

DRAFT

CONNECTICUT SWIMMING, INC.

Board of Directors

Tuesday, January 21, 2020

5:00 pm, High Plains Community Center, Orange, CT

Vision Statement: Connecticut Swimming...better life through swimming.

Mission Statement: Connecticut Swimming provides opportunities for swimmers to enrich their lives.

MEETING MINUTES

Call to Order/Roll Call: General Chair, Ellen Johnston (EJ) called the meeting to order at 5:00 pm.

Present Board Members: Kristen Finnegan, David Heller, Ellen Johnston, Susan Lecza, Rick Lewis, Jen Lyman, Joan Lynch, Davide Mendonca, Kathleen Mendonca, David Modzelewski, Duffy Mudry, Greg Pinchbeck (phone, first item only), Dave Pite, Matt Pohlman, John Scaldini, Kaeley Steinnagel, Mark Wollen

Absent Board Members: Kyle Brown, Ed Doernberger, Todd Gordon, Maddie Haley, Meghan Lynch, Claire Michalik, Richard Nolan, Jason Paige

Also Present: Nan Cooper

Approval of Agenda/Additions to Agenda

Order of Agenda items will be altered to accommodate Greg Pinchbeck's availability by phone. New Business first item 'Safe Sport Enforcement Options' will be covered first.

'Program Development Committee Meeting' agenda item added to New Business.

MOTION made to accept the Agenda, as amended. Passed unanimously.

Adoption of Minutes from November 21, 2019 Board Meeting

MOTION made to adopt the Minutes from the November 21, 2019 meeting (as distributed). Passed unanimously.

OLD BUSINESS

Swimposium Update – Ellen Johnston & Matt Pohlman

The Swimposium will be Saturday, April 25, late morning start. Location is being finalized; tentatively Yale for the swim clinic, Graduate Club for all else. There will be a track for parents led by Jane Grosser from USA Swimming. Kathleen Scandary, National Officials Chair, will lead a track for Officials. Currently looking for a sports psychologist to help coaches with athletes who may be feeling lots of stress and anxiety...academically and socially. Another possible topic is dryland – ideas for coaches related to stretching, flexibility, movement, progression by age, avoiding injury. Another topic is nutrition...working with Cathy Durance from USA Swimming. Josh Davis has agreed to locate an athlete

Also looking to solidify Athlete Guest Speaker coming for the athletes (Josh Davis is assisting us with this)...might need to help support these costs.

Wesleyan University Air Quality Meeting Update – Ellen Johnston

Trying to get in to meet with Wesleyan personnel before Seniors. (Wesleyan would not meet in December due to full schedule, holidays.). Mark Whollen emphasized the importance of air quality for the athletes, and is hoping new enzymes in pool will help with air quality. Could do three month rental of air quality units. Cost for 3-month rental of 8 units is \$6000. Buying 8 units would be \$24,000.

EJ discussed how she has learned about air quality recently. Need to understand air flow, and how it works at Wesleyan, to understand how it will work.

Action Item: EJ to schedule meeting with Wesleyan to discuss air quality issues including: (1) consistency of use of air handlers during meets, (2) air flow inconsistencies, (3) option of renting Bio-ox units

Scholar Athlete Recognition – Jason Paige (not present, update provided by KS)

KS giving update for JP. Technical Planning discussed possibility of having time standards for scholar-athletes. At the Technical Planning (TP) committee meeting, it was approved to have time standards as requirement for Scholar-Athletes beginning in the 2020-21 fiscal year. TP is now in process of coming up with the time standards. Considering using National Motivational Standards to come up with the time standards.

NEW BUSINESS

Safe Sport Enforcement Options – Greg Pinchbeck (by phone)

Safe Sport Discussion: hope to make a presentation at the HOD meeting.

Parents don't understand/support MAAPP. We are trying to protect our members per USA Swimming.

MAAPP covers more than abuse. It is an all-encompassing policy. LSCs are not getting direction in many regards.

What do we do when photos are taken behind the blocks, parents on deck, etc. Greg reached out to coaches and officials for perspective. All are listed regardless of viability. All refer back to penalizing the swimmer of the parent. Most are punitive and would get people's attention. Open to discussion. Thoughts and additional items.

- Jen Lyman asked if this would be presented nationally at USA HOD?
- Dave Pite discussed how parents have always been on deck taking pictures which is disruptive but common over the years.
- Lewis: Must be enforced uniformly and using common sense.
- An example given where the meet is stopped if someone is videotaping.
- Pite: due to relaxed deck access, the referees have to deal with parents on deck more than other LSCs. Parents take offense.
- Pite: Starts with the marshals. Often they don't understand their job description and help the referee. Parent volunteers are often uneasy about confronting other parents. Suggestion to have a marshal meeting; use home-team marshal.
- Differing pool decks. Sometimes parents are on the deck for the meet seating.
- Mudry: statement from CT Swimming regarding MAAPP and pool deck restrictions.
- Suggestions: Ban videotaping, turn in cell phones,
- Provide the policy and leave enforcement up to the facility.

Greg will go back to coaches and officials for more input. Also will go to national SS for input. More training for marshals so they understand their role and the challenges. Officials and APT complaining about length of test. LSC concern across many LSCs. US Center for Safe Sport is common clearing house for NGBs. Pite: Something should probably be done. Maybe it should start with the clubs where the parents sign off on a document about deck policy. Focus should be about child safety and not about parents' desire to videotape.

2020 LC Regional Championship Format and Bids, Program Development Committee Meeting – Jen Lyman PD Chair

- Voted to change Friday order of events for Age Groups SC.
- Will have 6 Regional meets: 3 for 13/18 and 3 for 12/U
- Sr. Invite announcement is approved
- WHAT/Rob Riccobon discuss blackout dates. He signed a contract with Wesleyan against the blackout date for LC Regionals. WHAT unwilling to run Regionals. Rick Lewis asks what if WHAT meet has time standards disallowing Regional swimmers. Other ideas discussed. Discussion Tabled and added to BOD Meeting Agenda to be covered in 'Reports of Officers'.

Governance Committee Job Description, Membership and Attendance – EJ

We do not have attendance policy for BOD meetings. For the Governance Committee, we need to have 3 board members and 3 non-board meetings. EJ appoints the Governance Committee with advice and consent of the BOD. Looking for interested volunteers now – EMAIL ELLEN with possible candidates. 3-year term. After completion of 2 consecutive terms, need to take two years off. Governance Committee will require a significant commitment, and DH reviewed some of the responsibilities which include: assist in evaluation of mission, operating policies, annual review of staff, strategic plan review, accountability of board members, succession planning, recruiting and identifying potential board members. Publish slate 20 days before vote. All Board positions are 2-year terms and can serve 2 terms in position, with the exception of Treasurer which has no term limits.

Interim Nominating Committee – EJ

For the 2020-21 slate, EJ appointed the following Interim Nominating Committee: David Heller, Kathleen Mendonca, Ellen, Jeff Sargent.

Athlete Representative Updates per USA Swimming – EJ

Per the new CSI Bylaws, CSI is only allowed 2 elected Athlete Reps (one senior rep, one junior rep). We have historically had 5 Athlete Reps. Two will roll off this year, so the three junior athlete reps will stay on as two elected reps and one At-Large Athlete Rep. Going forward, CSI will elect one Junior Athlete Rep each year, and they will progress to Senior Athlete Rep. We now have 5 athlete reps. One has only been seen once at the Banquet, which is disappointing. Four have attended meetings.

House of Delegates At-Large Athletes – EJ

We will need to have At-Large Athletes attend the HOD Meeting to fulfill athlete requirement.

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Purchase Request Policy Proposal – EJ and SL

Want to ensure inventory of equipment (printers, harnesses, etc) is maintained and all are aware of what is owned by CSI at the storage unit in Meriden. Need to be responsible with finances and track purchases/equipment, ensure re-using wherever possible (printers, etc.). Need central communication, equipment log, and purchase order system.

ACTION ITEM: create complete list of ‘equipment’ items owned by CSI, along with date, location, working condition of each item. Timing system that doesn’t work, harnesses, water coolers, lap counters, printers (maybe working), meet files. SL would like to inventory anything over \$500.

Currently at storage unit in Meriden (from memory of attendees):

- 5 harnesses
- Timing system 6 doesn’t work. Flat fee to fix it.
- Water coolers –
- Lap counters
- 3 printers used at meets
- 3 broken printers
- radios
- new starter – SST Atlantis
- meet results

MOTION made to require a request for proposal (RFP) policy for any capital equipment purchased for \$500 or more, as set forth in ‘Requests/Proposals for Funding/Purchases – Board Approval – Policy’ as amended.

Passed Unanimously.

Coaches Ann McCann and Meegan Martin Memorial Donations – EJ

Sadly have seen passing of Ann McCann (coach – icon of CSI) and Meegan Martin. Meegan had ties to St. Paul’s Swimming and her children were also very good swimmers. St. Paul’s High School Athletic Dept for Meegan Martin. Rick Lewis will find out where Ann’s donations should go.

MOTION made to make a donation of \$250 in memory of Meegan Martin to St. Paul’s Athletic Dept. If Ann McCann has a charity she would like donations forwarded to, Rick Lewis will let us know.

CSI Financials – SL

Registration numbers appear to be down significantly fiscal year-to-date versus last fiscal year. Some of this negative variance could be due to timing of registration submissions. Most teams are in now (some came in January), so will see how it looks after January is closed.

Expenses are in line with budget. Made payment to Wesleyan for Seniors and Senior Invite which makes expenses look high fiscal year-to-date, but that is just due to timing of payments.

Reports of Officers, Committee Chairs, and Coordinators

General Chair Report – EJ

Administrative Vice-Chair – Rick Lewis

Nothing

Treasurer – Susan Lecza

Finance Vice-Chair – Todd Gordon (not present)

Age Group Committee Chair – Dave Modzelewski

Meet announcement for Age Groups will be posted soon.

Senior Committee Chair – Jason Paige

Technical Planning Committee Chair – Kaeley Steinnagel

Nothing

Program Development Vice-Chair – Jen Lyman

Program Development had a committee meeting during this BOD meeting.

Issue related to Wesleyan Meet scheduled by WHAT during CSI meet blackout dates for LC Regionals this summer. Goal is to not penalize them, but need to uphold the integrity of CSI policy of blackout dates for the weekend of CSI Regional Championships.

MOTION made to deny request to grandfather WHAT for the next 2 years because of the commitment we had to made to Wesleyan University.

In favor: 11

Abstain: 3

Motion carries.

MOTION made deny sanction for 2020 because it is during a black-out weekend.

In favor: 10

Abstain: 4

Motion carries.

Need to protect the integrity of CSI policies and the integrity of CSI's championship meets.

ACTION ITEM: Have discussion with WHAT to work on a plan that will maintain the integrity of CSI Regionals.

Program Operations Vice-Chair – Mark Wollen

Officials Committee Chair – Dave Pite

Looking to bring in National Certification personnel for LC Seniors.

Operational Risk Coordinator – Duffy Mudry

Coach Representatives – vacant/Kristen Finnegan

Athlete Representatives – Kyle Brown/Richard Nolan/Maddie Haley/Meeghan Lynch/Claire Michalik

Safe Sport Coordinator – Greg Pinchbeck

Coach-at-Large – Matt Pohlman

Registration/Membership Coordinator – Kathleen/Davide Mendonca

In 2019 – 5,890

5,336 – at 90% of where we were for prior year.

Peak was over 6K

Flex – 125 so far, most being 8&under

320 Coaches registered. RL had to kick some off deck.

Of the 320, 88 have something outstanding so they are invalid.

301 officials, 18 with issues.

Biggest group is 13-year olds both last year and this year.

More female than male.

Zone Team Coordinator – John Scaldini

Diversity, Equity & Inclusion – Dennis Flores (not present)

EJ – Thank you to everyone for the good discussion and input.

The next Board Meeting will be held on **Tuesday, February 25th at High Plains Community Center at 7:30PM.**

Meeting was adjourned at 9:56pm.

Respectfully submitted,

Joan Lynch

Secretary