

**CONNECTICUT SWIMMING, INC.**  
**Board of Directors Meeting**  
**Minutes**  
**January 21, 2025**  
**8:00 PM**

**Call to Order/Roll Call:** Greg Pinchbeck called the meeting to order at 8:01 pm.

**Board Members:** Jeff Sargent, Greg Pinchbeck, Jim Robison, Sue Lecza, James Doak, Lauren Lazar, Steven Cusano, Robert Adams-Michaud, Sarah Basile Avery, Kristen Finnegan, Sarah Avery, Caroline Ward, David Heller, Rick Lewis, Bill Natlo, Kaeley Steinnagel, Ronnie Vaughan, Brandon Foster, Jason Paige, Emmanuel Lanzo, Dylan Lee, Kathleen/Davide Mendonca, Brandon Foster, Adriana Schack, Samantha Haley, Jeremy Virgil, Margy Sargent

**Absent Board Members:** Dennis Flores, Sara Omar, Penny Lazar, Lily Archibald, Ava Ward, Dave Fine, Seana Bedard, Niall Easton

**Approval of Agenda**

***MOTION made to adopt the Agenda as distributed***  
***Passed unanimously***

**Approval of Minutes**

***MOTION made to adopt the Minutes from 12.17.24***  
***Passed unanimously***

**OFFICER REPORTS**

**General Chair Report** – **Jeff Sargent** -Very busy December spending time with USA Swimming rep. He spent some time at some meets and spent time talking to several coaches. We have cultivated a lot of good contacts at USA Swimming. Have people who listen and take our calls, which is huge.

**Administrative Vice-Chair** –**Greg Pinchbeck**- Elections- in the process of ramping up and Dave Heller is in charge. A number of roles that are coming up and terming out. Positions that are up for re-election:

**AG Chair**-Position up for election- Ronnie not eligible to return

**Technical Planning**- Position up for election- Jason Paige- he also has **Program Development**- those overlap and potentially could be combined.

Officials Chair- Position up for election. Margy and Dillon eligible for re-election

Program Ops- Position up for election-Jim eligible for re-election

Treasurer- Position up for election. No term limit

Operational Risk- Position up for election. Brandon timing out.

Safe Sport- Position up for election. Jeremy up for re-election

Membership- Position up for election- Mendonca eligible to re-elect. Will come up with slate and will be voting at HOD. More on that in future meetings.

HOD Flow Chart- mix of functional roles and tasks- a mix of board roles and committees and tasks. Take a look and reduce size of the board so that making decisions will be easier, fewer people for a quorum. Proposed new chart- would like to send it out - no change in top part of chart. See changes further down the chart. Technical planning and program development have been together- consolidating now under program development. Voting members from 21 to 13. This is the USA swimming mandated 13 roles. Didn't think this made sense for our LSC- we added 3 more voting members: added program development, officials and athlete at large. 16 voting members total. If you are currently a voting member and not in this new chart, you can still voice your opinions for things up for discussion. You do have influence if you wish just not official vote. The coaches have one vote among seniors and juniors. Athletes all have their own vote. Will send this out, Will have a 3 week comment period and then we will discuss and revote on this.

**Finance Vice-Chair** – **James Doak**- going into our budget process. We did get all of the funds into the right accounts. Coordinating with Sue on this. Budget requests should be in to vice chairs.

**Program Development Vice-Chair** - **Jason Paige**- The Senior committee and AG committee are looking ahead on calendar and setting the 2026-2028 calendar for SC and LC.

**Program Operations Vice-Chair** – **Jim Robison**- nothing to report

**Athlete Representatives** - **Samantha Haley, Caroline Ward**- nothing to report

**Treasurer**- **Susan Lecza**- Slower start than in the past several years. Not willing to call it a trend yet. Membership registrations and surcharges are down quite a bit from last year. Surcharges- down 13K, and registration down 7K. Expenses are holding their own only 5K more than in the past. Getting into championship season for SC where a lot of activity will start happening. Strong cash positions.

**Safe Sport Coordinator**- **Jeremy Virgil**- nothing to report

**Senior Committee Chair** - **Adriana Schack**- Have first meeting of the year this Thursday. Will discuss Athlete Of the Year award and travel reimbursement.

**Age Group Committee Chair**- **Ronnie Vaughan**- Make sure you check your FAST entries, get your in state and out of state entries in and up to date. Themes for AG.

Regionals not posted yet. Make sure all entries are correct. Meet files will be posted for AG and Seniors.

**Coach Representatives-** Sarah Basile, Steven Casanova, Robert Adams-Michaud-

Nothing to report

**Coach-at-Large- Kristen Finnegan-** Update of Women's Task Force (WTF)- working on identifying ways to engage development, growth and advancement of women in the sport. More growth, education and networking for female coaches.

**Officials Chair- Dylan Lee/Margy Sargent-** Working on staffing all championships. Working on recruiting and moving officials into higher officiating roles. RAC ran a great clinic (in person and online): 32 people showed up and 24 completed all of their testing and training.

**Open Water Coordinator- Dave Fine-** Looking for someone to lead the task force. Waiting for USA Swimming to finalize pool times to qualify for open water championships. Will get that announcement of which swimmers qualified when we have the the times. Putting together a good bid to get the Eastern Zone Open Water Championship here in CT again.

**Adapted Swimming- vacant**

**Operational Risk Coordinator – Brandon Foster-** Two incidents this past weekend but were able to finish swimming their events. One swimmer had a bloody nose, and one swimmer slipped on deck. They are doing ok. Will follow up this week to see how they are doing.

**Registration/Membership Coordinator – Kathleen/Davide Mendonca-** nothing to report

**Zone Team Coordinator –Seana Bedard-** nothing to report

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

**OLD BUSINESS-** nothing to report

## **PUBLIC COMMENT**

- LC bids coming up- they close March 28th
- Championship meets open online and ready for entries
- Stay on top of certification and registrations- some kids have not registered
- Wesleyan contract- working on that now. Need to work on contract.
- Membership: 4720 athletes vs. 5465 in 2024 (significant drop off)
- Membership: 662 non athletes vs. 741 in 2024 (significant drop off)

## **ANNOUNCEMENTS**

- BOD meeting- 2/18/25- at 8 pm via zoom

Meeting was adjourned at 8:32pm.

*Respectfully submitted,*

*Lauren Lazar*  
*Secretary*