

December 2020

Presidents Summary

Thank you for all that have joined our monthly call.

- Moment of silence for David Irish and Kevin Burnham
- Thank you to the Senior Leadership Team: Heather Monoson, Mike Waters, Peter Glass, Lauren Cotta and Jill Nosach with support from Katie Alley
- The focus has been on business as usual this time of year focusing on budgeting and planning for 2021 which we must all understand is challenging in this environment
- Our goal is alignment under our strategic pillars of focus while we continue to fulfill our core responsibilities delivering excellent education products and programs and serving the racing community of sailors, officials and event organizers.
- We are striving to find the balance that achieves excellence across all our responsibilities.
- We have weekly meetings Wednesday with our Board Excom (Martine, Rich and John) and Henry Brauer and the senior leadership team
- Together with our staff leadership team we have determined next steps in professional staff leadership. With Henry Brauer's lead we have engaged Alderbrook Advisors to assist the Board with assessing organizational health, developing the CEO job description and advising on the choice of an Executive Search firm. Heather, in conjunction with Alderbrook is spearheading a survey that all 47 staff members will participate in designed by Entromy. This is a powerful tool that will enable our consultants to quickly gain knowledge and to listen to input from every staff member. Questions are included that give input specifically on the CEO role and the leadership of the Olympic program. The scope of Alderbrook's work will also include looking at ways to optimize the roles of the Board, the Foundation and how we can best structure the leadership of the Olympic program for success and find the right people for those roles.
- We have designated an initial group led by Henry that includes: Bill Ruh, John Schoendorf and Katie Pettibone to designate a search firm. We have received several expressions of interest for the CEO position. Henry is keeping track of these and responding to each with a note that all candidates will be put through the same process.
- Following up on this we will name a search committee will include board, staff and others.
- There has been ongoing work with Project Pinnacle led by Paul Cayard and Brian Fox that has included sharing an early draft with US Sailing Board and Foundation Board members for input. This additional input is being carefully considered.
- Tomorrow evening the Sailor Athlete Council will host the first of regularly scheduled quarterly Town Hall Athlete meetings. The athletes will hear from me at the start of the meeting followed by staff leadership. The goal of these meetings is to share information directly with the athletes and answer questions.
- I hosted a Past President's zoom call last week that included advice to me from Past Presidents: Gary Jobson, Jim Muldoon, Bob Hobbs, Jim Capron, Dave Rosekrans, Tom Hubbell, Bruce Burton, Bill Martin and Janet Baxter.

It has been a busy month and I appreciate all those that are leaning in to support our sport and organization.

Sincerely,



Cory F. Sertl, President



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