

DRAFT

CONNECTICUT SWIMMING, INC.

Board of Directors

Tuesday, November 27th, 2018

7:30 pm, Teleconference

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 7:32pm.

Present: Gordon Brown, Ed Doernberger, Todd Gordon, David Heller, Ellen Johnston, Rick LaFreniere, Susan Lecza, Rick Lewis, Jen Lyman, Joan Lynch, Tylor Mathieu, McAllister Milne, Dave Modzelewski, Duffy Mudry, Jason Paige, Matt Pohlman, Rob Riccoban, Suzannah Rogers, John Scaldini, Kaeley Steinnagel, Mark Wollen

Not Present: Graham Bodner, Kyle Brown, Ken Gray, Marissa McNary, Richard Nolan, Dave Reilly, Jim Robison

Also Present: Nan Cooper

Announcements: EJ welcomed everyone and thanked everyone for participating, and discussed the upcoming January extended Board meeting.

Approval of Agenda/Additions to Agenda:

Todd Gordon requested to add three items to the Agenda: (1) Expense Reimbursement Guidelines, (2) Code of Conduct at Meets, and (3) Conflict of Interest Statement Refresher

MOTION made to approve the revised Agenda with these additions. Passed unanimously.

Adoption of Minutes from October 25, 2018 Meeting:

MOTION made to approve the minutes from October 25, 2018 Board Meeting as distributed.

Passed unanimously.

OLD BUSINESS

January's extended meeting agenda items - EJ

EJ asked for input and discussed possible topics for January's extended Board meeting agenda, and is also looking for Swimposium ideas for the fall of 2019 (for parents, coaches and swimmers). She would again like to have Jane Grosser up for a mini workshop on governance, and work together to create a governance committee. Other topics include having a leadership seminar, and planning a possible invitational before the 2020 Olympic Trials.

Ellen will be prepared to present these and other topics for discussion at the January extended meeting of the Board of Directors.

Governance Committee - EJ

With the new Bylaws, a new Governance Committee will be forming soon. Ellen will consult with Jane Grosser for assistance with how to put it together, to clarify the role of the Board, tasks of each position, and ways to help keep the Board on task. To discuss in detail at January BOD Meeting.

NEW BUSINESS

Eastern Zone Age Group SC Championship – John Scaldini

JS would like to propose a change for LC Zones in the future, to have fewer parent chaperones, and more coach chaperones. John is thinking ideal would be 40% coaches, 60% chaperones. There have been some recent issues with chaperones. If this change is made, the coaches would perform chaperone duties, which has not been done in the past. Proposing assigning coaches by age group (approx. 3 coaches with 13&over, 4-5 coaches with 12&unders, and just 2-3 parent chaperones/team manager). Have some time to figure this out but would like to figure out staff at the end of SC season.

Senior Committee Agenda Items – Jason Paige

Senior Championships Qualifying times are now posted. Times were based on 17&under times from Jan 1, 2017 through Nov 5, 2018. Times were adjusted based on 100th place time during this period. For 400 IM and 500 Free, went to 80th place time. Mile and 1000 standards were based on 50th place time. Most cutoff times were made faster, but some were made slightly slower. More 13/14's may participate since the meet is not back-to-back with Age Groups.

Senior Invite (March 7-10) at Wesleyan is open now for bid. Announcement was approved by Program Ops, and will be posted shortly. Bids will be accepted until Dec 14th, and the Senior Committee will then review applicants and award the meet.

Athlete Travel Assistance – Senior Committee is still working on finalizing.

Elite Training Camp – Committee is hoping to send a group of 17&under to the OTC as part of a training camp once again in 2019. Committee is working with Jen Lyman to figure out how to better cover the costs, and will likely have to charge more per athlete.

MOTION was made to add to up to \$200 of Travel Assistance for reimbursement of travel costs, for coaches who travel with their athletes to USA Swimming's National Select Camp. Passed unanimously. Passed unanimously.

(TG noted the budget includes an increase of \$19K from prior year, for a total of \$55K for travel reimbursements.).

MOTION was made to add up to \$200 of travel assistance for reimbursement of travel expenses for Zone Select Camp attendees. Passed unanimously.

MOTION was made for the Senior Committee to proceed with completing the application for CSI to attend the Olympic Training Center in April of 2019, and moving forward with the planning of the Elite Training Camp for CSI qualifying athletes. Passed unanimously.

(There was much discussion, and EJ asked the Senior Committee to bring a proposal to the January meeting with how much CSI will pay versus how much will be paid by the swimmers. Jen Lyman discussed timing, and wants to let families know cost as soon as possible. (Jen Lyman proposed to charge each participant \$995, with travel assistance of approx. 40%, dependent on airfare. In 2018, the camp had 24 swimmers, 6 staff, total of 30. Cost of OTC is \$90/night, about \$450 airfare. Total in CSI budget is \$15K, and plan is for 6 nights. Coaches are paid about \$1K each. Tentative dates are April 15-21, Saturday - Friday)

TG volunteered to help with gathering cost info, and Jen Lyman will proceed with planning the camp, and finalizing cost info as soon as possible.

CSI Financials – Sue Lecza

Sue presented the October 31, 2018 Financial Statements, noting that revenues are a little ahead of prior year. Registrations are up, and Surcharges are up as there are more meets earlier in the season this year. No major variances from budget.

Expense Reimbursement Guidelines – Todd Gordon

Todd discussed how he would like to simplify the reimbursement process. Currently the process takes longer than it should to reimburse (for events, travel, etc). TG would like to work with Nan Cooper and Sue Lecza to work on streamlining the process electronically, and will ensure to keep process in line with IRS regulation. Officials have asked if there is a different way to make sure people get reimbursed for running officials clinics. TG stated we can simplify this by paying based on a per-diem rather than requiring exact expense amounts (flat fee per event, also not taxable as it is still reimbursement of expense).

Code of Conduct at Meets - TG

TG has experienced, and observed, abusive behavior by parents towards officials and meet referees. TG wants to make sure the Board fully supports a zero-tolerance policy for any type of unsportsmanlike behavior (physical or verbal) to officials, marshals and anyone else working a meet. In past, sanctions have been issued when necessary. If an incident occurs, the meet referee and meet director need to be able to eject someone from the meet. All agreed the Board would support taking appropriate action if/when necessary.

No formal motion was made, but it may be necessary to re-broadcast to coaches, specific language of our code of conduct, and anyone abusing the code of conduct, will be dealt appropriate ramifications which could include expulsion from pool deck, and additional action by CSI as deemed necessary.

Conflict of Interest Statement - TG

TG reminded all, that if you are at a related party when a decision is being made about something, you must recuse yourself from the conversation. Sometimes this is unavoidable since volunteers

are frequently very involved in different aspects of CSI, but we must avoid situations where our interests conflict us from being objective.

REPORT OF OFFICERS

General Chair Report – Ellen Johnston – nothing additional

Administrative Vice-Chair – Dave Reilly – none

Treasurer – Susan Lecza nothing additional

Finance Vice-Chair – Todd Gordon – nothing additional

Age Group Committee Chair – Gordon Brown – none

Senior Committee Chair – Jason Paige – nothing additional

Technical Planning Committee Chair – Kaeley Steinnagel

Program Development Vice-Chair – Jen Lyman

Gave out dates for Summer LC Championships. **(Nan – do you have them?)**

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

Officials Committee Chair – Ken Gray – not present

Operational Risk Co-Coordination – Duffy Mudry/Jim Robison – no report

Coach Representatives – Dave Modzelewski/Graham Bodner

Athlete Representatives – Tylor Mathieu/Marissa McNary/McAllister Milne/Kyle Brown/Richard Nolan – nothing additional

Safe Sport Coordinator – Rob Riccobon

Rob discussed that teams will be able to get recognition for implementing Safe Sport initiatives as recommended by USA Swimming.

Coach-at-Large – Matt Pohlman

Matt discussed he is working on a coach mentoring program.

Registration/Membership Coordinator – Rick LaFreniere

Zone Team Coordinator – John Scaldini

The next Board meeting will be held if necessary, via teleconference on Tuesday, December 18th at 7:30pm, and will most likely be via teleconference.

The Meeting was adjourned at 9:15pm.

Respectfully submitted,

Joan Lynch

Secretary