

U.S. Center for SafeSport Board of Directors (“Board”)  
December 10, 2021  
Meeting Minutes  
Time: 9:02am MST

**In Attendance:** Jessica Herrera-Flanigan (Board Chair), Regis Becker, Julie Novak, Pat Harned, Megan Ryther, Pam Wheeler, Connie Smotek, Kimberly Fields, April Holmes, Jon Fish, Autumn Ascano, Ju’Riese Colon, Jen Cope, Heather O’Brien, Fred Roselli, Elizabeth Calkins

### **Opening**

Ms. Herrera-Flanigan opened the meeting and welcomed the group at 9:02am MST.

Ms. Colon completed roll call and reviewed the agenda for the day.

Consent agenda items were presented to include August 2021 minutes and the CEO report.

A **motion** was made by Ms. Ryther and seconded by Mr. Becker to approve the consent agenda. The motion passed unanimously.

### **Quorum**

Attending Board Members constituted a quorum of the Board under U.S. Center for SafeSport bylaws.

### **Discussion: Finance Committee**

Ms. Cope discussed the proposed 2022 budget with a forecast for 2023 and 2024 to ensure the hiring and cost increases that are proposed in the short term are sustainable in the future. The four areas addressed to prepare for the next three years include fundraising, fee for service, expense management and operating reserves.

Ms. Holmes joined the meeting at 9:15am MT.

A **motion** was made by Mr. Becker and seconded by Ms. Ryther to approve the updated budgets. Motion passed unanimously.

*Action Items: None*

### **Discussion: Nominating & Governance Committee**

Ms. Novak reviewed the ratification of board terms, 2022 director nominations, 2022 officer nominations, and committee candidate nominations.

Mr. Roselli discussed the self and peer reviews beginning in January through BoardSpan.

A **motion** was made by Ms. Fields and seconded by Mr. Becker to ratify all existing Board terms to reflect the true and proper record of each Director’s present term and their respective expiration dates:

- Terms expiring December 2021 – Ms. Herrera-Flanigan, Mr. Jones, Ms. Wheeler
- Terms expiring December 2022 – Mr. Becker, Dr. Giardino, Ms. Ryther
- Terms expiring December 2023 – Ms. Ascano, Ms. Harned, Ms. Holmes, Ms. Fields, Ms. Novak, Ms. Smotek

Motion passed unanimously.

A **motion** was made by Mr. Giardino and seconded by Mr. Becker to approve new 3-year terms for Ms. Herrera-Flanigan and Ms. Wheeler, beginning in January 2022 and expiring in December 2024. Motion passed unanimously.

A **motion** was made by Ms. Novak and seconded by Mr. Becker to approve the new executive committee members, including Ms. Holmes (Vice Chair), Ms. Ryther (Secretary), and Ms. Smotek (Treasurer). Motion passed unanimously.

A **motion** was made by Ms. Ryther and seconded by Ms. Harned to approve Ms. Smotek as the Finance Committee chair. Motion passed unanimously.

A **motion** was made by Ms. Ryther and seconded by Mr. Becker to approve the nominations of candidates to the following committee seats:

- Finance Committee: Mr. Craig Bradley, Mr. Kevin Flaherty
- Audit Committee: Mr. Matt Cenedella
- Nominating & Governance Committee: Dr. Shakira Henderson, Mr. Scott Rochelle

Motion passed unanimously.

***Action Items: Board members will receive an email regarding the self and peer reviews to complete at the beginning of the year. The results will be discussed along with the gap analysis at the board meeting in March.***

### **Discussion: Code of Ethics and Conduct**

Ms. O'Brien gave a high-level overview of the Center's core components of the code of ethics and conduct that will be rolled out at the beginning of 2022. Ms. O'Brien discussed the onboarding of the Center's new Ethics Officer Ms. Gretchen Winter, who will intake ethics complaints and work with the team to triage and determine the move forward.

A **motion** was made by Ms. Ryther and seconded by Ms. Novak to approve the draft Code of Ethics and Conduct and grant the Executive Committee the authority to lead the work of the Ethics Office. Motion passed unanimously.

### **Presentation: USOPC**

Ms. Sarah Hirshland, Chief Executive Officer, USOPC joined the meeting at 10:31am MT.

Ms. Hirshland highlighted the working relationship between the Center and the USOPC as well as challenges she has identified. Ms. Hirshland expressed concerns regarding NGBs ability to adopt new Center safety policies, particularly regarding training and education. She also expressed concern that implementing new policies was financially burdensome to some NGBs and that some organizations may opt to leave the Movement rather than enforce training policies.

Additionally, Ms. Hirshland gave the group an overview of the Tokyo games and upcoming Beijing games.

Ms. Herrera-Flanigan offered to schedule a follow-up meeting with Ms. Hirshland to further discuss her concerns.

*Action items: Ms. Herrera-Flanigan will schedule time with Ms. Hirshland in the following weeks.*

Ms. Hirshland and Ms. Novak left the meeting at 10:58am MT.

#### **Discussion: Strategic Plan Update**

Ms. Colon gave a high-level overview of the Center's three-year strategic plan and the 2022 priorities around emotional and physical misconduct, communications and trust, fundraising, technology, and data driven solutions.

Mr. Roselli reviewed the continued progress on the emotional and physical misconduct internal working group.

Ms. Fields left the meeting at 11:14am MT.

Ms. Wheeler left the meeting at 11:58am MT.

*Action items: None*

Mr. Roselli, Ms. Cope and Ms. Calkins left the meeting at 11:59am MT.

#### **Discussion: Executive Session**

The Board entered executive session at 12:00am MT

A **motion** was made by Mr. Becker and seconded by Ms. Smotek to adjourn the meeting. Motion passed unanimously.

Meeting Adjourned at 12:18 pm MST.