MINUTES OF THE MEETING

OF THE BOARD OF DIRECTORS OF

THE UNITED STATES ROWING ASSOCIATION

September 23, 2019

Meeting conducted via teleconference

Directors present: Marcia Hooper (Chair), Nobu Ishizuka, Darlene Disney, Megan O'Leary, Greg Benning, Jamie Redman, Nick LaCava, Steven Shure, Falesha Thrash, Charlie Haight, Lisa Stone, Joe Manion, Jimmy Sopko

Directors absent: Matt Hughes

Others present: Patrick McNerney (CEO), Susan Smith (Chief Domestic Officer), Andrew Lee (outside counsel), Kit Bennett (Director of Skyline Crew and Washtenaw Rowing Center (Grand Rapids, MI)), Joe Flynn (Junior Rowing Coach at Rowing Club of the Woodlands (Houston, TX)), Dr. Jo Hannafin (Chair, USRowing Sports Medicine and Science Committee)

The Chair called the meeting to order.

Junior Lightweight Rowing Task Force Update

Mr. McNerney reminded the Board that USRowing had established the Junior Lightweight Rowing Task Force in January 2019, consisting of 24 individual members including scholastic and junior regatta directors, medical professionals, and representatives of high school/scholastic rowing programs and junior club programs, including Mr. Flynn, Ms. Bennett and Dr. Hannafin, among others. The Task Force was designed to be advisory to the CEO and include points of view illustrating both the pros and the cons of junior lightweight rowing. The primary objectives of the Task Force were to (1) audit current junior lightweight programs to determine protocols in place to support lightweight rowing programs, (2) research and compile medical reports specific to weight management of adolescents and determine if appropriate protocols for managing lightweight rowing is viable, and (3) research junior rowing in other countries to determine lightweight protocols (if applicable) and the general structure of youth rowing programs.

Mr. McNerney further advised that, based on the support of the majority of scholastic rowing organizations and members of the Task Force, his recommendation was for USRowing to establish and administer an evidence-based protocol to allow junior lightweight rowing to continue but only for individuals who meet certain established criteria.

Dr. Hannafin reviewed the proposed protocol for junior lightweight rowing. She noted that age-based bands are not a reliable means to regulate junior lightweight participation because maturity of youth at these ages is not consistent, and cautioned that eating disorders posed a serious medical risk to teenagers as their bodies were still developing. She supported the claim that evidence-based identification of lightweight rowers is practical and medically safe. The evidence-based criteria would be based on CDC growth charts and weight, that participation would require confirmation from the athlete's doctor that the athlete meets the criteria. In order to race in the 2020 season the proposed protocol would require each individual submit that they meet the specified criteria between January/March (1 or 15) of 2020, and that

deadlines for meeting the criteria would be strictly enforced. USRowing would reevaluate the protocols based on data collected during the 2020 Spring Regatta season and make a further determination on their continuation of junior lightweight rowing events for the 2021 season and beyond.

Mr. McNerney explained that USRowing's Sport Medicine and Coaching Education team would complied and publish appropriate resources on USRowing's website in December 2019 and that USRowing would create and provide administrative resources to manage registration and compliance with the program.

Mr. McNerney discussed the administrative oversight for the program and how it will be managed. He then discussed plans for education and awareness of the protocol, including introduction of Coaching Level 2 module and website updates addressing the protocol and a series of webinars focused on managing junior lightweight protocols as well as educating collegiate/adult lightweights and coxswains.

Mr. McNerney also described plans for incorporating these protocols into USRowing's SafeSport programs, including by classifying violations of the protocol as SafeSport violations.

Mr. Lee discussed risk management issues relating to the continuation of junior lightweight rowing, including the significance of established protocols based on research, investigation, and scientific data.

A lengthy, extensive and thorough discussion of the proposed protocols ensued among the Board members, including the opportunity for comments, questions, and discussion to be heard from each member of the Board, as well as from Mr. Flynn, Ms. Bennett, Dr. Hannafin, and Mr. McNerney

Mr. McNerney recommended adopting the protocol for 2020.

Mr. Manion made a motion to approve the proposed protocols for 2020, subject to adding specific penalties for violations. Ms. Redman seconded the motion. The motion passed by a 9-4 roll call vote, as follows:

Yea: Mr. Benning, Mr. Haight, Mr. Ishizuka, Mr. Manion, Ms. O'Leary, Ms. Redman, Mr. Shure, Mr. Sopko, and Ms. Thrash
Nay: Ms. Hooper, Ms. Disney, Mr. LaCava, and Ms. Stone

Mr. McNerney advised that he would revise the protocol according to the approved motion and circulate it to the Board along with management's plan for communication and implementation of the protocol, together with a timeline.

Upon a motion by Ms. Redman, which as seconded by Mr. Manion and which passed unanimously, the meeting was adjourned.