

**CONNECTICUT SWIMMING, INC.**  
**House of Delegates Meeting DRAFT Minutes**  
**September 14, 2025**  
**10:00 AM**  
**Trumbull Marriot Shelton**

**Resolution to convene the House of Delegates Meeting-**  
***MOTION* made to convene the House of Delegates Meeting**  
***Passed unanimously***

General Chair, Jeff Sargent, called the meeting to order at 10:19 am.

**Board Members:** Jeff Sargent, Greg Pinchbeck, Jason Paige, Jim Robison, Caroline Ward, Caroline Gies, Jesse York, Dennis Flores, Emmanuel Lanzo, Jeremy Virgil, Adriana Schack, Mary Kate Haverly, Karim Mabrouk, Robert Adams-Michaud, Kristen Finnegan, Margy Sargent, Robert Cristiano, Kathleen Mendonca, Davide Mendonca, Seana Bedard, Cheryl Packard

**Absent Board Members:** Steven Cusano, Mario Francisco, Dylan Lee

**Roll Call**

**Teams NOT in attendance:** Central Connecticut State University (CCSU), Greater Waterbury YMCA Barracudas (GWYB), Litchfield Swim Team (LST), Oxford Otters Swim Team (OXO), Stamford JCC Stingrays (SJCC), Swim Wallingford Aquatics Team (SWAT), Thames Aquatics Club (TAC), West Haven Swim Club (WHSC), Yankee Clipper Swim Team (YCST), Yale

**OFFICER REPORTS:**

**General Chair Report – Jeff Sargent**

Jeff started the meeting emphasizing on increasing opportunities for athletes, coaches, and officials, and being open to change if current processes aren't effective. He encouraged participants to share feedback on what's working and what's not, highlighting the need for broad input beyond the board members.

Membership peaked at 6,525 in 2018, now down to 5,358 (18% decline). Retention rate is about 70%, slightly above the national average but still considered insufficient. Significant loss of athletes, especially in the 15–18 and 19+ age groups, with contributing factors including competition from high school sports, college commitments, and pressures from academic counselors. Discussion about the broader national trend and demographic shifts affecting youth sports participation. Suggestions for improving retention: more flexible meet formats, better communication about the value of club swimming for college resumes, and considering dual affiliations for college swimmers. Ongoing efforts to adapt meet formats, such as shorter, midweek meets and the inclusion of 50s for more age groups.

Jeff asked for prompt communication and suggestions ahead of budget planning.

**Administrative Vice-Chair – Greg Pinchbeck**

Greg shared how they have shrunk the Board of Directors to simplify and be nimbler. He stressed the need for more volunteers and supporting the athletes. Greg explained the transition in the treasurer role with the simplified financials and expenses reimbursement process. He is looking forward to Annual Banquet with Elisabeth Beisel and the USA Swimming Symposium.

**Finance Vice-Chair - Vacant**

**Program Development Vice-Chair - Jason Paige**

Jason thanked everyone for a strong 2024-2025 season. They are looking to reinstate the 200 relays for the LC 2026 Championships and study the possibility of 19 and over and 18 under timing cuts. The goal is to have age group and senior cuts out by December. For short course championships in 2027 they are looking into moving it to February instead of March. He hopes to develop the meet schedule sooner and incentives to reduce timelines for meets.

**Program Operations – Jim Robinson**

Jim shared that they are streamlining the process when coaches change schedules for a meet and encouraged meet hosts to send their information in as soon as they have it.

**Athlete Representatives – Caroline Gies, Caroline Ward**

Caroline reported on the athlete committee's successful initiatives including CT Instagram posts, embracing social media, Senior Food Drive, Age Group Clips and Swimmer Saturdays. Going forward they plan on continuing and adding more activities.

**Treasurer – Jesse York**

Jesse thanked everyone for the opportunity and Susan's help. He shared how they are streamlining the process and bringing on a part time controller. For last season there was over \$1 million in bank reserves, modest \$40k surplus last year with a decline in age group income offset by controlled expenses.

**Diversity, Equity & Inclusion – Dennis Flores, Emmanuel Lanzo**

Emmanuel shared that they are brainstorming their DEI efforts, including a proposal to combine DEI with high-performance weekend and looking for facility partners.

**Safe Sport Coordinator – Jeremy Virgil**

Jeremy stated Safe Sport registrations continue to come in and soon a team will need to be Safe Sport Certified to host a meet. He will continue to help teams and schedule coaches training.

### **Senior Committee Chair - Adriana Schack**

Adriana reported that 2 athletes will join (Jr/Sr) will join the committee. With the addition of the 50s they are looking how to keep everything in and wants the short and long course time cuts out soon.

### **Age Group Committee Chair- Mary Kate Haverly, Karim Mabrouk**

Karim reported that they are looking at the Short Course cuts for the 11/12 bracket and long course age groups 2026 will be earlier than this year due to Zones being at the end of July 2026.

### **Coach Representatives- Steven Cusano, Robert Adams-Michaud, Mario Francisco**

Steve shared that the nomination period is closed and voting will start by the end of September.

### **Coach-at-Large- Kristen Finnegan**

Kristen invited everyone to the Swim Symposium after the HOD meeting.

### **Officials Chair- Dylan Lee/Margy Sargent**

Margy reported that the number of Officials is relatively steady, but their average number of worked sessions per year has dropped significantly, raising concerns about adequate coverage at meets. There is a need for more parental and athlete engagement in officiating; incentives and block party training events have been effective for some clubs. There is also the Junior Official Program for 16-17 year-olds. CT Officials were at almost all National Meets this year.

### **Open Water Coordinator – Vacant**

### **Adapted Swimming – Vacant**

### **Operational Risk Coordinator – Robert Cristiano**

Robert is hoping we keep our decks and facilities safe and to please report anything that is required.

### **Registration/Membership Coordinator – Kathleen/Davide Mendonca**

Davide shared that the registration processes are going smoothly, but reminders about following proper procedures—especially for new members and CPR certifications—were emphasized.

### **Zone Team Coordinator – Seana Bedard**

Seana reported that it was a great LC Zones with higher participation than last year and they are working on a proposal to bring back team travel for Zones.

**OLD BUSINESS:**

None

**NEW BUSINESS/DISCUSSION/PUBLIC COMMENT:**

USA Swimming Annual Summit is September 24-27, 2025 and CT Swimming is sending a full contingent of representatives, the first time since 2019.

Other discussions included age group cuts, 10 & under age group meet, outreach registration for reduce/free lunch families, and media banners for behind the podiums.

Annual Banquet is November 2, 2025

Meeting was adjourned at 11:47 am.

*Respectfully submitted,  
Cheryl Packard, Secretary*