boats to ODU for Nationals, we still had boats so we had no compelling reason to go practice so we count on people to play fair
      - (4) This does matter to a lot of people, so it's important to determine this

- (5) Brindley: If a school has lent their boats to the host for the benefit of College Sailing, they should be able to practice at the venue
- 4. Venue: Magnuson
  - a) Same venue as last time
  - b) Moving to the the tented format
  - c) 2 pools
  - d) Easy spectating
- 5. Dates: earlier rather than later
  - a) 1st day would be May 21st, last May 31st (Memorial Day)
  - b) Event order
    - (1) TBD, looking at the traditional order but going to see how it goes this year
    - (2) Team Racing on Memorial Weekend could work well
- E. 2021 Singlehanded Championship – NWICSA Bid
- F. 2021 Match Race Nationals
- G. 2022 Spring Championships - MAISA

### **Executive Committee, Mitch Brindley and Greg Wilkinson**

- I. Introduction
  - A. Comprehensive report about taking College Sailing into the future and the road to change
  - B. A year ago, we received the final Consultant's Report
  - C. 2 years ago, decided that the ICSA came to a crossroads
    - 1. Significant professionalization over the past 20-30 years
    - 2. The ICSA governance and general structure has changed very little during this time
  - D. Spring Meeting, Working Committee to pull recommendations from the report and present them to the Executive Committee
    - 1. Based on the Core Values of the ICSA
      - a) Student-athlete health, safety and holistic development
      - b) Corinthian sportsmanship in all elements of the sport
      - c) Undergraduate, non-scholarship, co-educational competition
      - d) Engaging student-athletes with leadership opportunities
      - e) Inspire life-long sailing participation
      - f) Accessible, aspirational, equitable competitive opportunities for all
    - 2. In particular, executive committee kept the accessible, aspirational, equitable competitive opportunities for all value in mind for the most comprehensive changes

- a) Key with examining changes to the ICSA because it appears to hold sacred the idea that every team in the country can compete against any team ie the previous Nationals Champions
  - b) In the Consultant's Report, they recommended competitive divisions based on the current status today due to the implicit differences from their observations which they called Elite, Competitive and Developmental
    - (1) Recommend this but...does this conflict with this core value?
    - (2) The report cited other examples of similar situations like Indiana Youth Basketball
      - (a) For years they held out for the small town to put together a Nationals Winning Team, ie the movie Hoosiers
      - (b) Eventually went into competitive divisions which led to growth but the Executive committee proposal strives to maintain this core value
- 3. The Executive Committee has done a good job of trying to bring the ICSA forward keeping these values in mind
- E. The recommendations can be boiled down to: professional management, governance, eligibility and rules compliance, and realignment
- II. Professional Management
  - A. The survey showed strong support for professional management
    - 1. On a team basis, there has been a strong move towards professionalization over the last 20+ years
    - 2. In terms of governance, we remain almost 100% volunteer and govern from within
  - B. Recommendation: hire a part-time Executive Director in January 2021
    - 1. The Consultant Report gave a good idea of how to fund this and our Treasurer, John Donahue, was in agreement with this funding path
  - C. Establish a cash reserve of \$45K before hiring an Executive Director
    - 1. This cash reserve represents the difference between what we plan to spend on personnel in the future (\$70k) and what we are currently spending on personnel (\$25k)
    - 2. We propose charging a one-time assessment fee in 2020 of \$275 for all regular members + \$100 to all provisional members
      - a) This would be based on the 2020 Membership Roster
      - b) This would create the reserve
  - D. Increase ICSA dues in 2021 to generate annual revenue to cover Exec. Dir.
    - 1. This would fund the salary in perpetuity

2. This would be an additional dues increase as we have one going on now (to account for inflation after many years of no increase)
3. This would bring the Annual Dues Revenue from approximately \$25k which covers current personnel expenses to approximately \$70k to fund future expenses
4. Reallocate consultant + scheduling fees to the Executive Director
- E. Form a committee to establish job description, expectations and conduct national search to fill position
  1. Suggested by the Pacific Coast prior to this meeting
  2. Salary benefits and research as well, funding cap not to exceed \$70K
  3. Make recommendations at the Spring Meeting
  4. Hoping that the leadership of the Pacific Coast will take the lead on this, will try to put together the Committee today
  5. Hopefully would continue the search after the Spring Meeting to hire an Executive Director by January 2021

### III. Governance Changes

- A. Enact and enforce a 6 consecutive one year term limit for the ICSA President
  1. The by-laws state that there is a one-year term
  2. We recommend this is retroactive to 2016
    - a) This puts us in a position if the Organization and our current President wanted to max out the term limit, this would allow us to have overlap with the New Executive Director through the Spring of 2022
      - (1) If we needed and wanted continuity, we could have it
- B. Implement a “Leadership Profile” for the ICSA Board of Directors, Executive Committee and Standing Committees [recommended by the Consultant, expanded to include gender diversity]
  1. Representation to include
    - a) Gender Diversity
    - b) Varsity Head Coaches
    - c) Club Head Coaches
    - d) Varsity Athletics Administrators
    - e) IM/Club/Recreation Administrators
    - f) Undergraduate Student-athletes
    - g) Outside directors (*key stakeholders with specific expertise*)
- C. Add 4 at-large members to the Board of Directors and Executive Committees
  1. Achieve gender diversity and represent
    - a) Club Head Coaches
    - b) Varsity Athletics Administrators
    - c) IM/Club/Recreation Administrators

- d) Outside directors
- 2. Undergrad student athletes are already required
- 3. No more than 1 of the 4 new at-large members from the same conference.
  - a) Standing Committees will add these at-large members as needed to satisfy full Board Profile representation.
    - (1) If there's already a Club Head Coach, there is no need to add an at-large position
- 4. All of these will be selected as per the by-laws (the ICSA Nominating Process), the Nominating Committee moves the slate of Officers and the At-Large Members on the Executive Committee
  - a) When we go this way, I would expect us to abide by these a little more closely and name the Nominating Committee now and the Conferences suggest candidates and the Committee vets and nominates

#### IV. Eligibility and Rules Compliance

##### A. Background

- 1. Complicated, institutional basis subject to great diversity of rules

##### B. Elevate standards of eligibility and rules compliance by reinforcing institutional authorization

- 1. Teams to submit a "Declaration of Adherence" to ICSA Procedural Rules + By-laws from their University's President's/Chancellor's Office or its designee
- 2. First Declarations of Adherence Due: Fall 2020 Season
- 3. Process: Procedural Rule Addition
  - a) The Board would vote on this change today in concept
  - b) The Procedural Rules Committee would be charged with writing the new rule
  - c) This Spring, the Committee would give the rule which would be edited or adopted
  - d) Intention: implement Fall 2020

##### C. Season Limits

- 1. Only applies to teams that qualify for Nationals Championships
- 2. Submit prior to Nationals after competed in season
  - a) Says yes, we followed the rules
- 3. Advance of the year, to be completed in the Fall
- 4. Other organizations are using this so Universities can declare
  - a) Know the team is here
  - b) Know there are rules
  - c) Will make the team follow the rules provided

5. In addition to current requirements, would not be required of entry level teams

## V. Realignment Proposal

### A. Background

1. ICSA crossroads with outside professional help because the road forward will be difficult
2. Hardest part: keeping the ICSA Core Values intact, as the Consultant pointed out
  - a) Easy Route: Division 1/2/3 or NCAA Model but this does not fit the Core Values
3. Some values where this model would greatly benefit/fit some institutions but the work that has been done is to lead the ICSA into the future for what is best for the ICSA
  - a) Looked at maintaining the values and meeting constituent needs, not the NCAA Model
4. There are many steps, all tied together, essentially as a package that need to be done together

### B. Nationals Berth Allocation Realignment

1. Change from participation-based formula to system based on competitive strength
  - a) Voting yes would commit to change the system from participatory to competitive strength
2. This requires national representation
  - a) Currently 7 conferences, in the future 5 conferences
3. National Championships/Competition Committee will develop and present new berth allocation system at each of the next three ICSA meetings
  - a) The system would be developed over the next 2 years
  - b) Spring 2020, revise, Winter 2021, revise, Spring 2021 final proposal for vote and adoption
4. The participation system will be replaced with competitive system in June 2021
5. Spring 2022 would be first Nationals under system

### C. Conference Realignment

1. Realign ICSA into 5 conferences
  - a) This is the most difficult of the most difficult
2. 5 Conferences – MAISA, MCSA, NEISA PCCSC, and SAISA
3. ICSA teams would join other conferences
  - a) This has happened before ie ODU, Canadian teams applying to join other conferences
4. SEISA and NWICSA

- a) Executive Committee can recommend or suggest NW teams to join PCCSC
- b) Looking at the previous interactions of these two conferences and their events with each other
- c) Ultimately, NW teams do not have a designated Nationals Berth and therefore would apply to a conference that does have berths
- d) The same is true for SEISA
  - (1) SEISA teams to join SAISA, MCSA or other Conferences
- e) If a SEISA team wants to join a conference with Nationals Berths, they would apply to the conference which in turn could accept or deny them
  - (1) This idea that a team applies to a conference is actually possible whereas when we are counting teams, we are more concerned with berth allotment

5. “Yes” vote means:

- a) 5 conference path
- b) The 2022 Spring Nationals will be a 5 conference event
- c) The 2021\*-2022 competition year will be sailed under a 5-conference Interconference schedule
  - (1) \*\*Committee work would need to dictate the path of Fall 2021 because we schedule calendar/compete academically

D. Membership Categories Realignment

1. Background

- a) While trying to maintain the core values but have a nimble version of competitive divisions that allows for the dream of the “Hoosiers”

2. Change membership categories in ICSA to Cross-Regional, Regional, Conference

- a) Include additional requirements, benefits and privileges, level of ICSA/Conference approvals
- b) Dues, Competition Eligibility depending on membership level
  - (1) Link member benefits to member categories

3. Restructure current ICSA Interconference Schedule by designating all events as either Cross-Regional or Regional

- a) Member benefits largely represented by eligibility for different types of competition
  - (1) Reorganization of the schedule to reflect as such
- b) 2 types of interconference regattas to match the membership level
  - (1) Cross-Regional Interconference Regattas for Cross-Regional Teams

- (2) Regional Interconference Regattas for Regionals and Cross-Regional Teams
- c) Conference teams stay in conference compete in conference
  - (1) Compete in regional interconference in their region if the conference deems it acceptable
- 4. Time Frame
  - a) Could be the entire competition year of 2021-2022 onwards, which is preferable
  - b) Possibility, due to scheduling that it would be Spring 2022 onwards
- 5. Different from Division 1/2/3
  - a) Very nimble
  - b) At regional events, Division 1 and 2 compete against each other
  - c) At in-conference regional regattas, Division 1/2/3 could potentially compete against each other
    - (1) Accessible, aspirational, equitable competitive opportunities for all
- 6. Categorization
  - a) Apply to conference in specific category, which currently happens, maybe 1 to 3 times in the lifetime of a team
  - b) Difference: conference can re-allocate each year based on current competitive record and stability of the team
  - c) The Competition Committee then would confirm this annually
    - (1) Requirement of national participation
    - (2) This would take place in November so that for December scheduling, a team could be elevated to cross-regional
      - (a) Regional team recruits four great recruits, prove they can rub shoulders with regional and cross-regional, submits to the Competition Committee, looks through national lens and then for the Spring (same competition year) they could have access to more aspirational competition
  - d) Have a projection of what this could look like
    - (1) Trying to create groups of competitively similar teams
    - (2) 45-60 Cross-Regional
      - (a) Access to all
    - (3) 100-110 Regional
      - (a) Regional internet conference events
      - (b) Eligible for National Championships



- (c) Members of the teams could be eligible for ICSA voting
- (d) Medium dues
- (4) 25-35 Conference
  - (a) Compete in conference and regional interconference events in their own conference
  - (b) Not eligible for National Championships
  - (c) Not eligible for ICSA voting
  - (d) Lowest dues

## 7. Events

- a) Apologies for not incorporating Women's or Team Racing into what this may look like but there is a draft of what might be classified as regional and cross-regional
- b) As the interconference committee goes into it this Spring, there is work to do on this
- c) There needs to be at least as many Regional as Cross-Regional events
  - (1) Looks like we will need to increase East Coast Regional events to accomodate what will be Regional teams from around the country who have had interest historically in East Coast events
  - (2) Over the years, the 2 conference rule was relaxed to allow more developmental activity to allow teams to compete out of conference at the right level
    - (a) Ie: the Danmark may not be the right level but there are many events with full fleets, 2 division, championship venues, such as the Oberg in NEISA which looks more like the Eckerd Intersectional (which possibly could be a regional event) and there are a bunch of MAISA in-conference that may need to be elevated to regional interconference

## 8. Berth allotments for Cross-Regional + Regional events will have national representation from each conference

- a) Scheduling + administration of Cross-Regional events shall be managed by ICSA; Regional events managed by relevant conferences, open to all conferences
- b) There will be a minimum number of regional events per weekend (and expect regional competition opportunities to increase)

- c) If a team qualifies as a Cross-Regional in one concentration, all concentrations are included (e.g. Women's at CR level, co-ed, team race also designated as CR)

9. Committee Work

- a) It cannot be in the dark and it needs to be coordinated
  - (1) Robust input and feedback loop to/from conferences to/from committees
  - (2) Competition Committees working on drafts for the new berths system needs input from conferences and can look to them for feedback before presenting at the 3 meetings
- b) This is an integral package that needs to remain integrated - Oversight
  - (1) There needs to be understanding between committees so the workflow is integrated
  - (2) Need committee chairs on it and ensuring the flow of information is happening and work is well coordinated

VI. First step: pass the motions today to put us on a path to change to commit to making these changes, ultimately implemented in entirety at Spring 2022 Nationals

A. Result of this needs to get back to conferences right away

- 1. Conferences to make procedural and by-law changes to meet the changes set forth (to be voted on) above
- 2. Oversight Committee to generate input from the conferences create a robust communication channel
- 3. Nominating Committee to prepare a different slate in preparation of by-law changes at Spring meeting
- 4. By-Laws Committee to work on the proposed changes as well as an overall review of the by-laws (so they only need to be changed once)
- 5. Interconference Committee to develop a new schedule
- 6. Search Committee to do salary research and generate a job description for the position of Executive Director
- 7. Finance Committee to solidify dues increase proposal in time for the Spring Meeting for 2021 implementation

VII. Specific Broad Questions (to be followed by motions which are broken down into the 4 parts)

A. Board of Directors

- 1. Brad: How would the Board of Directors look with adding the 4 at-large positions?
  - a) The current by-laws and procedural rules will continue to exist unless changed

- b) The new Board of Directors would be identical to the way it has been (2 reps per conference and officers) in addition to 4 at large on the board and Executive Committee which would need to achieve gender diversity if not already existing and be one of the 4 additional categories (Club Head Coaches, IM/Club/Recreation Administrators, Varsity Athletics Administrator or Outside Director) and there cannot be more than one per conference

## B. Proposed Time Frame

### 1. Questions and Concerns

- a) Blaine: First of all, as one of the members of this committee, we explored bringing on these different categories and this proposal is probably the most significant piece of literature ever put in front of the ICSA and it took 3 years to move down a Semi-Finals pathway which eventually ended up being appropriate for Women's. I received notice of this 14 days prior to this meeting and our Minutes have not been published so we have a challenge because we have not prepped our membership to make an informed decision. This is a thorough and thoughtful proposal but will this work for the diverse group of members and it seems like a hurried choice.
- b) We don't want to commit without knowing what we're committing to

### 2. Comments in support of the proposal

- a) Comprehensive Timeline gives the time and opportunity to create a feedback loop with conference
  - (1) It will be clear what system will be replacing it
- b) In the case of Semi-Finals, when the Board decided it was time for change it was addressed that it had to be changed
  - (1) 2 years ago, similar decision of major issues and meeting the needs of constituents and started the road to change
  - (2) This provides a longer timeline for more significant legislation with a deliberate roadmap
  - (3) The ICSA is the only organization, this is not a Brexit situation

## C. Event Lists and Allocations

### 1. Questions and Concerns

- a) The one is the presentation is a complete draft
- b) Would NW or West Coast teams that are trying to elevate their level have to travel to the East Coast?

- (1) From how it looks currently, they would have to travel to at least 2 East Coast events which is a barrier unless they can win via their event championship
    - (2) There are not currently West Coast events that fulfill this regatta type demand
  - c) Every geography will have Cross-Regional events which is an important part of the obligation of the interconference schedule is to make the events equitable given budget, student time etc.
    - (1) Wilkinson: In order to be real and transparent, this is actually not part of the proposal but rather at every regional and cross-regional event there will be berths for national representation and nothing talks about where regattas should be sailed
    - (2) Well then we should add it in
  - d) There may be situations in which a conference team would give up 3 conference events for a cross-regional event
  - e) Concerns of there being a complete resume based system from the financial standpoint with the assumption that everyone would have to travel to the East Coast to compete
  - f) How much discretion will the conference have over deciding their conference representatives?
    - (1) Wilkinson: The honest and transparent answer is that there is no proposed system. The proposal is to commit to implement a competitive based system in June of 2021
  - g) If you're concerned, make sure your conference is involved
2. Comments in Support
- a) Assumption that Nationals Berth Allotment system that will be named in 18 months after 3 ICSA Meetings with a lot of feedback is predetermined but that is not what we are deciding today, what you are raising a concern about would need to be raised to the berth allocation committee
  - b) Today we are addressing a competitive based system not participation based to kick off the work
  - c) Trying to adopt the framework for progress and implement any of this by creating multiple committees that work with one another and report back and create a broader reflection and follow leadership guidelines and concerns can be addressed throughout the process

- (1) Brindley to work with the WebMaster to make documents more accessible and easily viewed to see how everything is progressing

d) Voting no inhibits the ICSA from moving forward

**VIII. Motion to adopt governance in 2021 and beyond as follows**

**A. Adopt a leadership profile for the “leadership profile” on the ICSA Board of Directors, Executive Committee, and Standing Committees to include gender diversity and Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Undergraduate Student Athlete, Outside Directors who are key stakeholders with specific expertise (internal or external) which will require a by-law change in the Spring of 2020.**

- 1. Create 4 new at-large positions on the Board with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.**
- 2. Create 4 new at-large positions on the Executive Committee with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.**

**B. Create at-large positions on standing committees as necessary after conference appointments to those committees satisfy the complete leadership profile with no more than 1 at large member from a single conference.**

**C. Adopt a 6 consecutive term limit for the ICSA President, retroactive to 2016.**

**D. Seconded**

**E. Brian: Motion to substitute the previous motion**

**1. Seconded**

**2. In regards to (VII) A1a and A1b**

- a) **Create 4 new at-large positions on the Board with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent ~~Varsity Head Coaches~~, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.**

- b) **Create 4 new at-large positions on the Executive Committee with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent ~~Varsity Head Coaches,~~ Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.**

F. Response from Wilkinson: That is my error, I would like to make a **friendly amendment to identically match the slide in the presentation**

- 1. Add 4 at-large members to BOD + Executive Committees achieving gender diversity and representing: Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Outside director
  - a) \*No more than 1 of the 4 new at-large members from the same conference. Standing Committees will add members as needed to satisfy full Board Profile representation
- 2. If you accept this friendly amendment we can go back to the motions displayed by Greg
- 3. Right now we are voting on the intent and the text of the by-laws will be brought to the Spring Meeting

G. General Discussion, some objections with regards to Undergraduate representation and ratios

- 1. This may just be an unfortunate result which is needed to provide more expertise in other areas
- 2. Undergraduates do also hold important perspectives

IX. **Motion to vote on the amended motion which is:**

**A. Motion to adopt governance in 2021 and beyond as follows**

- 1. **Adopt a leadership profile for the “leadership profile” on the ICSA Board of Directors, Executive Committee, and Standing Committees to include gender diversity and Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Undergraduate Student Athlete, Outside Directors who are key stakeholders with specific expertise (internal or external) which will require a by-law change in the Spring of 2020.**
  - a) **Create 4 new at-large positions on the Board with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.**

- b) **Create 4 new at-large positions on the Executive Committee with no more than 1 at large member from each conference. The 4 at-large members shall represent gender diversity if not already present and shall represent Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators as a by-law change.**
- 2. **Create at-large positions on standing committees as necessary after conference appointments to those committees satisfy the complete leadership profile with no more than 1 at large member from a single conference.**
- 3. **Adopt a 6 consecutive term limit for the ICSA President, retroactive to 2016.**

**B. Motion passes: all in favor**

**X. Motion to vote on realignment**

**A. Seconded**

**B. Discussion**

- 1. If this is a yes vote, we will move on this timeline and if in the process, the board decides they want to backtrack is that an option?
  - a) There is no one outside of the ICSA preventing us from voting and doing what we want ie voting again
  - b) The committee created may end up finding a better way and there's committee approval and it's important to know that we just recreated our committees to be more transparent and provide more diversity
  - c) Some people want to see the consequences before voting so we should be highly deliberate and determine the ramifications
  - d) Clarification: there may be some by-laws changes in here and yes work has to be done and approval has to be achieved with dates
  - e) This is a commitment to abide by the timeline set forth
    - (1) The Fall 2021 Championships would also be sailed under the current system

**C. Brian Tobelmann: Motion to substitute**

**1. Seconded**

- 2. **Motion to commit to organizational change and create an ad-hoc Reorganization Committee that will oversee, facilitate, communicate, coordinate, and consult with the standing committees, which will be responsible for drafting the necessary proposals, to implement the realignment changes presented in "2021 & Beyond" such that:**

- a) **The committee will be comprised of the graduate representative from each conference and the chair of each standing committee involved.**
  - b) **A proposed, articulated system is to be presented to the board of directors no later than April 15, 2020, to be voted on at the Spring 2020 national meeting on May 25, 2020.**
  - c) **The committee will present a clear and concise method for conference realignment, including an analysis of motivation, impacts on participation and cost, and effect on competitiveness and equal opportunity.**
  - d) **The committee will present a competitive based nationals allotment model that includes analysis on the impact of cost, changes in participation, and how it affects competitiveness and equal opportunity, with the intent to modify the conditions for national championships such that:**
  - e) **Effective June 2021, replace section 2.1 of the General Conditions to National Championships with “MAISA, MCSA, NEISA, PC and SAISA conferences shall be awarded a number of berths at each National Championship Regatta”**
  - f) **Effective June 2021, delete the formula in the “Entrants” section of the Conditions to the Coed, Women’s, Team Racing, Men’s Singlehanded, and Women’s Singlehanded Nationals.**
  - g) **Effective June 2021 implement a Nationals Berth Allotment system based on the competitive strength of teams that, minimally, results in representation from MAISA, MCSA, NEISA, PC and SAISA at each National Championship Regatta (including any and all Semi-Final Regattas).**
  - h) **The committee will present an articulated system and dues structure, with an intended implementation of January 2021, to change ICSA Membership categories to Cross-Regional, Regional and Conference with member-benefits as described in “2021 & Beyond”.**
  - i) **In accordance with the change to ICSA membership categories, reorganize the Interconference Schedule by designating Cross-Regional Interconference events & Regional Interconference events to be effective January 2021.**
3. **4 key differences**
- a) **Amendment: articulated and enumerated changes before voting**



- b) Amendment: Ask the committees to do an analysis of the information and the motivations for these changes
- c) Amendment: better addresses realignment instead of abolishing SEISA or the NW
- d) Amendment: addresses the allotment system in a different way, don't just get rid of the current system but ask for proposals in the Spring Meeting
- e) Discussion
  - (1) The timeline in the original proposal seems to allow more time to determine the best system and create a conversation loop instead of rushing it
  - (2) The argument that SEISA/NW would be abolished is wrong - it is that they will not be allocated berths for Nationals
    - (a) There is no motion to dissolve any conferences
  - (3) Do we need to have an articulated system at the Spring 2020 Meeting for this?
    - (a) No, there is no selection of a process this Spring or next Winter but there is a selection in 2021 and it is a well articulated path towards change
  - (4) Wilkinson: The key differences are the commitment and the fact that the standing committees would not do the work
    - (a) Brian: Passing today is to abolish National berth allotment without presenting the idea
    - (b) Wilkinson: the Board needs to commit to lead the organization forward

#### **D. Motion to amend**

1. General discussion about the procedures ensues, disagreement regarding the differences in the proposals, in conclusion will vote on the amendment to the motion
2. **Seconded**
3. **Motion to amend passes**
4. More discussion regarding procedures and the wording of the amendment
  - a) Debate about the intent - "dissolving" conferences, taking away berths from conferences, creating possibilities for conferences to exist without Nationals berths, realigning conferences, strength and depth of conferences currently, geographic alignment v strength of teams, resources to help development

(1) Debate about how many times you can talk and the talking order

- b) Echoed desire for more information about how changes will happen and their impacts, more time to consider these changes, financial component, travel implications, consideration of Club teams, big changes for reading something from on a screen
- c) Regional Regattas and opportunities for improvement, the range of skill levels and goals of teams, hard truths of the ICSA, balance between student-led, club and varsity teams
- d) Timeline: the change should come about in both proposals, the main difference is that the amendment doesn't want to commit to change without having the replacement already determined
  - (1) Knowing what it will be based on: conference competition, participation, depth etc.
  - (2) Committing to putting a system in place, motion presented by Wilkinson has a firm commitment over a projected time period whereas the amendment is a softer commitment, substance of the motion allows the Board to make a firm decision it'll do its best to stick to but it can unwind at a later date if necessary
- e) Brian Tobelmann: Open to amending

E. Varying motions

- 1. Move to accept offer to amend the amended proposal
- 2. Move to accept the entire amended proposal

F. Move to approve to allow the amendment of the proposal

- 1. **Seconded**
- 2. **Motion passes**
- 3. Discussion
  - a) Would like agreement and a compromise regarding the timeline
  - b) Spring 2021 Meeting as a good timeline, so maybe April 15 2021 change?
  - c) The 2 motions have points that are agreed upon, points of divergence: oversight and variety of options but keep in mind the entire Executive Committee agreed upon the motion they set forth
  - d) Happy to make suggested amendments

G. Motion

- 1. Replace the berth formula in each of the conditions in June of 2021 with a new berth allotment system that is based solely on competitive strength

and includes representation from MAISA, MCSA, NEISA, PCCSC and SAISA to be implemented in Spring 2022 Championships

2. The Competition Committee should draft a new system with input and feedback from all of the conferences, coordinated and facilitated by the Oversight Committee. The draft proposals should be presented at the Spring '20 Meeting, the Winter '21 Meeting and the Spring '21 Meeting with a final vote in the Spring of 2021. If additional dates are required, that is fine.
3. General Discussion
  - a) Inclusion (and exclusion) of all of the conferences in the representation of the conferences
  - b) 5 conferences at the National Championships to move the ICSA forward
  - c) Aside from the specific articulation of the conferences, there really is not a difference between the 2 proposals
    - (1) Commit to model by June 2021 without removing the old model first
      - (a) There are currently lots of exit ramps and options
  - d) Berth allotment process that works for everyone
    - (1) The committee is not presenting the dissolving of conferences and Nationals should not be “registered” for in September
  - e) Conferences form and become member conferences, teams then join those conferences to realign the competitive nature of the ICSA where national representation comes from 5 conferences, not 7
    - (1) If teams in those current conferences want a road to Nationals, they need to join one of the 5 conferences
    - (2) If they don't want to go to Nationals, they can remain in those 2 conferences
    - (3) Impact on less functional teams as a concern
    - (4) There is no research nor data that says this will lead to the withering of teams
  - f) Comments in favor of and against, this decision would be made by the conferences not by the ICSA
  - g) ICSA commitment in the spirit of the values to put resources and time/effort to support most impacted conferences so schools with financial limitations can figure out a way to continue

- h) Wilkinson: Oversight Committee has the responsibility by June of 2021 to present a plan for teams in the NW and SEISA going forward

- (1) General Consensus: important to note that all of the motions are linked together, there should not be a by-law change in regards to dissolving NWICSA and SEISA

H. Motion to amend the Executive Committee proposal as suggested by Brian Tobelmann and Greg Wilkinson

- 1. Not seconded, instead: **Motion to take a break before continuing this discussion**

- a) Quick 5 minute break to work on the wording of the motion

I. Questions:

- 1. Discussion to solidify a motion

- a) Important step and progress for the ICSCA

- 2. SEISA supports a reorganization of berth allocation so that berths are not given to teams solely because they exist in a district

- a) But will there be a path for teams that stay in SEISA to move into Nationals without moving conferences?

- (1) Yes, clarified by Dana and Brian, cross-regional and regional open to all teams (if SEISA remains a conference, they could apply through their conference, advanced to the Competition Committee, if it fits it would be approved)

- 3. Cross-Regional and Regional Event Representation

- a) 5 conferences with guaranteed berths

J. Meeting Called back to Order

**K. Motion to commit to organizational change and create an ad-hoc Reorganization Committee that will oversee, facilitate, communicate, coordinate, and consult with the standing committees, which will be responsible for drafting the necessary proposals, to implement the realignment changes presented in “2021 & Beyond” such that:**

- 1. **The committee will be comprised of the graduate representative from each conference and the chair of each standing committee involved.**
- 2. **A proposed, articulated system is to be presented to the board of directors no later than April 15, 2020, to be voted on at the Spring 2020 national meeting on May 25, 2020.**
- 3. **The committee will present a clear and concise method for conference realignment, including an analysis of motivation, impacts on participation and cost, and effect on competitiveness and equal opportunity.**

4. The committee will present a competitive based nationals allotment model that includes analysis on the impact of cost, changes in participation, and how it affects competitiveness and equal opportunity, with the intent to modify the conditions for national championships such that:
  - a) Effective June 2021, replace section 2.1 of the General Conditions to National Championships with “MAISA, MCSA, NEISA, PC and SAISA conferences shall be awarded a number of berths at each National Championship Regatta”
  - b) Effective June 2021, delete the formula in the “Entrants” section of the Conditions to the Coed, Womens, Team Racing, Men’s Singlehanded, and Women’s Singlehanded Nationals.
  - c) Effective June 2021, implement a Nationals Berth Allotment system based on competitive strength of teams that, minimally, results in representation from MAISA, MCSA, NEISA, PC and SAISA at each National Championship Regatta (including any and all Semi-Final Regattas).
5. The committee will present an articulated system and dues structure, with an intended implementation of January 2021, to change ICSA Membership categories to Cross-Regional, Regional and Conference with member-benefits as described in “2021 & Beyond”.
  - a) In accordance with the change to ICSA membership categories, reorganize the Interconference Schedule by designating Cross-Regional Interconference events & Regional Interconference events to be effective January 2021.

**L. Motion to vote on Motion (K) as amended, no discussion**

1. **Seconded**
2. Some Discussion:
  - a) Explanation of changes made
    - (1) SEISA and NWICSA transitional aid provisions
  - b) June 2021: even if there is no consensus, Competition Committee will make a proposal
  - c) We all *want* to move forward with a change, there was always this consensus
3. **Vote: motion passes**

**XI. Motion to adopt eligibility and rules compliance in the 2021 and beyond plan to make a procedural rule change that requires a declaration of adherence to the ICSA Procedural Rules and Bylaws to be completed annually in the fall season by each**

**regular, provisional, cross-regional and regional team. Implementation of this in 2020**

**A. Seconded**

B. Procedural Rule change so the Board says we want this, Rules Committee drafts something to be approved in the Spring, implement in the Fall, add to the procedural rules

**C. Discussion**

1. Would create current seasons declaration but proactive instead of retroactive
2. From the Consultant's Report, done by other sports and universities
3. Better to take an oath in advance that you will be truthful

**D. *Motion amended:* Motion to adopt eligibility and rules compliance in the 2021 and beyond plan to make a procedural rule change that requires a declaration of adherence to the ICSA Procedural Rules and Bylaws to be completed annually in the fall season by each regular, provisional, cross-regional and regional team and approved by the University President/Chancellor's Office or its designee. Implementation of this in 2020**

1. Designee: general protocol, most already have a designee in place, provides the leniency for each system (Provost, Vice-Chancellor, etc.)

**2. Vote**

**a) Motion passes**

**XII. Motion: Motion to approve the hiring of a part time executive director, as outlined in the CSA report, for the ICSA such that:**

- A. Form a committee to create a job description, framework for performance evaluation, salary recommendations, benefits package and other human resources items for an executive director, in preparation for a nationwide search commencing in June 2020. The package shall be presented at Spring 2020 meeting for vote by the Board of Directors, with requisite legislative changes voted on at the 2021 winter meeting. The committee will present all vetted candidates to the Executive Committee for interviews and hiring decisions in December 2020, with an expected hire date in January 2021.
- B. A one time assessment fee is levied to current members, as of 2020 annual reports, in the fall of 2020 in the amounts not to exceed \$300 for regular members and \$125 for provisional members, so as to generate a cash reserve of \$45k to support the increased personnel cost in the 2021 budget.
- C. Effective January 2021, reallocate "Consulting Fee" and "ICSA Scheduling Coordinator" budget items to "Executive Director" and increase funding for "Executive Director" to \$70k

- D. **Effective January 2021, increase annual ICSA dues to generate in excess of \$70k in annual revenue to support the budget of the ICSA with a part time executive director.**
- E. **The ICSA Finance Committee to develop new dues structure with new membership categories structure with cross-regional dues being the highest dues rate.**
- F. **Seconded**
- G. Discussion
  - 1. What is the date we want the Executive Director to join meetings, etc?
  - 2. Expenses?
    - a) Travel and as related to working with existing conferences?  
Operational expenses related to the job covered
  - 3. ICSA incorporated in the state of Massachusetts
    - a) Comments asking Blaine to head the Committee
- H. Vote
  - 1. **Motion passes**
- I. Applause and Commendations

Adjournment of Meeting for 45 minute lunch break

## **Communications and Website, Allison Chenard**

- I. Introduction
  - A. UGA Senior, instrumental in ICSA media stats and branding
  - B. Role of media moving forward
  - C. Media experience: UGA Sailing, SAISA, College Sailing Nationals, ICSA  
Communications year-round
- II. Platforms
  - A. Website
    - 1. Storefront / bulletin board - least interactive but still important.  
Considered "one-way" communication
  - B. Facebook

1. All-encompassing, collaborative platform; friendly to older demographics, can have text, video, images
- C. Instagram
  1. Younger demographic, heavily reliant on graphics. "Cool factor"
- III. 2019 Stats
  - A. 78 total articles
    1. 35 Sailors of the Week
    2. 17 General Conference
    3. 27 Official ICSA Press Releases
  - B. Increasing Followers
    1. Growing the Facebook following
      - a) Facebook Live for Nationals Broadcasting
    2. Increase in Instagram Followers
- IV. ICSA Branding
  - A. Media Presence
    1. Existence on media
  - B. Strong Brand
    1. Reputable presence
    2. Appealing visuals
    3. Put together
    4. Trust
  - C. Attract sponsors
    1. Desire of association from strong brands
  - D. Benefits
    1. Humanizing the brand
    2. Staying "top-of-mind"
    3. Increasing website traffic
    4. Engaging with the audience
- V. ICSA Brand
  - A. Logo
    1. 3 variations: standard, dynamic, geometric
  - B. Colors
    1. Gray, red, blue
    2. Secondary and accents
  - C. Typography
    1. Titles, copy, tone
  - D. Design
    1. Triangles, gradients > templates
  - E. \*\*Refer to linked slideshow for visuals\*\*
  - F. Reposting media from schools to generate interest



1. Cookies for Christmas with the ICSA burgee
- G. Website making progress, Facebook and Instagram with a strong presence
- VI. Conference Cohesiveness
  - A. For SAISA, Allison made burgees and designs for teams in the conference
  - B. Created a new burgee for NWICSA
  - C. This format with packages were emailed out to schools, check out the great designs created by Allison!!
  - D. Possibility of creating an internal website?
    1. Document access etc. but for the public to see what the ICSA is doing matters
    2. General discussion ensues about feasibility and desirability
- VII. Media Matters
  - A. Sponsors
    1. Sponsor association and connection with reputable organizations with a similar target audience
  - B. Revenue
    1. Sponsorships year round to fund ICSA growth
  - C. Potentials of increasing ICSA Revenue
    1. Clinics, grants, relief funds, funding
- VIII. Conference Reps
  - A. Ali Blumental (Conference Coordinator)
  - B. Maia Agerup (NEISA)
  - C. Madeline Jones (MCSA)
  - D. Maddie Roman (PCCSC)
  - E. Yumi Shridhar (NWICSA)
  - F. Allison Chenard (SAISA)
- IX. 2019 Accomplishments
  - A. Successful nationals coverage
  - B. Branding package solidified and utilized Consistent communication to followers  
Organized network of photographers
  - C. Greater communication between committees and representatives within media sector
  - D. NWICSA Burgee project completion
- X. 2020 Goals
  - A. Continue growth of platforms
  - B. Monetarily promote posts to reach more people
  - C. Get all 7 conference communication standards to same level Extend "Sailor of the Week" recognitions to remaining 5 conferences
  - D. Create ICSA merchandise to promote the organization and to foster pride in our national governing body

- E. Sign on sponsors and raise money for endeavors ICSA sees fit Periodic live coverage for important events outside of annual spring nationals
- F. Live coverage for match racing, keelboat, and singlehanded nationals
- G.
- XI. Thank you Allison for all of your hard work!!!
  - A. Instrumental in media sharing within SAISA to provide visual resources within a system that is user friendly
  - B. This is an important position within the ICSA
  - C. Sustaining this growth and professionalism
  - D. Possibility of creating an internship position to foster this growth and create continuity
  - E. Huge work on sponsorship proposal packages
- XII. Website, Brindley on behalf of Jared
  - A. The website is operating on a very old system
    - 1. Not optimized for speed or streaming features
  - B. Updating email addresses on the contact pages
    - 1. Hopefully will stop spamming
  - C. Budget item of \$300, already approved

#### **Afterguard Committee, Gail Turluck**

- I. No report

#### **Eligibility**

- I. Having other requests and the current guide online is up to date

#### **Hall of Fame, Gail Turluck**

- I. Nominations due April 15th

#### **Interconference Regattas, Danielle Richards**

- I. Invites for the Spring went out this week
- II. Frank and Danielle looking at the 2021 Schedule and Events
  - A. Preliminary events, confirmation from conferences
- III. Regional level events can start to be listed, communication with conference representatives
- IV. Memorialization of Dan Winters
  - A. Respecting the family's wishes and recognizing in some form?

#### **Procedural Rules**

- I. Hoping to have something to work with on the call
- II. Proposal to go to red flags in team racing

- A. Umpire Community: Rob Overton's request to adopt red flags for team race protests and mandates on it so umpires are able to better identify protests and not miss calls
  - 1. ODU test at the Szambecki, overall positive feedback
  - 2. Rules Committee and red flag rules for protesting
- B. General Discussion
  - 1. General discussion, comments in favor of (umpire community driven) and in opposition (not generated by the competitors)
    - a) Not a inequitable burden
    - b) People can supply their own flags
    - c) Process of showing the red flag versus raising hand (when maneuvering)
- C. Call to Question
  - 1. **Seconded**
  - 2. **Not ready to make this move yet**
- III. Rules Committee: 16.2 Rule, ISAF
  - A. Test rule reviewed by experts, Chief Judge and Chief Ump
  - B. Alleviation of major damage during team racing
  - C. General Discussion
    - 1. Not for the procedural rules but addition in SI's
    - 2. The ISAF Committee will apply across the board so what do we want to do with it?
    - 3. Inclusion in Sailing Instructions as an alternative rule? Amendment to rules?
  - D. Vote to include Rule 16.2 in the Test Rules
    - 1. **Motion passes**
    - 2. Rules Committee to work on this in the Spring

## **Ad-Hoc Committee Reports**

### **Women's Committee, Justin Assad**

- I. Women's Team Race Nationals
- II. [Timeline](#) Adopted for 2022
- III. Working Groups
  - A. Working on assembling the Working Group, about 30 people interested already
  - B. Interconference Schedule
    - 1. Working Group formed and first draft circulation by March 1
    - 2. Final draft circulation by May 1
    - 3. Final draft approval ICSA Annual Meeting

4. May '21, review
5. May '22, first championship season
  - a) Try to do it right the first time
- C. Championship Conditions Updated and 2022 Host Approval
  1. Draft circulation by May '20
  2. Final Championship Approval at ICSA Annual Meeting Spring '20
  3. ID host conference and solicit bid Fall '20
  4. 2022: Women's Team Race Nationals
- D. Season Limits
  1. First draft of proposed changes at Annual Meeting '20
  2. Dec '20: Final draft of changes circulated for review
  3. Final draft approved '21 Winter Meeting
  4. Implementation of season limits Fall '21
- E. Discussion
  1. Confusion regarding Annual Meeting '19 at Sail Newport and vote to move Women's Team Racing forward
    - a) Questions regarding the procedures
    - b) Desire to see minutes in order to determine what exactly the vote was regarding
    - c) Great idea, happy towards making it happen
  2. Split season conversation and relevance
  3. Women's team racing, involving female sailors, coaches and alums in this decision
    - a) Club, varsity, current students, alums
    - b) Committees listed on College Sailing website for people interested in being on committees
  4. "Whiteboard" on the website to follow committees and progress
    - a) Engaging members

#### IV. [Financial Picture](#)

- A. Jokes about Justin's carrot intake
- B. Expenses would be somewhere between \$10,000-\$13,000 if this happened last year
  1. This would be the most expensive but it could be done much more inexpensively
- C. Increases in cost per team?
  1. Adding people per trip, paying for umpires etc
  2. Desire to see different frameworks for this
    - a) Probably would look pretty close to that for coed

#### V. General Questions

- A. Committees broken into sub-groups

- B. Calls with Chairs of each group
- C. Committee calls every 6 weeks
- D. ICSA Women's Committee? Used to exist but believed to have reached equilibrium so it kind of went away but now, we see the need for the continued advancement and this specific committee

### **Techscore Committee, Greg Wilkinson**

- I. Operations
  - A. Have been underpaying for the operations
  - B. Good program but have some aspects that could use updating
  - C. Last year was \$4,200
    - 1. Some maintenance issues
  - D. Situation where we are being helped but have to rewrite the program etc.
    - 1. Bandwidth
    - 2. Have to be sure on the budget specifics and estimates but looks like a pretty high cost as it is a big deal
  - E. Problems to address and fix
    - 1. Eligibility and RP tracking
    - 2. Problems with past event tracking
- II. Meetings regarding the model, US Sailing
  - A. Dues raises due to the Executive Director could already be a strain
  - B. This partnership could be good
- III. Techscore History
  - A. Scoring system, good for creating rotations and scoring
  - B. Open-source program, can add features etc
  - C. Model build outs, transfers, keeping track of scores has improved over time

### **Ad Hoc Recruiting, Justin Assad**

- I. Working within the committee, Varsity Compliance feedback to restrict what teams with a lot of resources can do while recruiting
  - A. Standards to leave leeway to operate but have principles and examples to be followed
  - B. Stories over the years of gift-giving, early visits etc. and an attempt to standardize this (like other sports) and what many other teams already do
- II. Contact
  - A. Off-campus recruiting contacts shall not be made with an individual (or his or her family members) before July 1 prior to his or her Junior year. Recruiting is the discussion with a Prospective Student Athlete (PSA) by an athletics staff member, or other representative of the institution's athletic interests, regarding attendance at the institution with the specific intent to compete for that institution.

- B. Unavoidable Incidental Contact is defined as contact that is not prearranged and is not made for the purpose of recruitment of the PSA and involves only normal civility. The staff member or representative of the institution may provide general information about the institution or team, as long as it is not specifically tailored to the PSA or his or her family.
- C. A staff member or other representative may only provide a PSA materials that are widely available to the student body, or General Correspondence which is limited to a single 8x12 sheet. General Correspondence can include fact sheets about an institution or team, questionnaires, or business cards. General Correspondence cannot be tailored to an individual PSA or his or her family.
- D. Recruiting contact at events that a PSA is competing in may only occur after competition has concluded for the day and the PSA is released by his or her coach or advisor.
- E. Questions
  - 1. Cannot have recruiting conversations until the designated time
    - a) Preventing conversations in the context of specific conversations about the sailor and the specific school
  - 2. You can give general information as long as it is not directly related to you ie you would be a B-division sailor in 2 years
  - 3. Current college sailors are not prohibited or prevented from having these conversations
  - 4. Sophomore pops into your sailing center: can give general information, can send to your admissions department
  - 5. College Night @ Orange Bowl etc.
    - a) Give a general announcement
  - 6. Innocuous statements such as we cannot talk about this yet etc.
  - 7. Trying to understand all of the rules
  - 8. Lengthy debate about stickers and the value of things, such as flip flops whereas a handout provides information
    - a) Debate of slippery slope of stickers
    - b) College sailing awareness
    - c) Role of stickers in programs
    - d) In conclusion, stickers can be debated in length later
  - 9. Compliance offices can help you with clarifying questions
  - 10. Language as close as possible to NCAA regulations
  - 11. Trying to alleviate the stress of coaches and sailors talking during competitions until after it has concluded for the day

### III. Conduct on visits

- A. An institution may not host a PSA for a visit before July 1 of his or her Junior year. A hosting is defined as the travel of the PSA to the institution with the

purpose of meeting with, or learning more about the team. A visit may last no longer than 48 hours.

B. During the visit, the PSA may attend workouts and practice however they are not permitted to participate in either workout or practice in any way.

C. Questions

1. Cannot actually participate (tryout) but can ask questions and observe
2. Do not specifically touch on high school teams practicing with college teams due to the nature of having to share some facilities
  - a) Collegiate and high school teams sometimes have to practice together due to sharing facilities
  - b) Distinction between developing and supporting the group versus the individual
  - c) There are a lot of club teams that need to do this
  - d) Some objections to high performance club teams and sharing facilities

(1) This is a first step, there are other items to add in for clarification that the committee wants to add eventually, something to look at in the future but this afternoon just trying to accomplish this

#### IV. Transfers

A. An athletics staff member or other representative of the institution's athletics interests shall not make recruiting contact with the student-athlete of another ICSA collegiate institution, directly or indirectly, without first obtaining the written permission of the first institution's head coach (or advisor in the case of a team without a coach) to do so, regardless of who makes the initial contact. If permission is not granted, the second institution shall not encourage the transfer.

B. As per PR 12.c.iii, a student athlete shall only compete for one ICSA school per academic year.

C. Questions

1. General debate about protecting the students and their choices
  - a) D3 language allows more self release with contact without requiring notifying the institution
  - b) Protects institutions? Not full transparency
  - c) Prevention of retribution, comfortableness in their own institution
  - d) Problem: coaches contacting players to get them to transfer
  - e) The player's choice is what matters
  - f) Still loyal to the team, different academic opportunities, fear of not being played
    - (1) There is nothing wrong with leaving on your own
    - (2) Concerns about jeopardizing your chances in the program

- g) Language about permissions
  - 2. Are people more comfortable if there is the addendum of someone above the coach?
    - a) More potential retribution power?
    - b) Social, athletic and academic environment
  - D. Table this, revisit, discuss further
- V. Consequences
  - A. Failure to comply with these regulations may result in the loss of eligibility for the student athlete and the loss of postseason opportunities for the institution implicated.
  - B. Questions
    - 1. A bit of leeway in case this was accidental
- VI. **Motion to adopt the Recruiting Language Document without the Transfers section**
  - A. **Seconded**
  - B. **Motion passes**

## Conference Reports

### MAISA

- I. Loss of Dan Winters, appropriate honoring to recognize all of his contributions to sailing

### MCSA

- I. 21 regattas hosted in the fall
  - A. University of Wisconsin renovation
  - B. Notre Dame new fleet
- II. Hinman, clinics, conference development

### NEISA

- I. Great Spring Nationals
- II. Salve Regina got a new fleet of Larks
- III. Application of new teams

### NWICSA

- I. Small district, getting more teams out there
- II. Working on aiding transportation and competing in different conferences

### PCCSC



- I. Growth in teams
- II. Great performance at Nationals and in the Fall
- III. Acquisition of new fleets
- IV. Looking to host more clinics and scrimmages

#### **SAISA**

- I. 3 new teams came in, clinic expansion
- II. Addition of team racing Sundays
- III. 2021 Nationals

#### **SEISA**

- I. More university participation in the conference
- II. Hosted a SEISA Clinic for the first time ever
- III. 2 new venues, new teams popping up
- IV. Increased student membership
- V. Excited to host the Spring 2020 Nationals

### **Old Business**

#### **LaserPerformance Collegiate Cup, Charles Higgins**

- I. Winner of Women's Team Race Nationals went to Lake Garda for this event
  - A. Won the event
- II. All expenses paid without requiring contributions from the ICSA
- III. Great event and partnership

#### **BUSA Tour, Charles Higgins**

- I. Coed and Women's team came over to the US this year
  - A. Lots of events and practicing and sailing
- II. Events treated seriously and the respect they deserve
  - A. All of the events went great and good showing by the British teams
- III. Recommendations
  - A. Resumes submitted well in advance to ensure the best of the best
  - B. Creating more awareness prior to the events
  - C. Utilize yacht clubs could be helpful
  - D. Conference Commissioners to take a bigger role in organizing
  - E. Defined length of the tour, specific arrivals and departures
  - F. Important to consider the time frame for this planning
  - G. Volunteers within regions who can always help, Ambassadors
  - H. Alumni dinner

- I. Seek additional sponsorship
  1. Have a lot of UK sponsors and aligns with the ICSA by-laws
  2. Maybe a good package for someone outside of sailing too

### **Sailing World Rankings, Justin Assad**

- I. Proposal for more transparency which is beneficial
  - A. Fall, trouble getting organized, committee format
  - B. Commissioners or representatives involvement
  - C. Clancy helped fill the void with a format for rankings - thank you!
    1. Tried to reach out to a variety of people
- II. Important to note, rankings have always been contentious
- III. In the big picture, we want people to be involved and help work on them
  - A. This is not a closed process, it is open, let Justin, Mike or Brian know if you want to become involved
- IV. Ensuring procedures are established
- V. Concerns with the future berth allocations and the rankings with bias
  - A. Competitiveness and bias
  - B. Female and regional representation
  - C. Objectiveness, guidelines

### **New Business**

#### **Proposal to establish a recruiting database, Blaine Pedlow**

- I. Item addressed earlier in meeting

#### **Request for Intersectional Committee to review berth allocations for the Coed Showcase, Blaine Pedlow**

- I. PCCSC is unique in that they have the #1 ranked team with a single berth to the Coed Showcase
  - A. May only apply for 1-2 years but as this is such a transformative event, it should be reviewed
- II. Sent to Competition Committee for review
  - A. Creation of re-evaluation basis?
- III. Interconference Committee has the ability to determine berth allocations at all Interconference events

#### **Proposal to establish a committee to explore and determine steps in professional leadership transition.**

- I. Not addressed but documents provided

**Proposal to provide more transparency and representation in the ICOSA rankings.**

- I. Not addressed but documents provided

**Park City Sailing, get together post-meeting**

- I. Want to help provide more resources for this meeting
- II. Looking to get undergraduates and coaches out here in the Summer

**Appointment of the Nominating Committee, Mitch Brindley**

- I. Chair: Fred Wingwuth
- II. Large Conference: Mike Callahan
- III. Small Conference: Blaine Pedlow
- IV. At-Large: Paige Clarke
- V. At-Large: Allison Jolly

**Scheduling of Next Meeting & Adjournment**

- I. May 25, 2020, New Orleans, LA