

DRAFT

CONNECTICUT SWIMMING, INC.

Board of Directors

Tuesday, October 1, 2019

7:30 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 7:35 pm.

Present Board Members: Ed Doernberger, Kristen Finnegan, Ellen Johnston, Susan Lecza, Rick Lewis, Jen Lyman, Joan Lynch, Davide Mendonca, Kathleen Mendonca, Jason Paige, Greg Pinchbeck, David Pite, Matt Pohlman, John Scaldini, Kaeley Steinnagel, Mark Wollen

Absent Board Members: Gordon Brown, Kyle Brown, Todd Gordon, Maddie Haley, David Heller, Meghan Lynch, Claire Michalik, Duffy Mudry, Richard Nolan, Dave Reilly

Announcements: EJ thanked Nan Cooper for all her great work on the Bylaw revision document, notating all changes required to bring the CSI Bylaws in compliance with the USA Swimming Bylaw guidelines. Thank you also to Ed Becker, Sue Lecza, and Mark Wollen for all their work on the Bylaw revisions. And thank you to everyone who attended the Governance work session on September 21st, and to all for being flexible with the change of dates/schedule of the BOD and HOD meetings.

Approval of Agenda/Additions to Agenda

New Agenda items requested:

- (1) Travel Reimbursement: 2020 Proposed Athlete Assistance
- (2) Swimposium
- (3) Coach Educational Grant Award

MOTION made to accept the amended agenda. Passed unanimously.

Adoption of Minutes from June 18th Board Meeting

MOTION made to adopt the Minutes from the June 18th meeting, as distributed (one correction was made to correct the date listed in the heading).

Passed unanimously.

OLD BUSINESS

Board of Directors Statement of Principles ad hoc committee update

This is an ongoing work-in-progress. No updates to report at this time.

Bylaw Revisions – Ellen Johnston

Thank you to all who attended the Governance session with Jane Grosser from USA Swimming. It was very productive and helped our organization stay in line with USA Swimming guidelines. Bylaws with revisions have been emailed to all Board Members. Suggested changes are highlighted in the margins to show where changes are needed in order to stay in compliance with USA Swimming guidelines.

Ellen reviewed some of the changes, and asked that everyone review them on their own, and get back to her and the rest of the Board by Thursday October 3rd at 6:00pm. These proposed changes must be posted 20 days before the HOD meeting which is scheduled for October 29, 2019. Therefore, we want them posted by October 7th or 8th. Revised ByLaws must be submitted to USA Swimming before December 31, 2019.

If Ellen hears no questions/edits/concerns before Thursday, October 3rd at 6:00pm, these suggested revisions will be accepted as presented here.

The more relevant modifications include:

- How to determine members of Governance Committee (maximum of 3 allowed to be Board Members). Will discuss at HOD.
- Nominating Committee will become part of the Governance Committee.
- Athlete Reps – will look to increase to 6 based on number of positions on Board. Mandated to have 20% athlete reps. (This is mandated by US Congress, not flexible.). Need to have some at-large athletes at HOD.
- Quorum for committee meetings will be majority of those in attendance.
- Added one more at-large position for Diversity, Equity and Inclusion.
- 5 at-large positions in total.

Wesleyan proposed donation/BioOx air cleaners – Mark Wollen

Mark Wollen discussed the BioOx air filtration system with coach of AGUA who use this system. Initially worked well. After a year, they called the company to come back in. Found out facility wasn't maintaining them properly. Now that they are maintained properly, they think it is a huge improvement to their air quality.

Mark has been in contact with Peter Solomon at Wesleyan – they haven't committed to funding the chemicals necessary yet. \$2,100 worth of chemicals to maintain the system. Need to get that full commitment from Wesleyan to fund the chemicals

What are the parameters that make these systems work? Worked in Tennessee (at University of Tennessee) but air quality was so bad that the improvement was negligible.

EJ will reach out to our contacts at Wesleyan to set up a meeting to discuss this, and the air quality at our events held at Wesleyan. Need to ensure the air quality is maintained at the highest possible level (for all our host pools, including Cheshire and Chelsea Piers). EJ will copy Mark Wollen and Ed Doernberger on this email. (Ed will review the standard contract, which is somewhat generic.)

NEW BUSINESS

Appoint Senior Coach Representative – Ellen Johnston

EJ is working on this. Someone has been asked, but has not yet accepted.

Updated CSI Mission and Vision Statements

Proposed Vision Statement...Better life through swimming. (No change)

Proposed Mission Statement: CT swim provides opportunities for swimmers to enrich their lives.

Proposed Mission Statement was a result of the Governance Workshop with Jane Grosse from USA Swimming. Jane used her expertise to guide us, and recommended we keep it short and straightforward, so it could be easily remembered and repeated.

MOTION made to adopt the revised Mission Statement as: ‘Connecticut Swimming provides opportunities for swimmers to enrich their lives.’

Discussion: Is this a bit too broad, not clearly relating to swimming opportunities. Discussed Jane Grossers recommendations and guidance, and the group exercises done at the workshop to arrive at this.

Motion carries. 1 opposed.

Select Governance and Nominating Cmte members (depends on bylaw approval) - EJ

Now is the time to get the word out so all understand the responsibilities and role of the Governance Committee. Look to get names of those interested by December 15th, then work on finalizing this committee in January 2020. The Governance Committee will also be the Nominating Committee, which we have historically put forward in January. The Governance Committee will be put forth in January. We will discuss at HOD on October 29th.

Need to get word out about the Governance Committee before the HOD meeting so that HOD members arrive prepared to discuss, nominate, volunteer.

Senior Invite – Jen Lyman

Senior Committee would like to hold the Senior Invite again, but want it to be run by CSI. Would be the weekend between Regionals and Age Group Championship in March 2020. Want to give this opportunity to our athletes, in addition to securing the pool rental at Wesleyan for that weekend. Don't want to compete with other championship meets. After much discussion, it was proposed that we offer the meet in long course meters. Senior Committee proposes time standards about 5% slower than Senior Championships standards. Can keep hospitality to a minimum. Will need to find a meet director.

MOTION made to hold Senior Invite at Wesleyan sponsored by CSI. CSI will host LC Senior Invite with qualifying times and trials/finals, open to all USA Swimming swimmers. Meet director to be named later. March 5-8. Thursday night events, then three full days.

Passed unanimously.

Zone Team Report – John Scaldini

95 swimmers went. Bus hit into light pole before even picking anyone up, which caused some delays. 2nd bus was very later than planned, but was still on time.

LC Zones 2020 at Liberty University – another 1.5 hours further.

Could be issues with busing. Consider train or plane as alternative options. JS will do research.

SC and LC are both now 14&under meet for Zones. Will impact selections and budgets. SC is club-entered, LC is LSC-entered.

Names for the Eastern Zone Sanction Appeal Board: Coach, Non-Coach, and Athlete - EJ

If someone is denied a sanction, they could take it to the zone appeal board. We need to provide members to be on this board. Need a coach, a non-coach, and an athlete on the Eastern Zone Sanction Appeal Board. Rick Lewis (coach), Davide Mendonca (non coach), Meghan Lynch (athlete)

Speedo Contract Renewal

EJ summarized the new Speedo proposed contract. Plans to sign it.

Discussed using the CT Swimming banners (provided by Speedo) as back-drops for award ceremonies at Senior Championships and Age Group Championships. Would like to do this going forward.

Safe Sport Update – Greg Pinchbeck

- 1) Safe sport program is mandatory – teams must maintain for all athletes, and ensure done properly when athletes turn 18.
- 2) When athletes or families are not in agreement with decision made by Safe Sport, it is the role of CSI Safe Sport to make sure right audience gets the information. Our role is done once we know it has been turned over the appropriate person. The decision is given to the person who is named, not back through CSI Safe Sport. No names or teams are mentioned when cases come up. All very confidential.

Can a party file a second complaint? Yes - if the improper behavior continues, a new case can be filed. They can always file another complaint if they didn't think the penalty was severe enough. After a complaint is put forth, and Safe Sport has rendered a decision, a notice comes back to Ellen, Greg and the people involved in the case. But there is nothing else that can be done with that case at the CSI level. (CSI Safe Sport Chair does not made any decisions on these cases.)

- 3) Photography Language in meet announcements: we want to have one set of language for all meet announcements. Want to protect everyone involved. Some coaches said photos make the sport more fun – want to show the fun side of the sport. Working on standardizing the rules, but no agreement yet. Long discussion about what should/could be allowed, related to both pictures and video of races. Greg working on proposed wording, with many different viewpoints being considered.

CSI Financials – Sue Lecza

Financial statements for year ended June 30, 2019 are not yet closed. Results are currently showing significant profit that will not be there when finalized. Still have to pay and record Travel Reimbursement and other expenses. Expects to end the year with profit of about

\$25,000 due mainly to reduction in short course Zone travel and coaches seminar that never happened.

Travel Reimbursement: 2020 Proposed Athlete Assistance

Asking for \$40,850 total for this year– budget was \$54K

Passed out proposal for 2019-20.

Olympic Trials - \$1000

Pro Series meets up to \$700.

MOTION made to add SC Zones funding travel assistance of \$200 for SC 14&under Eastern Zone Championships. Passed Unanimously.

\$25k put aside for SC Zones in past – will move to Travel Assistance.

Swimposium planning – Ellen Johnston, Matt Pohlman

The Swim-posium will be held April 25th. Content and agenda will be discussed at the January Board Meeting.

Coach Educational Grant Award – Matt Pohlman

The award will go to Jen Lyman.

REPORTS OF OFFICERS

[Time ran out. The only additional report given was from Kaeley Steinnagel regarding the Banquet – see below.]

General Chair Report – Ellen Johnston

Administrative Vice-Chair – Dave Reilly

Treasurer – Susan Lecza

Finance Vice-Chair – Todd Gordon

Age Group Committee Chair – Gordon Brown

Senior Committee Chair – Jason Paige

Technical Planning Committee Chair – Kaeley Steinnagel:

CSI Awards Banquet plans are on schedule and going as planned. Get your reservations in now. Deadlines are NOT FLEXIBLE. No Exceptions.

Program Development Vice-Chair – Jen Lyman

Program Operations Co-Vice-Chair – Mark Wollen

Officials Committee Chair – Dave Pite

Operational Risk Co-Coordinator – Duffy Mudry

Coach Representatives – vacant/Kristen Finnegan

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

Safe Sport Coordinator – Greg Pinchbeck
Coach-at-Large – Matt Pohlman
Registration/Membership Coordinator – Kathleen/Davide Mendonca
Zone Team Coordinator – John Scaldini

The House of Delegates will meet on **Tuesday, October 29th at 7:30PM** at the High Plains Community Center in Orange, CT.

The next Board Meeting will be held on **Thursday, November 21st at 7:00PM**, at High Plains Community Center in Orange, CT.

Meeting was adjourned at 9:42pm.

Respectfully submitted,

Joan Lynch

Secretary