

CONNECTICUT SWIMMING, INC.
Board of Directors Meeting
Minutes
April 23, 2024
8:00 PM

Call to Order/Roll Call: General Chair, Rick Lewis called the meeting to order at 8:04 pm.

Board Members: Rick Lewis, Jeff Sargent, Dave Heller, Joan Lynch, Rob Riccoban, Yolanda Jahan, Margy Sargent, Kathleen and Davide Mendonca, Jeremy Virgil, Jen Lyman, Greg Pinchbeck, Lauren Lazar, Jason Paige, Sue Leczca, Ellen Johnston

Absent Board Members: Nick Cavaturo, Dana Parsons, Bill Natlo, Dennis Flores, Elliott Lee, Lily Archibald, Penny Lazar, Sean Farrell, Adriana Schack, Madison Winslow, Dylan Lee, Kaeley Steinnagel, Ronnie Vaughn, Sarah Basile, Bradon Foster, Samantha Haley, Andrew Berkowitz, Sara Omar

Approval of Agenda

MOTION made to adopt the Agenda as distributed

Passed unanimously

Approval of Minutes

Tabled until next meeting

ANNOUNCEMENTS/UPDATES

- Congratulate RAPIDS swim team for being Safe Sport certified.
- Welcome to LC Season
- USA Swimming updates- had a meeting on Thursday. Not a lot going on. USA Swimming testing out a block party for 40/50 clubs (countries largest clubs). No clubs from CT are going. They are trying to increase membership and maintain membership.
- HOD meeting coming up- make sure delegates are up to order with Henk in the office.
- Eastern Zone Athlete Summit meeting- will be held @ Brinmore College, May 21-23. Our Senior/Junior athlete reps, reps at large. We are allowed 3 athletes, 1 chaperone (non-athlete). It will be around \$100/athlete to go. LSC is responsible for transportation (mileage) plus one meal. The rest is covered. Will send e-mail to the athlete reps to see if they are interested. If don't get back to us or can't go we should open it up to more athletes. We have money in the budget to cover the \$100 so athletes will go for free, they just have to submit the paperwork. There will be a meet, swimming and workouts so they won't miss out on their training.

OLD BUSINESS

- **Governance Update- Greg Pinchbeck-** Board assessment survey- have only had report for 48 hours now. They met last night. Report is 55 pages. Exceeded their sample because we had more than 70% participate in the survey. There were a lot of comments. Most valuable was

what was written in the free text. Financial oversight- some strong opportunities. When we make decisions we work on behalf of the athlete. Opportunities were highlighted- people would like reorganization of board roles, eliminations and consolidations. People want a strategic plan maybe a quad plan. People would like to miss up agenda items. Maybe dive deeper into one topic per meeting. An example was what is going on nationally in DEI or Safe Sport. Would like a review of investments and strategy. From a governance committee standpoint- could do better with onboarding. Could spend more time on new board members telling them what is important. We also need to review and follow Robert's rules about meetings. There was a comment that was a conflict of interest comment- that Greg wanted to follow up on. There was a comment about people making decisions that personally and financially benefit themselves. Pretty serious comment. Two suggestions- if someone wants to give Greg a call or can speak to USA Swimming representative and then Beth would relay information back to us without the person's name attached. It would remain anonymous but then we could address this issue. There were also a lot of comments to have more athlete involvement- adding more athletes than percentages we already have. Trying to make it easier for high school athletes. Was suggested that the board meet in person at least once a year. What is the board's thought on value for money as far as what teams, athletes, volunteers or officials get back. Would like to look or re-look at fees. Next step- more formal review with governance committee in preparation for the May meeting. Not everything identified need to be tackled or will be solved overnight. Can take up to a year to see improvements.

- **Open board roles and elections update- Dave Heller**

Governance committee met last night- been working on to secure a slate for elections. These annual elections will be held at the HOD meeting, Tuesday, May 14th. The slate of proposed officers will be posted by tomorrow. Nominees need to provide short bio to Henk so he can post it. People can still be nominated between today and May 14th. Nominations close during the meeting. If you can't be at the meeting to accept nomination you need to let them know that you would accept position if nominated. Terms are 2 years. Can serve two, 2 year terms. When your term ends after this you can run for a different position.

Here is the slate of nominations

-General chair- Jeff Sargent

-Vice chair- Greg Pinchbeck

-Senior Committee Chair- Adriana Schack and Matt Hurst

-Financial Chair- James Doak

-Program Development Chair- Jason Paige

-Coach at Large- Mike O'Brian and Kristen Finnegan

There is still an opening for program ops committee chair- Rick Lewis will nominate someone for next year's elections.

- FAST/SWIMS 3.0 update- Henk, Davide- Nothing on SWIMS. FAST- Were having problems with g-mail accounts. People are having problems creating a FAST account. Only g-mail account holders having problems with this. If they try to reset password they don't receive the e-mail to reset. Also will be a problem for Scholar athletes. Board members and athletes at large have to use their own e-mails. Seasonal athlete's registration is now offered- if you want

to offer that you have to go through team SWIMS account. Then generate a new link. Also want to send a reminder about Scholar Athlete but unaware of the deadline.

- CSI Publicity Committee Update- Dave-Had some swimmers on committee who did the instagram posting at Seniors and Age Groups. Stephen Weber(RAC swimmer)- was at zones with his brother so helped do some postings. We are trying to increase followers on instagram. Posting a lot of stories on instagram. Spoke with business manager of Georgia University - they had a student intern but then asked for a big raise. We are trying to figure out if we can get our own intern to work with us from one of our local colleges. Looking for someone with marketing and publicity background. We are trying to expand our social media platform. Any help or suggestions are appreciated.
- Next Year's Budget- Joan. We have \$1.1Million in the bank as of now. \$919,000 total cash. Proposed budget for fiscal year 2025- net operating income of 109K (loss). For most recent 4-5 years- after interest income is less than we budgeted. Changes from the fiscal year 2024 to 2025- what is driving this change?
 - Only 1 senior SC Championship- (this doesn't change bottom line)
 - Decrease in surcharges- AG/Senior changes pretty consistent, budgeting for 10/U SC Champs, Zone budgets consistent.
 - Banquet net expense of 5K
 - Membership renewal comes from athlete and non-athlete registration (lower this year because USA Swimming rates are going to go up \$2/athlete)
 - Decrease in membership income
 - Surcharges from USA Swimming to meet host- we are already at 180K, we budget 220K for entire year. 65-67K for LC so together would be 245 K which is ahead of budget.
 - Want to decrease SC surcharge fees by 5%- from 25% to 20%. It is 36K
 - Membership and surcharges are our main income
 - Capital equipment fund- 9K- for timing equipment. Especially at CT sponsored Championship meets.
 - Age Groups looking to cover the 10/U Championships
 - Seniors- getting rid of Senior Invite. Senior Championships are not a revenue generator, it is usually a loss.
 - Still have money set aside for DEI
 - Still have money set aside for camps

***MOTION made to approve the budget as distributed where the SC surcharge decreases by 5% from 25-20%.
Motion defeated***

***MOTION made to approve the new budget without the downward spiral of SC surcharges.
Passed unanimously***

- Zone coaches will increase pay to \$250/coach
- Increase officials expenses from 19K-26K due to attending more high level meets

- NEW BUSINESS

- CSI Financials- Sue- Went through March 31,2024- though Senior and AG Champs. Deficit was less than anticipated. AG Championships was 10K better than budget and Seniors was 20K better than budget. We are running strong with registrations and surcharges income. Cash position is good will see how LC goes.
- Wesleyan meeting- Spoke to business manager at Wesleyan- didn't get really far. Fee we split for merchandise comes from the university. We also discussed table and chair situation. There is a new policy everything will be signed off pre/post meet so there are no problems. Asked them to join AG and Senior meetings so he can see how we operate. Discussed moving merchandise to online vs. onsite to increase our income.
- CT Swim Logo approval- use of the logo? - Everything should run through Henk so that they use the correct image. To keep integrity of logo. Can we put our logos out for download on the website? Let's discuss further

OFFICER REPORTS

- General Chair Report – Rick Lewis - Gave Margy permission to officials going to OT (at their expense) to use CT logo on their backpacks.
- Administrative Vice-Chair – Jeff Sargent- Zone Select Camp- 2 CT swimmers were chosen- Jack Cunningham (Wilton Y) and Jon Packard (GYWD).

MOTION made for CT Swim to support this swimming event at The Horizons Program at Foote School for \$500.

Passed unanimously

- Treasurer-Susan Lecza- nothing to report
- Finance Vice-Chair – Joan Lynch- nothing to report
- Age Group Committee Chair – Ronnie Vaughan- Gearing up for Regionals and Age meet announcements cuts
- Senior Committee Chair – Sean Farrell and Adriana Schack- nothing to report
- Technical Planning Committee Chair – Jason Paige- nothing to report
- Program Development Vice-Chair – Jen Lyman- nothing to report
- Program Operations Vice-Chair – Yolanda Jahan-
- Officials Committee Chair –Dylan Lee/ Margy Sargent- new training programs are up and running
- Operational Risk Coordinator – Brandon Foster- nothing to report
- Coach Representatives –Bill Natlo- nothing to report.
- Athlete Representatives - Madison, Samantha-nothing to report
- Safe Sport Coordinator – Jeremy- nothing to report
- Coach-at-Large – Nick Cavataro- nothing to report
- Registration/Membership Coordinator – Kathleen/Davide Mendonca- nothing to report
- Zone Team Coordinator –Dana- looking for new coordinator

- Diversity, Equity & Inclusion –Dennis Flores-nothing to report

Don't forget to tell your athlete to vote for junior athlete representative and don't forget to vote for junior coach representative.

Meeting was adjourned at 9:26 pm

Respectfully submitted,

Lauren Lazar

Secretary