

CONNECTICUT SWIMMING, INC.

Board of Directors

Wednesday, December 5, 2012, 7:30 pm

Teleconference

Call to Order/Roll Call: Rick Lewis called the meeting to order at 7:35pm

Present: Rick Lewis, Lauren Bullock, Nancy Wargo, Randy Erlenbach, Tak Takabayashi, Ed Becker, Edwin Doernberger, Judy Snow, Kaeley Steinnagel, Todd Gordon, Dave Reilly, Jeff Scobee, Matt Hurst, Chris Hug, George Bradner

Not Present: Mark Sedlak, Jeffrey Gray, Dave Reilly, Jordan Berger, Coral McNary, Kaz Takabayash, Ed Heath, Ty Seymour

Also Present: Nan Cooper

Agenda: Dave Reilly asks to add splash fees discussion to the agenda and the use of tape recordings of the CT Swim Board meeting to the agenda. Chris Hug would like to speak about the recent drowning at Manchester HS and USA Swimming Foundation for statewide safety issues and participation. Tak Takabayashi proposed discussion for fines for unregistered athletes competing in CSI sanctioned meets, unregistered/uncredentialed coaching at CSI sanctioned meets, and unregistered meet directors running CSI sanctioned meets. A motion is made and seconded to approve the agenda as proposed above. Motion passed.

Minutes: Motion is made and seconded later in the meeting to approve the minutes from September 29, 2012 BOD Meeting. Dave asks to change Dave from Kaeley as Rick's roommate at the convention. Motion passes with change.

Announcements: Rick Lewis thanked everyone for attending the board meeting.

New Business

Nominating Committee nominees: Rick will contact Dave Heller to ask if he will stay on the nominating committee. Rick asked for other volunteers. Kaeley Steinnagel and Todd Gordon stepped forward to join the committee. There are to be 5 members with a max of 2 from the Board. Usually the request for members is at the House of Delegates but it was missed this year. Rick will reach out to Dave Heller and Nan about past members and post a request for nominees

Safe Sport LSC Board of Directors: Tabled to next meeting.

Review Rules of Bullying: Tabled to next meeting.

Coach Committee recommendation regarding assisting clubs rather than coaches with travel costs to USA Swimming National meets. Coach Committee (Coach at Large & Coach Reps) Matt Hurst presented concept that money to go to clubs since they are covering the travel costs in most cases. Discussion of various options was held. The Coach Committee was asked to define the intent of the policy and determine specifics of the policy and then present it at the next board meeting where it may be reviewed for affordability and mechanics of funding. The committee was asked to be specific with number per year, how to apply to it, level of meets involved, all details, etc. Committee agreed to define and present policy for a vote next meeting.

Coach travel assistance funding: review of budget/financial planning process – Todd Gordon. Travel assistance: One coach withdrew the application for funding which removed any discrepancies of policy interpretations. He said all other applications were very clear and are approved and processed for this past year.

Budget review: Todd will be sending out a draft of the budget process to all committees to review so they can review past spending annually and include committee desires, and trends to determine initial

budget requests they will make. In February a preliminary budget submission from each of the committees is due to Todd and the finance committee for discussion. The individual budgets will be rolled into trial budget so the committee can determine the positives and negatives and then determine actual budget with adjustments of revenues and expenses. Todd and committee welcomes input and to work with committees to help them on new ideas, etc. They plan to present target budget to the board in April meeting and then for House of Delegate approval in May. Board agreed to improved process.

Senior Committee athlete travel assistance increases for current fiscal year. – Randy Erlenbach /Jeff Scobee - Committee recommends through program development for \$1000 per year for Jr & Sr nationals and \$250 per swimmer annually for sectionals. Current travel assistance was \$900 for Olympic trials, \$175 for sectionals, \$500 LC Nationals, etc. without a cap per swimmer. After discussion Randy requested to table the discussion. Senior Committee will reach out to Nan for further details. They will review the last time for cost of living increase, data including # of athletes involved, # of events, limits to consider cap or not. Nan, Lauren and Mary will help with the past five (5) years of spreadsheets including dollars per swimmer annually to help set policy.

May 2013 House of Delegates planning (speaker, etc.) – Rick Lewis– reported that the meetings are not well attended and of less value. Kaeley recommended Technical Planning Committee wants to add activities to draw attendance. Some of their ideas include speakers. Kaeley/Rick suggested 1. Raising club membership fees with a reimbursement if a team attends with coaches and athlete representatives at meetings. 2. Fines if a club does not attend. 3. If a team wants to host a meet in CT the team/club MUST have attended the House of Delegates. The feeling is that with consequences and speakers teams will attend.

Plus simple event ideas include:

-Open Mic/forum to give folks an opportunity to speak and have a voice to the board and committees.

-A coach's forum meeting with topics to share & discuss so they can learn from each other – a mini educational event and build relationships between clubs.

-More voting opportunities for coaches at the House of Delegates to give teams and small teams more of a voice in CT and a sense of ownership (this was done in the past). Joining committees is difficult for smaller/newer teams so this would give voices more importance. This may demonstrate how committees are more accessible to all teams.

Rick and Kaeley to regroup offline and present at the next Board meeting. They will take suggestions and present plans to the board for a vote.

Ed Becker reminded all the goal is to gain greater involvement from clubs and to give voice not just attendance at a meeting and handing out penalties.

Proposed Bylaw change to Program Development quorum – Rick reported that committees are having issues advancing policy and plans due to quorum requirements. Now that committees have more athletes involved (30%) it is a problem with their schedules to actually attend meetings that affects quorum and to hold meetings. No motion was presented.

Proposed Splash Fees for Age Groups – Dave Reilly – Finished meet announcements but need to finalize splash fees and they would like to increase the fees as on the Nov 20 meeting \$6 single and \$12 relay. He was advised the board of finance might supersede the rate. They want to change it because the electronic function does not work well with the existing fee structure. Todd recalls the idea of raising the fees but the Age Group Committee can recommend the fees to meet the income/budget side. Ed believes the board needs to set splash fees however Ed D suggests the board sets registration fees not splash fees since the committee has a budget to operate within their budget. Nan reviewed the April Board meeting approving Championships budget suggesting fees from \$5.50 single and \$12 relay fees to \$7 and \$13. Dave asked for line-by-line Age Group budget to help run and understand the meet fees. Todd to send information for committee to fees. All agreed to get it to Ed and other championships to allow committees to manage the income and expenses in total. Treat each meet as a business. However, there was no intent to make meet directors solely responsible for the Championships (i.e., income is lower than anticipated) budget and try to work toward balanced budget. Tools must be given to meet directors by Todd with past information to help directors understand the financial ramifications to help them spend accurately. A motion was made to allow the Age Group Committee to determine fees for the Age Group

Championships short course and regional meet fees based on their analysis. The motion passed unanimously.

Recording of Board meetings: Dave Reilly – He raised an objection to recording Board meetings. It was noted that the last meeting was also recorded for accurate information in the minutes. Shelf life of the recordings was to be long enough to draft minutes accurately and hold until the minutes are approved and then destroyed. His negative issue was a concern of other use of recordings being used elsewhere and out of context. It was not meant to be a permanent record to. It was meant as a tool to help transcribe minutes – it should not be permanent or public. Dave had concerns of policy doing this without policy for fear of someone playing with it and using it incorrectly. It was also noted that it is the board's responsibility to read and agree to the minutes. Nancy mentioned to the board that recording was actually a recommendation of past secretaries that also did this. She agreed to destroy the recordings once minutes are approved and given her capability and efficiency and voluntary role in the position this was helpful and important to her accuracy to do this job. It was noted if any person objects to the recording the recording couldn't be made. Dave did not have concerns Nancy would do anything specifically wrong with the recordings but felt uncomfortable because if it fell into the wrong hands an individual could use it inappropriately in other media. Todd made a motion to not record the meetings. Motion was passed.

Statewide safety issues due to Manchester HS drowning and USA Swimming Foundation and participation. Chris Hug suggested CT Swimming Board become active on the statewide level committees looking into pool and program safety. Assign a representative from CSI to be involved. In the face of tragedy often the reactions go beyond reasonable measures that can have an ancillary effect on our programs as a protectionist measure to be sure the policies being considered do not injure or impinge on the constituency. Some policies could make swim expenses increase that do not apply to competitive swim programs vs. swim lessons that could hurt competitive swimming. The suggested strategy should be to see if a commission is being formed and get one of our members on the commission. Chris cannot do that but will recommend potential next steps to be on the committee. Kaeley suggests Rick as general chair or Ed as general counsel/referee would be best candidate. Rick agreed. Chris will report to Rick on next steps.

Registration issues: unregistered athletes competing in CSI sanctioned meets, unregistered/uncredentialed coaching at CSI sanctioned meets, and unregistered meet directors running CSI sanctioned meets. Tak Takabayashi presented 2 proposals (attached). He suggests fines for unregistered swimmers/coaches/meet directors because these things can be preventable but right now CSI does not have a policy regarding these problems and they are increasing. This is supported by the USA Swimming rulebook.

- \$100 fine per occurrence for coaches, meet director and club and host club would be fined (please review USA Swimming policy)
 - This would make proactive checking by clubs ahead of time – this would give teeth to CSI to make clubs check in advance they don't really want to fine but need to power to get hosts and entering clubs to fix behaviors.
 - Nan and Tak agreed before anyone is fined the situation would be researched so as not to penalize teams trying to do things right
 - Nan mentioned that the real concern is the liability to the clubs and CT Swim for unregistered swimmers/coaches.
- Motion was made that CSI will fine \$100 for unregistered swimmers, coaches and meet directors. Add information of appeal for extenuating circumstances with board of review. Motion was passed.

Reports of Officers

General Chair Report – Rick Lewis- Website will go down a few days over break. Concern about last days for registration. A few days warning would be notice enough to get registrations done before the site goes down.

Administrative Vice-Chair – Jeff Gray- not in attendance

Treasurer – Lauren Bullock- see attached reports. Lauren is well underway taking over from Mary. A few inaccuracies are being corrected due to quick book exchanges.

Finance Vice-Chair – Todd Gordon- Todd has decided to suspend investment concept all funds in are in essence sitting in cash accounts.

Age Group Committee Chair – Dave Reilly- Time standards are completed – they will be primarily the same for short course and long course except for a few for 15-18 boys. See materials given to Nan. Age group committee agreed with time standards from technical committee. 12 & U no longer have time standards for regional age group short course.

Senior Committee Chair – Randy Erlenbach- not in attendance at end

Program Development Vice-Chair – Jeff Scobee- not in attendance

Program Operations Vice-Chair – Tak Takabayashi – Uconn is in the works but moving very slowly. He thinks Uconn will work out.

Technical Planning Committee Chair – Kaeley Steinnagel – all covered above. Meeting in January to discuss short course meet schedule and bid process asking Tak to join discussion

Coach Representatives – Matt Hurst/Mark Sedlak - not in attendance

Athlete Representatives – Kaz Takabayashi/Ty Seymour/Jordan Berger/Coral - McNary - not in attendance

Coach-at-Large – George Bradner- not in attendance

Safety Committee Chair – Ed Heath- not in attendance

Officials Committee Chair – Ed Becker - Beginning process to recert all officials for 2013 and getting a lot of new officials

Registration/Membership Coordinator – Judy Snow – could not hear her information about new teams. New team in Cromwell application in Colorado and Southington still doing paperwork and Rob Ensling still is getting his package together.

Meeting adjourned at 9:55, motion to adjourn approved.