

CONNECTICUT SWIMMING, INC.

Board of Directors

Thursday, June 25, 2020

7:30 PM, Zoom Meeting

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 7:35 pm.

Present Board Members: Dennis Flores, Kristen Finnegan, Dave Heller, Ellen Johnston, Susan Lecza, Rick Lewis, Joan Lynch, Meghan Lynch, Davide Mendonca, Kathleen Mendonca, Claire Michalik, David Modzelewski, Duffy Mudry, Jason Paige, Greg Pinchbeck, Dave Pite, Matt Pohlman, John Scaldini, Kaeley Steinnagel

Absent Board Members: Kyle Brown, Todd Gordon, Maddie Haley, Jen Lyman, Richard Nolan, Mark Wollen

Also Present: Nick Cavataro, Nan Cooper, Spencer Hartman

Announcements – Ellen Johnston

No announcements, will cover everything in agenda items.

Approval of Agenda/Additions to Agenda

Agenda approved as distributed.

Adoption of Minutes from June 4, 2020 Board Meeting & May 21, 2020 Board Meeting

MOTION made to adopt the Minutes from the June 4, 2020 meeting, with one edit to list Rick Lewis as Present..

Passed unanimously.

MOTION made to adopt the Minutes from the May 21, 2020 meeting.

Passed unanimously.

Old Business

House of Delegates – TBD – Ellen Johnston

Not yet rescheduled.

Swimposium – TBD – Ellen Johnston

Several ideas being considered for the fall, possibly in September.

New Business

USA Swimming July Meet Sanctions – Mark Wollen

Times achieved at July ‘sanctioned’ meets can NOT be used for any USA Swimming qualification standards. Waiting to see when other pools will open up, have officials on deck, etc...hoping to hear from CT State Reps next week. Dave Pite still waiting for more guidance from officiating and administrative standpoint. How many meet refs are needed, how do meet warmups, etc. Still many unknowns.

Dave Pite was on a webinar last night with USA Swimming, expecting more guidance soon. Will post recording of the meeting as soon as he receives it. Update on USA Swimming allowing July meets. July meets will not count in usa swimming database, but can be put into FAST for ct swimming. Purpose of meets in July is to get back into competition, mainly short course.

Junior Athlete Rep and Athlete At-Large Appointments – Claire Michalik and Ellen Johnston

Just finished election on June 19th, thank you Nan for helping get election going. Winner is Emily Fox from the Wilton Y Wahoos. Runner ups (who will be Athlete Reps At-Large) are Thomas Dupont CPAC and Finn Henry from Bulldogs. Total of 21 athletes applied to run for these Athlete Reps Positions. Ellen thanked Claire for all her work on this, and the Athlete Reps for getting the word out to the athletes.

USA Swimming Updates – Ellen Johnston

1. Loss of Gina Mensay – long time employee of USA swimming – was employee contact, worked with officials. Gina was with USA swimming for 10-12 years, worked tirelessly with CSI officials. Would like for CSI to make a token gift of support to family of Gina Mense. She was a great resource to officials all over the country. She had just hosted a national officials meeting the day before she passed away.

MOTION made for CSI to make a donation up to the amount of \$300 in the form of gift card or other form at the discretion of Dave Pite and Ellen Johnston, based on published gift recommendations by her family. Passed unanimously.

2. A number of key USA Swimming employees took an offer of early retirement from USA swimming. Kathy Durance is one of them, tomorrow is her last day. Tom Avischious was part of our Town Hall meetings with USA Swimming, and several others are all retiring.

3. USA swimming is looking to do another 'Return to the Pool' survey...please have your teams complete the survey when it comes out.

CSI Stimulus Committee Update – Ellen Johnston

Received application from one team to get some financial support. Currently in fact-finding stage. Only a handful of teams have sent in for PPE reimbursements. Just over half of CSI coaches have taken advantage of the Coaches Stimulus, paid out about 160 coaches.

Budget Committee Update - Todd Gordon – not on call, no budget update.

Interim Nominating Committee Update - David Heller

Had a meeting recently, still working, but still no revised HOD meeting date. Kathleen and Meghan on committee...working hard. Next meeting scheduled for July 8th Wednesday.

Diversity, Equity & Inclusion Ad-Hoc Committee Update – Dennis Flores

MJ Truex – Senior Director, Education, Programs and Services with USA Swimming, was invited to attend and speak at the May House of Delegates Meeting. That unfortunately did not happen. The goal is to have an LSC Zoominar with MJ making a presentation on DEI and Outreach to help educate and help our teams.

Dennis distributed a Power Point presentation and two motions two days ago. Dennis presented a description of his job as DEI Chair. Reviewed DEI mission of inclusion. MJ Truex and others doing a lot of great work to promote inclusion and increase diversity. Dennis took this position 4-5 years ago, has met many great people to bring this to CSI.

Nick recommended each team have a DEI contact so that teams can be educated, and have a chain to share and distribute information.

Discussion ensued regarding calculation of estimated DEI expense related to the proposed motions.

MOTION was made to change the CSI Outreach Policy qualification criteria to the following:

Athletes currently receiving U.S. Government Federal or state aid may qualify for the Outreach (reduced membership) program. This program allows an athlete to join USA Swimming at a reduced fee of \$5.00 with no additional fee to CT Swimming. In order to register as an Outreach athlete, proof of aid must be

obtained and submitted to CSI. Verification of eligibility must be renewed with each membership application. The following programs can be used to determine outreach membership eligibility:

- Federal food stamp program ([SNAP](#))
- Federal housing documentation ([HUD.GOV](#))
- WIC Program (Women, Infant and Children Federal Nutrition Program)
- Temporary Assistance for Needy Families (previously AFDC)
- Emergency Food Assistance Program ([TEFAP](#))
- [Medicaid](#) Medical Card
- Children's Health Insurance Program ([CHIP](#))
- Social Security Disability Insurance ([SSDI](#))
- Supplemental Security Income ([SSI](#))
- Home Energy Assistance Program ([LIHEAP](#)) l. Emergency Assistance
- Federal Poverty Schedule
- This does not exclude participation in the Free and Reduced Lunch Program if CEP is not available in your area.

Club Registrars should identify eligible athletes as "Outreach" on all paperwork submitted with the sd3 membership file, roster, and payment or receipt.

Parents of Outreach athletes not affiliated with a club should contact [Ginger McCurdy](#) for registration instructions, coach requirements, and racing start certification requirement.

Meet entry fees (splash fees) for CSI sanctioned/approved meets including CSI Championships will be waived.

Passed Unanimously.

MOTION was made to waive event entry fees for CSI sanctioned/approved meets including CSI Championships for CSI-registered Outreach athletes. Individual meet entry fees will be reimbursed by CSI to the member club or club contact after completion of the meet. Scratches and 'No Swims' will not be reimbursed.

The waiver of CSI meet individual event entry fees for Outreach athletes will be announced to clubs via email and website posting.

Procedure: Coaches/Club Contacts will submit a request for reimbursement to CSI by April 15 for short-course season meets and August 15 for long-course season meets including Regional Championships and Open Water Championships.

For CSI Championship meets, coaches or club contacts will submit a list of CSI-registered Outreach athletes to the CSI office when submitting the entry.

A thorough discussion ensued regarding funding and budgeting for these expenses, would there be a need to cap the number of events, limit fees by athlete, etc. The amount to be included in the 2020-21 Budget will be determined by the Budget Committee and ultimately voted on by this Board. It was estimated as reasonable (based on splash fees, and estimated number of Outreach athletes, which could vary greatly) to start with a recommendation to the Budget Committee of \$25,000 for Athlete Outreach Expenses, and this amount would be addressed and/or modified in the future if necessary.

Passed unanimously.

Dennis thanked everyone for their support and input.

DEI and Outreach clarification

DEI is cultural aspect, Outreach is the financial aspect. When people use these terms, want to make sure all understand. Outreach falls under DEI.

Ellen also thanked everyone for thorough input and discussion.

Reports of Officers, Committee Chairs, and Coordinators

General Chair Report – Ellen Johnston

Administrative Vice Chair – Rick Lewis

Treasurer – Susan Lecza

Starting to see effects of COVID. Total income is down by \$100K due to surcharges and registrations being down. Expenses for running programs are down as well. Spent \$32K to date on stimulus package. Overall, this year vs. 2019, about \$100K net income lower than last year. May not be as bad at end of year, since there will be significant upside in the Travel Expense.

Finance Vice-Chair – Todd Gordon – no report

Age Group Committee Chair - Dave Modzelewski

Having Age Group Committee meeting next week.

Senior Committee Chair – Jason Paige

Met with Nick Cavataro and Mark Wollen to discuss competitive options to keep swimmers and coaches motivated. Idea to launch training incentive programs, test sets on week to week basis, report it back and rank swimmers, to give them something to look forward to, until can do virtual meets. Hope to get up and running after July 4th.

Technical Planning Committee Chair - Kaeley Steinnagel

Has not had chance to have tech planning meeting. Nan has been in touch to get info out about Judy Snow award...sent out to all club coaches and contacts.

Program Development Vice-Chair – Jen Lyman – no report
Program Operations Vice-Chair – Mark Wollen – no report

Officials Committee Chair - Dave Pite

Met by Zoom a couple more times. Had Zoom happy hour. Getting instructions on how to go forward with virtual meets etc. If teams don't have officials, perhaps have provisional officials (i.e., coaches) so that if you take a basic test, you can be a provisional official for these meets. Survey of Officials resulted in 70% want to return, 30% have concerns.

Operational Risk Coordinator - Duffy Mudry

Only concern is teams going back....do we need a COVID-19 Task Force of lawyers and doctors? Every team is supposed to have a COVID contact person, and perhaps we should have an LSC contact person as well, to track cases within LSC.

Coach Representatives – vacant/Kristen Finnegan – no report

Athlete Reps – Claire Michalik/Meghan Lynch – nothing additional to report

Safe Sport Coordinator – Greg Pinchbeck

of athletes have been doing the training, two more teams have received safe sport recognition.

Coach-at-Large - Matt Pohlman

Kristen & Matt have been discussing coach education program. Perhaps suspend for this year, and double it next year. Want to make it more attractive. EJ asked them to come up with a proposal and bring to next meeting. Coach of the Year Award is ready to go with no changes.

Registration/Membership Coordinator – Kathleen/Davide Mendonca

College swimmers coming back to train with clubs is the only current activity.

Zone Team Coordinator - John Scaldini – nothing additional

Diversity, Equity & Inclusion - Dennis Flores – nothing additional.

The next Board Meeting is scheduled for Thursday, July 15th via teleconference at 7:30PM.

Meeting was adjourned at 9:46 PM.

Respectfully submitted,
Joan Lynch
Secretary