

DRAFT

CONNECTICUT SWIMMING, INC.

Board of Directors

Tuesday, April 24th, 2018

7:30 pm, High Plains Community Center, Orange, CT

Vision Statement: Connecticut Swimming...better life through swimming.

Mission Statement: Connecticut Swimming promotes the pursuit of excellence in swimming and in life through competition and education.

MINUTES

Call to Order/Roll Call: General Chair, Ellen Johnston (EJ) called the meeting to order at 7:39pm.

Present: Ed Doernberger, Dave Heller, Todd Gordon, Ken Gray, Henk Jansen, Ellen Johnston, Sue Lecza, Rick Lewis, Jen Lyman, Joan Lynch, Dan Mascolo, Tyler Mathieu, Rob Riccobon, Jim Robison, John Scaldini, Kaeley Steinnagel, Miku Takabayashi, Mark Wollen

Not Present: Jack Gray, Rick LaFrenierre, McAllistar Milne, Marissa McNary, Dave Modzelewski, Duffy Mudry, Jason Paige, Dave Reilly, Suzannah Rogers

Also Present: Nan Cooper

Announcements: EJ welcomed everyone to the meeting.

Approval of Agenda/Additions to Agenda:

Motion made to make the following addition to the Agenda:

Add three items to New Business:

- (1) 'Request by New Canaan to reduce surcharge fees from SC Regionals' – Mark Wollen
- (2) 'USA Swimming Lifetime Memberships' – Henk Jansen
- (3) 'Bylaw Revisions proposed by USA Swimming' – Ellen Johnston

Approval of Amended Agenda:

Motion made to approve the revised Agenda. Passed unanimously.

Adoption of Minutes from Feb 15, 2018 Meeting:

Motion made to approve the minutes from the February 15, 2018 Board Meeting as distributed.

Passed unanimously.

OLD BUSINESS

Meet Structure Task Force proposal – Jim Robison

JR reviewed and clarified the details as discussed last meeting, and distributed handout entitled 'Meet Task Force Proposals, Updated April 24, 2018' which contained two proposals which were then discussed and voted on as follows:

- (A) To appeal to swimmers and families who want shorter meet timelines, a *MOTION was made as follows:* CSI will offer an incentive for Clubs to host "short-session meets" or "mini-meets" with the following conditions (for Short Course only):
1. The host commits in advance to running sessions less than 3 hours (timeline before scratches).
 2. The meet must be bid as a short-session meet and the Meet Announcement must identify the meet as a short-session meet with the anticipated maximum session length.
 3. Host pays half (50%) of the surcharge percentage.
 4. Combining of sessions would require Program Operations approval and be limited to very low enrollment.
 5. **Penalty** if the meet times out over 3 hours (not due to technical issues): host club must return 50% of the meet entry fees to all entered clubs, and must pay the full surcharge.

MOTION PASSED UNANIMOUSLY.

- (B) To allow meet hosts flexibility to hold invitational meets, a *MOTION was made as follows:* CSI will adopt a policy to allow the awarding of sanctions (either regularly-scheduled or Off-Calendar) to clubs for meets that may be offered by invitation to specific clubs to attend the meet, with the following requirements:

1. Short Course Only
2. Must include three (3) or more Club Members, including the host. UN is not a Club Member.

3. In order to offer a Meet-By-Invitation, the host must offer (on a 1:1 ratio) the same number of sessions (planned for 2 hours or more) in regularly scheduled meets during the same season and open to the CSI/USA Swimming membership for entry on a first-come, first-served basis. The sessions may be conducted in multiple meets and the specific sessions must be identified during the bid process.
4. At the hosts option, they may fill the meet entirely or partially with invited clubs. The method of accepting entries to fill remaining opportunities, if any, must be identified in the Meet Announcement.
5. Invited teams must be listed in the meet announcement. (Could say priority is given to invited teams, or something to that effect.)

MOTION PASSED by a vote of 17 to 1.

Intrasquad surcharge for sanctioned meets (like approved meets) – Suzannah Rogers

Tabled since Suzannah not present.

NEW BUSINESS

2018-2019 Budget – Todd Gordon

TG presented the first draft of the proposed budget for 2018-2019, which is based on the following key principles:

- Net Income targeted to be modest loss.
- Subsidy for Short Course Zone Meets has been changed to travel expense for zone swimmers approximating 70% of 40% of prior cost.
- LC Zone subsidy continues at 40%
- AGC Meets are budgeted to yield breakeven/very small gross profit.
- Income budget at average of prior two years
- Senior Championships are budgeted at \$5K loss.
- 3% COLA on expenses.
- Based on recent demographic and registration data, flattened growth in registration income.
- No change to meet subsidy income methodology (e.g., % of host meet income), and not yet reflecting the motions just passed in this meeting.
- Continue Swim Camp income and expense at same rate as 2016-17.
- Increased pay for Zone Coaches per Board discussion.
- Senior Travel increase to \$55K per EJ note, and JP calculation.
- Maintained banquet revenues and expenses at same rate (close to breakeven).
- Increased officials travel and national meet travel by 3%.
- Increased funding for clinics/events/camps for swimmers

-added additional funding for open water swimming

-added funding for NEW program for non-elite swimmers.

Summary result:

Total Income of \$957,980 vs. prior budget of \$987,070

Total Expenses of \$998,351 vs. prior budget of \$986,022.

Net Loss of \$40,371 vs. prior budget Net Income of \$1,047.

TG will send to each committee chairperson their section(s) of the budget so that each chair will know their detailed budget for final review. Long discussion ensued, resulting in consensus that budget should be closer to breakeven (and not a loss of \$40K).

MOTION was made to increase athlete surcharge from \$70 to \$75 to help balance the budget. *MOTION PASSED UNANIMOUSLY.*

TG requests anyone email him with any questions or requests for changes as this is a working draft of the budget.

Nominating Committee Slate of Nominees – David Heller

The Nominating Committee members: Jen Lyman, Nick Cavaturo, Rick Lewis, John Scaldini, Jeff Sargeant, Jack Gray and Dave Heller (Chair). 5 meetings were held to discuss slate for next year, resulting in the following slate to be set forward for vote at the May HOD Meeting:

The following current Board members will be put forth on the slate for another 2-year term:

General Chair – Ellen Johnston

Administrative Vice Chair – Dave Reilly
Finance Vice Chair – Todd Gordon
Secretary – Joan Lynch

The following will be put forward for an initial term in these positions:

Program Development – Jen Lyman (See NOTE 1 below)
Coach at Large – two candidates will go to a vote at HOD:
 Matt Pohlman (BSY) and Rob Bouchey (NMEG)
Technical Planning – Kaeley Steinnagel (See NOTE 1 below)

NOTE 1: Jen Lyman, current Technical Planning Chair, verbally submitted her resignation to Ellen Johnston tonight, without specifying her date of resignation. Per CSI bylaws, her resignation will take effect upon the election of a successor, which will happen at the HOD meeting next month. The position of Technical Planning Chair has therefore been added to the slate, and will be for one year only (remaining term).

EJ thanked Dave Heller for all the tremendous work he has done with the Nominating Committee.

House of Delegates Meeting Planning – Ellen Johnston

HOD will be held at Hamden Hall on May 15th. EJ will introduce each Board member, and each Board member will be asked to say a few words about what they do, and the responsibilities of their committees. Rick Lewis will oversee the election at HOD, as Dave Heller will be absent.

FLEX Membership – Rick LaFrenierre (sent report)

CSI Registrars recommend that CSI wait one year to implement the new program of FLEX Membership. CSI registrars have received communication from USA Swimming that the software changes required to administer FLEX memberships are still in progress. Nan Cooper indicated CSI will need to incur some IT development costs to monitor restrictions for the FLEX Memberships (which are \$20, and allow for only two meets, and no championship meets).

MOTION was made to wait a year (until 2019) before offering FLEX Memberships so that IT systems can be ready to administer it.
MOTION was passed 14-2.

Outsource Meet Director for CSI run championship meets – Ellen Johnston

EJ discussed this option to relieve Age Group Committee Chair and Senior Committee Chair of some of the meet director duties. This would help with recruiting candidates into the positions, in addition to allowing the Chairs to focus on overall planning and issues rather than the details of running these meets. Consider putting together an ad-hoc committee to pursue this option.

Zone Coach Remuneration (pay) – John Scaldini

JS discussed the duties and responsibilities of the Zone Team Coaches, and possible benefits of increasing the coach pay for LC Zones. After much discussion, a *MOTION* was made to increase the Zone Team Coaches pay as follows: Head Coach - \$1,000; up to 5 Assistant Coaches - \$750 each. To fund this change, the Educational Grants previously given to Zone Team Coaches will be reduced as follows: Head Coach – reduced from \$1,000 to \$500; and Assistant Coach – reduced from \$600 to \$250. *MOTION PASSED UNANIMOUSLY.*

JS will be handling all of the administrative planning for LC Zones, but is looking for a volunteer Team Coordinator to assist with this, and more importantly to handle the management of the actual trip (which will be to Richmond, VA in early August).

Eastern Zone May 2019 Meeting CT Bid Declaration – Ellen Johnston

EJ would like to volunteer CSI as host to next year's Eastern Zone meeting. Consensus was to move forward with this.

Meet Entry Acknowledgement Procedures – Dave Modzelewski

Tabled since DM not present.

Aqua Turf Alert – EJ/KS

Aqua Turf will host the Banquet again. The Aqua Turf had received an anonymous call saying CSI was backing out of banquet due to the Aqua Turf's ties with the NRA. The call was not actually from CSI, but from someone saying they were with CSI. CSI is holding the banquet at Aqua Turf this year and for the foreseeable future. (As an aside, Aqua Turf has cut ties with the NRA.)

Digitize CSI Archives – Ellen Johnston

There exists a locker with many old records and documents which EJ would like to digitize. TG volunteered to help with the technology side, if EJ wants to get some volunteers (perhaps students athletes) to help with this project. An eventual goal would be to have a CSI Hall of Fame where some of these items can help document CSI's history.

CSI Financials – Sue Lecza

SL reviewed CSI Financial Statements through March 31, 2018. She noted the accounts are in line with budget and prior year. AGC and Senior Championships for short course both have higher expenses than past, especially in AGC rental and hospitality costs (due to change in venue to Chelsea Piers CT). Registrations continue to be strong.

Request by New Canaan to reduce surcharge fees from SC Regionals – Mark Wollen

New Canaan had facility issues due to weather on the Saturday of SC Regionals. They requested a reduction in their surcharge fees for the meet due to the closure of their facility for one day. Details were discussed, and it was determined that CSI must follow policy, which is that CSI does not give surcharge relief. The risk is assumed by the meet host. *MOTION* was made to DENY New Canaan's application for reduced surcharge fees for SC Regionals. *MOTION PASSED UNANIMOUSLY.*

USA Swimming Lifetime Memberships – Henk Jansen

HJ proposed awarding up to 2 lifetime memberships annually to USA Swimming (value of \$1,000 each) in memory of Judy Snow. Discussion ensued, was tabled due to time constraints. HJ was asked to provide criteria for these awards.

Bylaw Revisions Proposed by USA Swimming – Ellen Johnston

Minor changes were recommended during USA Swimming's review of CSI Bylaws.

(1) recommend OPTIONAL acronym change from CSI to CTSI (to distinguish from Colorado acronym with is the same)..., and
(2) add the following MANDATED wording to be added:

QUORUM - A quorum of the Board of Directors shall consist of majority of the voting members, including those present by means of conference call or electronic media. Provisions in Section 7.11 shall apply.

Discussion tabled due to time constraints. EJ will review and advise.

REPORT OF OFFICERS – no additional reports except for Program Development (see below)

General Chair Report – Ellen Johnston

Administrative Vice-Chair – Dave Reilly

Treasurer – Susan Lecza

Finance Vice-Chair – Todd Gordon

Age Group Committee Chair – Dan Mascolo

Senior Committee Chair – Jason Paige

Technical Planning Committee Chair – Jen Lyman

Program Development Vice-Chair – Kaeley Steinnagel

Silver Championships – At HOD, KS will present the LC Regionals format for the 2019 season. There will not be a vote. She will be presenting the format that was previously voted on, and will take comments. Plan is to add Silver Championships the second weekend in July, so the first weekend would be Regionals, then Silver Championships, then Seniors and then Age Group Championships. Still need to resolve issue of officiating.

Program Operations Co-Vice-Chairs – Suzannah Rogers/Mark Wollen

Officials Committee Chair – Ken Gray

Operational Risk Co-Coordinator – Duffy Mudry/Jim Robison

Coach Representatives – Dave Modzelewski

Athlete Representatives – Jack Gray/Miku Takabayashi/Tylor Mathieu/

Marissa McNary/McAllister Milne

Safe Sport Coordinator – Rob Riccobon

Coach-at-Large – Henk Jansen

Registration/Membership Coordinator – Rick LaFrenierre

Zone Team Coordinator – John Scaldini

The House of Delegates Meeting will be held on Tuesday, May 15th at Hamden Hall at 7:30pm.

The Meeting was adjourned at 9:58pm.

Respectfully submitted,

Joan Lynch

Secretary