

DRAFT

CONNECTICUT SWIMMING, INC.

Board of Directors

Tuesday, January 22, 2019

5 pm, High Plains Community Center, Orange, CT

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

Mission Statement: Connecticut Swimming promotes the pursuit of excellence in swimming and in life through competition and education.

MEETING MINUTES

Call to Order/Roll Call: General Chair, Ellen Johnston (EJ) called the meeting to order at 5:15pm.

Present: Graham Bodner, Gordon Brown, Ken Gray, David Heller, Ellen Johnston, Susan Lecza, Joan Lynch, Tylor Mathieu, Dave Modzelewski, Duffy Mudry, Matt Pohlman, Dave Reilly, Rob Riccobon, Jim Robison, John Scaldini, Kaeley Steinnagel,

Not Present: Kyle Brown, Ed Doernberger, Todd Gordon, Rick LaFrenierre, Rick Lewis, Jen Lyman, Marissa McNary, McAllister Milne, Richard Nolan, Jason Paige, Suzannah Rogers, Mark Wollen

Announcements: None

Approval of Agenda/Additions to Agenda

KS requested to add 'Championship Management Back-up Plan' under New Business

DR requested to add 'CT Senior Invite' under New Business

Agenda approved as amended.

Adoption of Minutes from December 18th Meeting

Minutes unanimously approved as distributed.

OLD BUSINESS

Swimposium planning – Ellen Johnston, Matt Pohlman

MP discussion about symposium- Coaches, swimmers and parents to be involved. Handed out bios of potential speakers for workshops:

Milt Nelms- wants to be involved, will go for less than he usually charges

Chris Webb- focuses on coach wellness. Can also work with athletes. \$1,000 per day plus travel expenses

Alan Goldberg- \$4,000 for six hours-3 different tracks

Similar to sports psychologist

All about swimmer/coach/parent relationship

Overcoming obstacles

Prioritizing

Toni Armstrong- 3 tracks: 1 with parents, 1 with coaches, 1 with athletes

Through CG Sports Management, can pick between 2 packages. The second comes with another coach and an Olympian.

Discussion about topics, budget, location and dates. Additional research to be done, discussion with other LSC's about their successful swimposiums.

In current year budget, we have \$15,000. Could do college night, discuss college recruitment (all divisions), first steps for athletes and parents, etc.

April 27-28 suggested as possible dates for this.

Athlete Social Media page – Athlete Reps - no update

Athlete event winner awards – Athlete Reps - kids are wearing their award caps.

Elite Training Camp update – Sent from Jen – CSI could not get April date for elite training camp, looking into August

Concussion training for coaches and officials – Duffy Mudry/Jim Robison

CT Swim has had 2 concussions this past month. More than half the states require concussion training for all youth sports, some states require officials to be trained. Should CT Swim require it of our coaches? We need to have our lawyers look at it and follow up. Advise us as to how to proceed. Need to contact USA Swimming as well for their guidance since we are under their umbrella.

Lack of lifeguards at meets. For Wesleyan CT Seniors we need to put lifeguards in the budget and make it a part of the bid going forward.

Zone Coach Chaperone – John Scaldini

Less parents, more coaches. Main difference – coaches will be assigned to age group, and will stay with those swimmers at all times.

4 parent chaperones – 1 male, 1 female 12&u, 1 male, 1 female 13&over.

3 coaches with 13&overs

7 coaches/chaperones covering 10&under.

Save some hotel rooms and food.

Better coaching since they won't be at pool the entire day.

MOTION made to make zones staff up to 8 positions, and chaperones at 4.

Discussion ensued. Passed unanimously.

Tech Suit Ban – Kaeley – Tech Planning

Conversation ongoing, tech suit change would be a full policy change, therefore it must be voted on by the full HOD. HOD meeting not until May, so need to wait for then for a policy change. 3 options to be presented at HOD. (1) No ban until 2020 when USA swimming ban goes into affect, (2) 9/1/19 12&u ban, (3) 9/1/19 10&u ban.

MOTION made that PD bring to the HOD in May the following 3 options for tech suit policy change: (1) No ban until 2020 when USA swimming ban goes into effect, (2) 9/1/19 12&u ban, (3) 9/1/19 10&u ban.

Discussion. Will communicate the three options to all coaches beforehand, and vote to be taken at HOD meeting in May. Need to make sure we communicate policy change on web-site, especially since Zones will not allow tech suits for 12&u.

Vote called. Motion passed (2 'no' votes).

2020 Olympic Trial qualification opportunities for CSI athletes

From Technical Planning and Senior Committee. Looking ahead to championships for spring of 2020. LC vs. SC for qualifications. USA Swimming goal is to have 800-1000 qualifiers for the meet, so qualification times are faster than in the past. DR - Looking for multiple LC meets available during the SC season so they can get acclimated to LC before LC meet(s) begin. Kaeley will add this topic to Technical Planning agenda for upcoming meetings...all are welcome to attend those meetings.

NEW BUSINESS

Workers compensation insurance – Sue Lecza –

USA swimming no longer covers LSC employees under their policy. SL recommends we look into workers comp policies for CSI's 3 employees.

SL also discussed the treatment of some paid positions within the LSC (zone team coaches, camp coaches, etc), and whether they are to be considered contractors or employees.

MOTION made by SL to have her look into workers comp for current 3 employees (all of whom are office workers). Passed unanimously.

CSI Financials – Sue Lecza

For the four months ended December 31, 2018, CSI is in strong financial condition.

Started year very strong. Income \$50k more than prior year. Some due to timing. USA Swimming Memberships are up. Cash position \$150K up from end of August. Surcharges consistent.

Championship Management Backup Plan – KS

Want to have backup plan in place should someone leave, or other sudden change. Want to be prepared for situations that arise, and key personnel become unavailable. Program Ops in now on TP calls, and Gordon participates in these calls representing AGC. Don't want to turn championships into an outside run meet. Kaeley looking for ideas – to have backup plan for championship Meet Management. Age Group Championships – for this coming SC season, Suzannah Rogers will be meet manager. Seniors Championships – Jason is meet manager, but full committee should be prepared to help out.

EJ – there is a Meet Managers Guidelines Document. The Chair leads the committee, but it is a cohesive effort. Want to have all meet management steps documented – what needs to be done and by when. Calendar/Checklist. Manual should provide a timeline. Should have a game plan in place in November, documenting who will be doing what for the championship meets. Jason and Gordon will map out and document what needs to be done, and committee members need to understand they may need to help with these events.

CT Senior Invite – Dave Riley

Meet has time standards. Intent for swimmers (15-18) faster than Regionals, giving them a platform to do trials/finals – time standards more relaxed.

DR discussed the goal of this meet. CT swimmers entries were due Jan 14. DR likes prelims/finals format, and wants to make sure it goes on as planned, despite initial low subscription by CT teams. EJ confirmed the meet will be held as planned.

Discussion Topics – *due to time constraints, these topics were tabled for a future meeting.*

Review of Bylaw with regard to Committees

Review of Board of Directors Statement of Principles (conflict of interest)

Function of the Board of Directors

CSI compensation of volunteers

CSI employees vs contractors – Sue Lecza

Reports of Officers

General Chair Report – Ellen Johnston – nothing add'l to report

Administrative Vice-Chair – Dave Reilly – nothing add'l to report

Treasurer – Susan Lecza – nothing add'l to report

Finance Vice-Chair – Todd Gordon

Age Group Committee Chair – Gordon Brown – nothing add'l to report

Senior Committee Chair – Jason Paige

Technical Planning Committee Chair – Kaeley Steinnagel – nothing add'l to report

Program Development Vice-Chair – Jen Lyman

Program Operations Co-Vice-Chair – Suzannah Rogers/Mark Wollen

Officials Committee Chair – Ken Gray

CSI could have a meet ref shortage in a few years. Some officials are asking to fast track to meet referee. It's currently a four-year track, and you cannot be fast-tracked. A few things limit meet referees. Per statement of principles, hotel room or gift cards cannot be accepted. Need to come up with some kind of plan where officials can accept payment of hotel room. Officials forbidden from accepting gift cards to cover expenses. EJ asked Ed Doernberger to look at CSI statement of principles to see if they can be amended to allow for this type of reimbursement of expenses.

New officials – went from 218 to 320. Many are happy to stay at deck referee. Not a lot of interest in becoming meet referee. Some clubs are being creative with encouraging parents to become meet referees.

Would like to revisit reimbursement of expenses for officials traveling to higher level meets. Can currently only apply for reimbursement IF specified criteria is met, as set forth by CSI.

Operational Risk Co-Coordinator – Duffy Mudry/Jim Robison – nothing add'l to report

Coach Representatives – Dave Modzelewski/Graham Bodner

Term ending this year – opening nominations soon for Junior coach rep.

Athlete Representatives – Tylor Mathier – nothing to report

Safe Sport Coordinator – Rob Riccobon – nothing add'l to report

Coach-at-Large – Matt Pohlman – nothing add'l to report

Registration/Membership Coordinator – Rick LaFrenierre

Zone Team Coordinator – John Scaldini – nothing additional to report

Nominating Committee – David Heller

Committee is about to get to work, so please contact David or anyone on the Nominating Committee if you or someone you know/recommend is interested in any open position(s).

Summary of opening positions:

Program Ops: Suzannah/Mark's term is ending.

Technical Planning: Kaeley up for new term.

Safety Coordinator – is now called Operational Risk – Duffy and Jim up for re-election. Served 2-yr term.

Safe Sport Coordinator – Rob Riccobon is up for re-election – just became Board position in 2017. Was previously appointed. Rob up for re-election.

Ken Gray is up for another term as Officials Committee Chair.

Rick – no term limits on Registration Chair.

Let Dave know if you are interested or know someone who could be interested in any open position(s).

The next Board Meeting will be held Tuesday, February 26th at 7:30PM, location TBA.

Meeting was adjourned at 9:40pm.

Respectfully submitted,

Joan Lynch

Secretary