

**CONNECTICUT SWIMMING, INC.**  
**Board of Directors**  
**Monday, November 22, 2010**  
**Teleconference at 7:30 pm**  
**AGENDA**

*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.

Announcements/Additions to Agenda

Approval of Agenda

Adoption of Minutes of October 6, 2010

Old Business

- Nominating Committee selection
- Banquet revisions
- Athlete Representative election
- Coach's Online Forum
- Strategic Framework Document
- Bylaws

New Business

- Corporate sponsorships
- Board and Committee Governance Tips

Reports of Officers:

- General Chair Report – Chris Hug
- Administrative Vice-Chair – Rick Lewis
- Treasurer – Mary Westcott
- Finance Vice-Chair – Bonnie Strittmatter
- Age Group Committee Chair – King Lee
- Senior Committee Chair – Bill Ball/Bob Shearer
- Program Development Vice-Chair – Jeff Gray
- Program Operations Vice-Chair – Mike Huffman
- Technical Planning Committee Chair – Kaeley Steinnagel
- Coach Representatives – Dan Mascolo/John Spadafina
- Athlete Representatives – Cooper Kearns/Lexi Koukos
- Coach-at-Large –
- Safety Committee Chair – Peter Boucher
- Officials Committee Chair – Ed Becker
- Registration/Membership Coordinator – Judy Snow

**Draft**  
**Connecticut Swimming, Inc.**  
**Board of Directors**  
**Minutes**  
**October 6, 2010**

General Chairman Chris Hug called the meeting to order at the High Plains Community Center in Orange, CT at 7:30pm

**Present:** Bill Ball, Ed Becker, Peter Boucher, Ed Doernberger, Hilary Berger, Mike Huffman, Chris Hug, Christine Pelham, Bob Shearer, Judy Snow, Kaeley Steinnagel, John Spadafina, Mary Westcott

**Also Present:** Nan Cooper

**Not Present:** Jeff Gray, King Lee, Rick Lewis, Dan Mascolo, Bonnie Strittmatter, Cooper Kearns, Lexi Koukos

**Additions to the Agenda:** Executive Session, Coaches Education Grant and Additional Athlete Representatives to be added to the board

**Approval of the Agenda:** The agenda was amended and unanimously approved

**Approval of the Minutes:** A motion to accept the minutes of September 11, 2010 Board of Directors meeting was unanimously approved

**Bylaws:** Some corrections may need to be made to the bylaws enacted last May. Chris covered some at this meeting and deferred others to the next meeting:

- Article 5.4 of the Bylaws, allows up to 3 athletes and 3 coaches from the same Club to simultaneously serve on the board. A motion was made and approved to rescind this and return to the 1996 Bylaw language which limits BOD members from any one Club to three, without regard to athlete or coach status, and limits athlete and coach reps to one per club.
- A motion was made and passed to rescind Article 5.5 of the May 2010 Bylaws and return to the 1996 Bylaw language, which would allow ex-officio and at-large board members to have a voice and a vote.
- The bylaw changes approved by the Board must be submitted for approval at the next House of Delegates Meeting.

**Coaches Online Forum -John Spadafina reports for Dan Mascolo** – Chris moves this to the next meeting because there needs clarification from Dan on the following:  
\*That the Senior Coaches Representative would be the administrator and moderator for the forum

\* To see what guidelines there will be for screening of postings and obtaining of a password to access forum

\*To flush out the rules for this event regarding privacy issues and control  
\*To finalize who will be providing the platform for the online forum. Dan received a bid from two independent web hosts: Scott Hughes [www.scotthughes.biz](http://www.scotthughes.biz) who would set up a forum page to ctswim.org for \$200.00 . Dan had not heard back from Rebecca Bridges [www.rbproductionsservices.com](http://www.rbproductionsservices.com).  
\* A request was made to have a formal proposal of costs and services in writing from web hosts.

**Nominating Committee Selection: Chris Hug** – Bill Ball resigns from the nominating committee with David Heller, Dan Mascolo, and Ed Becker remaining on the committee. Names are suggested as possibilities; Tak Takabayashi, George Bradner, Roland Beneke Rob Riccobon, Jim Santiago. Chris will reach out and ask for additional volunteers to serve.

**Volunteer of the Year –Christine Pelham** – Rick Lewis and Christine will meet on this and decide by November 1, 2010.

**Banquet Revisions – Chris Hug (on behalf of Rick Lewis)** – no major changes for the 2010 banquet other than recognize Olympic Trials qualifiers, Senior and Junior National qualifiers at the beginning of the banquet More discussion to take place for adjustments to the 2011 banquet.

**Senior Travel Approval – Bill Ball and Bob Shearer** \$23,975 was approved for athlete travel assistance for the 2009-2010 season.

**Junior Coach Representative Appointment – John Spadafina for Dan Mascola**  
This was tabled. John Spadafina will stay on as Junior Coaches Representative because the bylaws enacted on September 2, 2010 allow Coach Representatives to be from the same club..

#### **NEW BUSINESS**

**Approval of the Vision and Mission Statement – Chris Hug** A motion was made and approved to remove the word “enjoyable” from the Mission Statement and to prominently display together both CSI’s mission and vision statement, The following statements were approved:

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

**Strategic Framework Plan – Chris Hug** – Chris reviewed the strategic goals and wants to spend the next meeting to refine it further. Chris asks for feedback. He mentioned, as an example of an idea, create a script and have board members go out and talk to clubs about the opportunities available through CSI and USA Swimming.

**LEAP – Chris Hug** – He will be contacting board members. There is a February 2011 deadline to work on this..

**Adapted Swimmer of the Year- Judy Snow** – Judy Snow nominated Kristin Duquette as Adapted Athlete of the Year based on her performance and nomination by USA Swimming for the Tricia Zorn Disability Award.

**Athlete Representatives** – Our new bylaws require 4 Athlete Representatives and removal of the election from the Senior Championship meet. A new election procedure must be established. Dan Mascolo will work with the Athlete Representatives to formulate a proposal for the Athlete Representative election.

**Coaches Education Grant** –Up to \$500.00 is awarded to as many as 4 recipients. This year \$500.00 is awarded to each of the following coaches: Hank Jensen, Dan Mascolo, Christine Pelham, Christopher Woolridge. A motion was made and unanimously approved

### **Reports of Officers**

Officer's reports were submitted prior to meeting. Summaries of each report were distributed at meeting. Additions to these reports are noted below:

General Chair Report – Chris Hug

Administrative Vice Chair – Rick Lewis – not present

Treasurer – Mary Wescott – Reports financial statements are at last year's levels

Finance Chair – Bonnie Stittmatter – not present

Age Group Committee Chair – King Lee – no report at meeting

Senior Committee – Bill Ball/Bob Shearer-currently exploring the rules for changing the finals to top 4 in the A Final at Senior Championships. Discussion took place about creating a super final format 4,9,9 to increase competitive environment.

Program Development Vice Chair – Jeff Grey – not present

Program Operations Vice Chair – Mike Huffman – no report at meeting

Technical Planning Committee Chair – Kaeley Steinnagel – nothing added

Coach Representatives – Dan Mascolo – discussed earlier in meeting

Athlete Representatives–Cooper Kearns/Lexi koukos-nothing added to report

Coach –at –Large – Christine Pelham no report at meeting

Safety Committee Chair – Peter Boucher no report at meeting

Officials Committee Chair – Ed Becker – nothing added to his report

Registration /Membership Coordinator – Judy Snow – nothing added to report

Meeting Adjourned at 9:15pm

Respectfully submitted,  
Hilary S. Berger  
Secretary

To CT Swimming,

I have been informed that you are interesting in adding a discussion forum to your website. I have created websites in the past with forums. For example, you can see [onlinephilosophyclub.com/forums/](http://onlinephilosophyclub.com/forums/) and [forums.onlinebookclub.org](http://forums.onlinebookclub.org). I can add a similar forum to your website for you, matching the layout/template of your website for the price of \$200.

Since you already have a website, I am assuming you do not need to purchase web hosting or purchase a domain name. The price quoted above does NOT include the costs of web hosting or the costs of a domain name.

I can make a "mock-up" version of the forums first which you can test before paying so that you know what you are buying.

In order to add the forum to your website, I will need to have FTP access to the folder on your site in which you want the forum to be.

I will also be willing to fix any errors and make small adjustments in the future for no extra charge.

The forum will use phpBB engine, which is open-source. In other words, there will be no licensing fees or other costs other than the \$200 mentioned above for labor.

If you have any more questions, feel free to email me or call me.

Scott Hughes

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Manchester, CT 06040  
[thescotthughes@gmail.com](mailto:thescotthughes@gmail.com)



# CONNECTICUT SWIMMING BOARD OF DIRECTORS 2010 – 2015 STRATEGIC FRAMEWORK



## *The Vision and Mission of Connecticut Swimming*

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

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

### **Core Values**

Character Development  
Excellence  
Education  
Involvement by Members  
Fun

### **Key Areas**

Club Excellence  
Performance  
Expansion of Volunteer Base  
LEAP Level 1 & LEAP Level 2

The Board of Directors of Connecticut Swimming, Inc. met on September 10 and 11, 2010 to discuss our LSC's strategic plan over the next five years. Among many goals, the Board has resolved to focus on three key strategic areas as outlined below. This document is intended to be a working document that requires at least an annual review and updating as our plans grow and our sport faces new and different challenges and opportunities.

The Board on October \_\_, 2010 formally approved this document as CSI's strategic plan through 2015. Questions and comments are welcome as we all strive to make our LSC even better.

<b>KEY AREA: CLUB EXCELLENCE -</b>		
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>
To provide opportunities for CSI clubs to reach the highest levels of excellence	Club Excellence Program Participation: 2011 - # of Clubs completing Level 1; 2012 - # of Clubs completing Level 1 2013 - # of Clubs completing Level 1 2014 - # of Clubs completing Level 1	<ul style="list-style-type: none"> <li>• <b>Task E-1</b> - Go visit teams and present a workshop about CT Swimming. It's important that we visit the clubs and not ask them to come to a meeting or workshop.</li> <li>• <b>Task E-2</b> - Educate Clubs about hiring practices.</li> <li>• <b>Task E-3</b> - Set up meet management educational programs. Connect education with HOD meetings.</li> </ul>
	Educate clubs about coach hiring practices – Target meeting with 1/3 of Clubs every six months until completed.	<ul style="list-style-type: none"> <li>• <b>Task E-2</b> - Visits – See above. Communication via education programs offered by LSC. Publication of "Best Practices"</li> </ul>
	Educate clubs about Athlete Protection – Target meeting with 1/3 of Clubs every six months until completed.	<ul style="list-style-type: none"> <li>• <b>Task E-4</b> - Review and/or develop model policy for Clubs</li> <li>• Seek Club adoption</li> </ul>
<b>Task: What needs to be done?</b>	<b>Who? Responsible Party</b>	<b>When? Deadlines/Milestones</b>
Task E-1	Hug	Visit 1/3 of Clubs by 12/31/10; 1/3 by 5/30/11 and last 1/3 by 12/1/11
Task E-2	Doernberger	Program Design by 3/1/11 and implemented by 12/1/11
Task E-3	Huffman	Program Design by 3/1/11 and implemented in fall 2011.
Task E-4	Ball	Program Design by 3/1/11 and implemented by 12/1/11

<b>KEY AREA: Performance -</b>		
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>
<b>To improve the relative performance of Connecticut Swimming athletes at all levels</b>	Improve # of national qualifiers (Senior and Junior) by XX% over each of the next 5 years.	<ul style="list-style-type: none"> <li>• <b>Task P-1</b> - LSC Championship format reform including review and revise the LSC progression of championship meets</li> <li>• <b>Task E-1</b> - Club Excellence program effort – see above;</li> <li>• <b>Task P-2</b> - Initiate Coach Mentoring and education program, including possible incentives for coaches to take continuing education courses;</li> <li>• <b>Task P-3</b> - Focus on gaining new entry into existing facilities</li> <li>• <b>Task P-4</b> - Review and consider to improve meet programming</li> <li>• <b>Task P-5</b> - Explore inter LSC meets to generate excitement</li> </ul>
	Increase communication and camaraderie among Connecticut Swimming coaches and CIAC coaches	<ul style="list-style-type: none"> <li>• <b>Task P-6</b> - Utilize Coach Reps better</li> <li>• <b>Task P-6</b> - Conduct more mini-clinics</li> <li>• <b>Task P-6</b> - Make better use of the times LSC members are together</li> <li>• <b>Task P-7</b> - Establish a coach-to-coach program with another LSC</li> </ul>
	Build a new 50 meter facility within the territory of our LSC.	<b>Task P-8</b> – Reach out to community leaders to explore opportunities.
<b>Task: What needs to be done?</b>	<b>Who? Responsible Party</b>	<b>When? Deadlines/Milestones</b>
Task P-1	Steinegal	Proposal by 5/1/11; Implementation 2012/13 as appropriate
Task P-2	Mascolo	Proposal by 6/1/11; Begin implementation for 2011-2012 Season
Task P-3	Huffman – East/North, Lewis – South/West	Interim Report due 5/1/12 and second interim report due 12/31/11 and third report due 6/1/12
Task P-4	Gray	Conceptual proposal due 6/1/11
Task P-5	Lee	Conceptual proposal due 2/1/11.



Task P-6	Junior Coach Rep tba	Proposal due 5/1/11
Task P-7	Mascolo	Proposal due 5/1/11
Task P-8	Hug	Initial Report on contact with community leaders due 5/1/11

<b>KEY AREA: EXPANSION OF VOLUNTEER BASE</b>		
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>
To expand the Connecticut Swimming volunteer base	Increase the number of officials by xx% by 2013 and maintain a ratio of __ officials to athletes. Within the official ranks, target is __% of goal number are referees	<b>Task V-1 – Except where noted, the items here are under Task V-1:</b> <ul style="list-style-type: none"> <li>• Conduct Clinics</li> <li>• Promote opportunities at banquet and meets</li> <li>• Make club visits – <b>See Task E-1</b>.</li> <li>• Utilize Flyer &amp; website</li> <li>• Hold recruitment receptions/seminars at meets during warm-ups</li> </ul>
	Committee goal of having 10% new members each year	<b>Task V-2 – Except where noted, the items here are under Task V-2.</b> <ul style="list-style-type: none"> <li>• Conduct volunteer recruitment clinics</li> <li>• Promote opportunities at banquet and meets</li> <li>• Make club visits <b>See Task E-1</b></li> <li>• Utilize Flyer &amp; website</li> <li>• Hold recruitment receptions/seminars at meets during warm-ups</li> </ul>
	Target of 80% of LSC registered Clubs attending the HOD meeting beginning May 2011 and thereafter.	<b>Task V-3</b> <ul style="list-style-type: none"> <li>• Incentivize and/or require HOD attendance by all clubs</li> <li>• Schedule speakers</li> <li>• Include an educational component with HOD</li> </ul>
	Goal of at least two new board members who have never served before each election.	<b>Task V-4</b> <ul style="list-style-type: none"> <li>• Each board member must invite three potential BOD candidates to attend a board meeting (annually); include an educational/social recruitment component to the meeting</li> <li>• Increase focus on recruiting recent graduates and alumni athletes for board positions</li> </ul>
<b>Task: What needs to be done?</b>	<b>Who? Responsible Party</b>	<b>When? Deadlines/Milestones</b>
Task V -1	Becker	12/1/10
Task V-2	Lewis	5/1/11

Task V-3	Hug	5/1/11
Task v-4	Hug	5/1/11

963 facilitates the conduct of all swimming programs for CSI including the awarding of meet  
964 sponsorships to Club Members, facilities and equipment rentals and meet management for  
965 all swimming meets sponsored by CSI.  
966  
967 .9 FINANCE VICE-CHAIR: The Finance Vice-Chair is the chief financial officer of CSI. The  
968 Finance Vice-Chair shall chair and have general charge of the affairs and property of the  
969 division that includes the Treasury function, the development and implementation of an  
970 investment program for CSI's working capital, funded reserves and endowment funds and  
971 the development and implementation of a marketing and fund-raising plan for CSI. The  
972 Finance Vice-Chair-, with the assistance of the Budget Committee, shall prepare an annual  
973 budget for CSI's operations and present the budget for approval by the Board of Directors  
974 and the House of Delegates. In addition, the Finance Vice-Chair shall cause to be  
975 conducted the audit required pursuant to Section ~~0-~~ and shall review, or shall cause  
976 the Audit Committee to review, the annual audit report and recommend acceptance and  
977 appropriate action, if any, with regard thereto by the Board of Directors and the House of  
978 Delegates. The Finance Vice-Chair -is responsible for the adequacy of CSI's system of  
979 internal financial and accounting controls. The Finance Vice-Chair -is the of the Finance  
980 and Budget Committees and a member of the Personnel Committee. Together with the  
981 Treasurer, the Finance Vice-Chair is ultimately responsible for CSI's compliance with  
982 Section ~~0-~~.  
983  
984 .10 ATHLETE REPRESENTATIVES: The Athlete Representatives shall serve as the liaison  
985 between the athletes who are members of CSI and the Board of Directors and House of  
986 Delegates. The Senior Athlete Representative shall chair the Athletes' Committee.  
987  
988 .11 COACH REPRESENTATIVES: The Coach Representatives shall serve as a liaison between the  
989 coaches who are members of CSI and the Board of Directors and House of Delegates. The  
990 Senior Coach Representative shall chair the Coaches' Committee.  
991  
992 .12 AT-LARGE BOARD MEMBERS - In addition to their inherent powers and duties as members  
993 of the Board of Directors, the At-Large Board Members shall have such powers and duties  
994 as may be delegated to them by the CSI Policies and Procedures Manual, the General Chair,  
995 the Board of Directors or the House of Delegates. ~~The At Large Board Member who is the  
996 required Coach Member shall serve as CSI's Meet Evaluation Coordinator and as its Coach  
997 Certifications Coordinator. One At-Large Board Member may be an attorney-at-law and  
998 serve as CSI's General Counsel.~~  
999  
1000 .13 CSI DELEGATES TO USA SWIMMING HOUSE OF DELEGATES -  
1001  
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1003  
1004 A Officer and Representative Delegates - It shall be the duty and privilege of the  
1005 General Chair, the Administrative Vice-Chair, the Age Group Committee Chair  
1006 Program Development Vice-Chair-, the Age Group Committee , the Program  
1007 Operations Vice-Chair, the Senior Committee Chair, the Senior Athlete  
1008 Representatives Representative and the Senior Coach Representative to attend the  
1009 USA Swimming annual meeting as representatives of CSI. If the Board of  
1010 Directors determines to send fewer than all of the Athlete Representatives to the  
1011 annual meeting, the Senior Athlete Representative and the Athlete Representative  
1012 next most senior in term of office shall attend and so on. If the Board of Directors  
1013 determines to send two or more but fewer than all of the Coach Representatives to  
1014 the annual meeting, the Senior Coach Representative and the Coach  
1015 Representative next most senior in term of office shall attend and so on.  
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**Comment [NCC16]:** Do we want to state the responsibilities of the coach at large? Retain the counsel at large board member language.

744  
745 Roll Call  
746 Reading, correction and adoption of minutes  
747 Report of Executive Committee  
748 Reports of officers  
749 Reports of committees and coordinators  
750 Presentation of the annual budget and adoption of recommendation to the House of Delegates  
751 Presentation of the annual audit report pursuant to Section 0 and adoption of its  
752 recommendation to the House of Delegates  
753 Advice and Consent to Appointments  
754 Unfinished (old) business  
755 New business  
756 Approval of applications for Group Membership and Affiliated Individual Membership  
757 Elections  
758 Resolutions and orders  
759 Adjournment  
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ARTICLE 6  
OFFICERS, REPRESENTATIVES  
AND AT-LARGE BOARD MEMBERS

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766 6.1 ELECTED OFFICERS AND COMMITTEE CHAIRS — The officers, At-Large Board Members,  
767 committee chairmen and coordinators who shall be elected by the House of Delegates are:  
768

- 769 .1 General Chair  
770 .2 Administrative Vice-Chair  
771 .3 Finance Vice-Chair  
772 .4 Senior Committee Chair  
773 .5 Age Group Committee Chair  
774 .6 Program Development Vice-Chair  
775 .7 Program Operations Vice-Chair  
776 .8 Secretary  
777 .9 Treasurer  
778 .10 Technical Planning Committee Chair  
779 .11 Safety Committee Chair  
780 .12 Officials Committee Chair  
781 .13 Membership Coordinator  
782 .14 At-Large Board Members  
783  
784

785 6.2 ELECTIONS - The House of Delegates, at its annual meeting, shall elect the General Chair, the  
786 Administrative Vice-Chair, the Secretary, the Finance Vice-Chair, the Senior Committee Chair and  
787 the Program Development Vice-Chair, in even-numbered years; and the Age Group Committee  
788 Chair, the Program Operations Vice-Chair, the Treasurer, the Technical Planning Committee Chair,  
789 the Safety Committee Chair, the Officials Committee Chair and the Membership/Registration  
790 Coordinator in odd-numbered years. At-Large Board Members shall be elected in odd and even-  
791 numbered years in a manner that to the extent possible results in an equal number of positions being  
792 elected by the House of Delegates in each year, taking into account the number of Board of Review  
793 members being elected in relevant years.  
794

795 6.3 ELIGIBILITY — Only Individual Members in good standing shall be eligible to hold office and  
796 must maintain their eligibility throughout their term of office.  
797

- 798  
799 6.4 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in the House of Delegates  
800 by virtue of holding a position in CSI may not also vote as a Group Member Representative in the  
801 House of Delegates.  
802
- 803 6.5 OFFICES COMBINED OR SPLIT -  
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- 805 .1 OFFICE HELD BY TWO PERSONS - Any office other than General Chair, Finance Vice-Chair  
806 and Treasurer, may be held jointly by two Individual Members. This may be accomplished  
807 by the Nominating Committee nominating two Individual Members to serve as co-officers  
808 or by the House of Delegates electing two at the time of election. In the case of the  
809 Administrative Vice-Chair, the House of Delegates at the time of election shall designate  
810 one to be the successor to the General Chair; if no such designation is made, then the person  
811 with the longer tenure in such office or as a Board Member shall serve as the successor. (See  
812 also Sections 0 and 0.)  
813  
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- 815 .2 OFFICES COMBINED - Any office other than General Chair may be combined with any other  
816 office except that the offices of Finance Vice-Chair and Treasurer may not be combined.  
817 This may be accomplished by the Nominating Committee nominating single Individual  
818 Member to serve simultaneously as two officers or by the House of Delegates so electing at  
819 the time of election.  
820
- 821 6.6 TERMS OF OFFICE —  
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- 823 .1 TERM OF OFFICE - The terms of office of all elected members of the Board of Directors  
824 shall be two years.  
825
- 826 .2 COMMENCEMENT OF TERM - Each person elected to a position shall assume office at the  
827 end of the Fiscal Year and shall serve until a successor takes office, except in the cases of  
828 the Athlete Representatives or the Coach Representatives who shall assume office at the  
829 end of the CSI Annual Meeting.  
830
- 831 .3 ~~TRANSITIONAL PERIOD. TRANSITIONAL PERIOD. TRANSITIONAL PERIOD — During the~~  
832 ~~period between the conclusion of the annual meeting of the House of Delegates and the~~  
833 ~~beginning of the next Fiscal Year, the Officers, Representatives, committee chairmen and~~  
834 ~~coordinators whose terms expire with the end of the last day of this transitional period shall~~  
835 ~~consult with the newly elected successors before taking any significant action and both~~  
836 ~~incumbent and elect shall endeavor to make the transition as smooth and as educational for~~  
837 ~~the elect as is possible. The incumbent and elect shall make mutually acceptable~~  
838 ~~arrangements for the transfer to the elect of all CSI papers and records held by the~~  
839 ~~incumbent, but no later than the last day of this transitional period.~~  
840
- 841
- 842 .4 CONSECUTIVE TERMS LIMITATION - Except for the treasurer and Membership/Registration  
843 Coordinator, no Individual Member who has been elected by the House of Delegates and  
844 served four successive years shall be eligible for re-election to the same position until a  
845 lapse of two years. A portion of any term served to fill a vacancy in the position shall not  
846 be considered in the computation of this successive terms limitation.  
847
- 848 6.7 DUTIES AND POWERS — The duties and powers of the Officers and other Board Members shall  
849 be to attend and participate in all meetings of the House of Delegates and the Board of Directors and  
850 as follows:  
851
- 852 .1 GENERAL CHAIR: The General Chair shall oversee and have general charge of the

**Comment [NCC15]:** Confirm that the BOD wants this removed. It could come in handy some day. We don't want an out-going board member implementing something that will be onerous to the new board member.

General Chair's Report  
November, 2010

I am pleased to report that

1. **Wesleyan** –Barry Silver made contact and paved way for meeting by me with Mary Bolich on Friday, November 13, 2010. Wesleyan is excited and grateful. Mary is putting together a wish list. Some BOD members expressed a desire to increase our gift if it will bring about a new scoreboard. Will wait to see what they request.
2. **UCONN** – Mike Huffman met with UCONN officials and our relations are good with them. Mike has provided them with follow up information concerning numbers of swimmers at UCONN. More in Mike's report.
3. **Marketing** – Should CSI sell space on its web page and otherwise solicit sponsors. This will be put on the BOD agenda for further discussion.
4. **Strategic Framework** – Have urged our BOD members to set aside some time to review for discussion at next BOD meeting. Action plans to result.
5. **Regionals**– What to do about summer regionals? See PO report. There is an interplay between this and our relationship with UCONN.
6. **Colorado Management Program For LSC Chairs and Vice Chairs** – See separate summary attached.
7. **Athlete Protection Policies** – Have been told that USA Swimming is coming close to choosing a vendor and the associated cost. As to whether the LSC should bear some or all of this cost is under consideration by Committees of this Board
8. **LEAP** – Our deadline is fast approaching, but other important issues have been pressing. Perhaps December will give us some breathing room.
9. **Bylaws** – Ongoing project to refine bylaws. Hopefully, some items can be addressed at this BOD meeting, time allowing.
10. **CIAC** Reported last time that I would reach out to CIAC. Have not done yet, but will put this on to-do list for December.
11. **Make A Splash** – Chance contact with superintendent of New London Schools has sparked interest in a potential venture in that community. Intending to follow-up in December.

## Colorado Leadership Meeting, November 2010

This two and one-half day meeting was held at the Olympic Training Center in Colorado Springs.

On Thursday, Chuck Wieglus gave a lecture on the seven principles on leadership that he has learned over the years.

1. Embrace the culture – Understand the culture of your particular organization and get into it. Don't be an outsider.
2. Painting a Picture – Share a vision and know what role you have in the total picture.
3. Put points on the board – you have to score from time to time. Communicate your successes with your organization.
4. Know the business – We have to know not only about swimming and how it works, but we need to stay in touch with other governing boards to know and understand the trends.
5. Scan the horizon – Look forward and seize opportunities and avoid pitfalls.
6. Strategic Keys –
  - a. Know your decisionmakers and key in on them;
  - b. Manage the money;
  - c. Stakes in the ground – that is, every once in a while, you need to take a position and see it thru and make it happen.
  - d. Cultivate partners – look around your board and swimming community and who shares your vision and work with them towards achieving that vision;
  - e. Lead from behind – occasionally, it is necessary as a leader to step back and push things along, instead of drag things along.
  - f. Don't allow yourself to be micromanaged – rely on your people to do their jobs and support them along the way. Stay big picture and let your colleagues, whose job it is to get into the details, take the lead.
  - g. Don't hide your mistakes – they always come to light anyway. Admit them and move on.
7. What do you care about other than swimming – This is more of a hiring or volunteer appointment. Who are they and what does it say about them in their role they are taking with your organization. As a leader, expect others to vet the individual on qualifications as it relates to their swimming job. Leadership needs to look at the bigger picture.

On Friday, we engaged in leadership workshop under the direction of Roland Smith of the Center For Creative Leadership. Essentially, this



was a process of helping me learn how to keep the Board motivated and on track. To better understand our people and how to make them work better as a group. It involved a lot of short discussions with other LSC General Chairs about a variety of topics having to do with Board governance.

On Saturday, we spent the first part of the day discussing Athlete Protection Policies and Team Unify. There was nothing new on APP except that they are close to choosing a vendor and the cost is likely to be less than first quoted. Unfortunately, due to a touch of altitude sickness, I missed the program on Team Unify (had to go to the pharmacy and get some drugs – by the way, Dramamine in combination with Ibuprofen works wonders).

On Saturday afternoon, we spent time as a group discussing marketing issues and gave USA Swimming a number of ideas to explore. These include:

- Explore preparing usable data for LSCs to use to market sponsors.
- Prepare marketing packages for Make a Splash;
- Review the use of utilization of membership for discounts

I was told a story about what a SoCal LSC did: They approached Sport's Authority and SA agree to provide a donation in return for this: When membership cards are distributed, each athlete will receive a cap with the logo of the LSC on one side and the SA logo on the other; plus a 10% off discount card for everything in the store.

The final portion of Saturday, which formalized what had already been going on for the better part of two days at meals, receptions and breaks, were discussions on various hot topics. I attended topics on Programming and another on spending Reserves.

- a. Programming/Scheduling – Virtually every General Chair commented that the meet offerings during the season were not meeting the needs of the athletes. (Generally, this thought was brought about by coaches within each LSC). Too many teams were running the same meets that maximized profit and there was no real “planning” in the meet context until the championship season. Many expressed that teams were reluctant to change because of financial reasons. Without exception, every GC and participant agreed that programming needed to be athlete centric.
- b. To this end, the LSC in MI got fed up and the Board pushed through a program from beginning of the season to the end of the season for last summer's long course. There was extreme

resistance before hand, but the result overall has been good. A few tweaks are needed, but the end result was that the LSC athletes performed significantly better (though I am not sure how they measure that, but that was their claim). (Bob Shearer, I understand, is already looking into this.)

- c. Other LSCs have explored individual meet characteristics to allure a higher participation and performance. None of the suggestions sounded new to me, except for the pig nose kissing meet (the winner's coach had to kiss the nose of a big ugly pig – Wisconsin. Not sure we could do that in CT.
- d. Championship Meets – This was discussed at length. Remarkably, it sounded like many of the discussions we have had throughout CT. A couple of thoughts:
  - i. Most believe a full age group meet is no longer feasible. Too big and too cumbersome. Some have addressed by having it on two separate weekends. Others, have done so by limiting the age group championship to 14&Unders.
  - ii. As to a regional meet (or their version of it), there are many different ways people have done it and it is generally unique to their LSC and their circumstances. However, much thought was given to doing away with a Regionals type meet in the short summer season. Many think a championship meet should be provided for all athletes, however.
- e. Reserves – Similar to our LSC, excess reserves are used to funnel money back to as large a group as possible. I mentioned our Wesleyan initiative and all thought it was a great idea and effort. Other LSCs are using excess funds to provide incentives for Clubs to attend HOD meetings, participate in Excellence programs and/or training. Nothing too exciting to report other than that the ideas our LSC have generated seem to be right in line.

In sum, I thought the overall program was good. For 2.5 days, I dined, attended meetings and even bunked with other LSC chairs and the discussion was constant on ways each LSC is trying to make them run better. Our LSC problems are not unique and in many ways, our organizational structure, volunteer base and financial planning is way ahead of many other LSCs. It was a good program to attend.

**Report of Administrative Vice Chair – Rick Lewis**

Awards Banquet went well. Acknowledgement of Olympic Qualifiers, SR. National, and JR. National Qualifiers was a big hit. Major award winners all present.

Suggestions on ways to improve the banquet are coming in and are welcome. We will be working on during the coming months.

Finance Vice Chair's Report  
November, 2010

**Wesleyan** – I would like to recommend that the Board consider increasing the gift to Wesleyan. Without seeing the “wish list” and without knowing how much Wesleyan is planning to invest, it is difficult for me to recommend an exact amount. That being said, I believe CSI can easily afford to contribute \$50,000 - \$60,000.

While the 2009-2010 financial statements are not finalized, the surplus currently shows as over \$40,000. The surplus in 2008-2009 was over \$10,000. CSI has over \$600,000 in cash and cash equivalents on the balance sheet. There are no long-term plans for spending any of this cash. Given the size of the surpluses being generated, coupled with the amount of cash on hand, CSI is in a very sound financial position.

Wesleyan is essentially the “home pool” for most of the large meets runs by CSI and is heavily used by many teams in the state. The equipment is at best, sub-optimal. Teams are forced to borrow additional equipment when hosting meets at Wesleyan, as adequate equipment is not available at the site to run large meets. Anyone who has worked on deck is well aware of the frailties of the existing system. What better way to benefit Connecticut's swimmers, volunteers and spectators than to help ensure that the equipment is upgraded to a level that would allow meets to be run in a quality manner. CSI has the resources to help ensure that the upgrade provides a quality system for the benefit of all, rather than just replacing a few pieces of the system.

I would urge the Board to get a better understanding of the complete project and an understanding of what other sources of funding are available to Wesleyan, and then to reconsider the level of the donation.

# Connecticut Swimming

## **Senior Committee**

### **Minutes (Draft)**

November 8, 2010

Via Teleconference

Senior Committee Chair Bob Shearer call the meeting to order at 8:05pm

Present: Bob Shearer, Bill Ball, Rob Riccobon, Sean Farrell, Randy Erlenbach, Richard Ludemann

Not Present: None

Additions to Agenda:               None

Approval of the Agenda:           The Agenda was unanimously approved

Approval of Minutes:               Minutes of the September 28, 2010 meeting were approved

### OLD BUSINESS

#### **Short Course Senior meet announcement**

Motion was made to approve the Short Course CT Senior Championship meet announcement with the following changes:

                    Finals: A final of 4, B Final of 9, C Final of 9

                    Proper reference of gender when discussing distance events

                    Removal of unnecessary wording to the positive check-in policy

                    `Change of the order of events to mirror that of Short Course Sectional

                    Changes to the order of prelim heats for the 500 free and 400IM

Motion was voted on and passed 6-0

#### **Dates for the 2012 SC CT Swimming Senior Championship**

                    Motion was made to schedule the meet February 23-26, 2012

Discussion followed: The committee felt hosting the meet on that date would allow for proper time for CT Swimming athletes competing at high level championships meets to recover and prepare.

Motion was voted on and passed 6-0

### **Senior Circuit feedback from New England and Metro LSC's**

Bob reported that he has reached out to both Metro and New England Swimming board members and both are interested in discussing a senior type circuit further. A potential conference call with New England may follow.

## **New Business**

### **Awards Banquet:**

Discussion about the future of the Awards Banquet and ideas to enhance it was held.

Thoughts of reducing the number of athletes recognized was discussed

Potential Keynote speaker was discussed

More recognition of the senior level athletes was discuss

Further discuss was tabled for future meetings

### **Seasonal Schedule of meets:**

Discussion of executing a seasonal schedule of meets both short course and long course was held.

Thoughts of how and who would implement the schedule were discussed in detail

The committee would like to continue discussion on the topic and would also like to include other committees in the discussion, Age Group and Program Development

### **Elite Training Camp in Colorado Springs:**

Jen Lyman was unable to participate on the call so discussion was tabled to the next meeting

## **Next Meeting**

Next Senior Meeting will be via conference call at 8pm on Tuesday December 14, 2010

The meeting was adjourned at 9:05pm

Respectfully submitted,

Bill Ball

## **Program Development Report November 16, 2010**

The Program Develop Committee has conducted two meetings in the new cycle. The following information provides a summary of the discussions that have taken place.

**Program Development Committee Goals for 2010-2011:** A general discussion of shared goals for the year resulted in the following emerging from general consensus:

- To improve the Connecticut Swimming Championship season and create an atmosphere of excitement;
- To explore and review the progression of the championship season, with the objective of making it sequential (from lowest to highest level of championship meet).
- To encourage fast swimming through possible circuit of senior meets.
- To clarify the definition of Age Group Swimming in Connecticut
- The creation of reasonable time lines for championship meets.
- Review and examine the finals opportunities for each level of competition.
- Review and Analysis of the 12 month swimming calendar, with a comprehensive focus on Short Course, Long Course and Open Water Swimming.
- Outreach and Diversity:
  - Determine on a percentage basis how many kids in CT fall into the diversity category as outlined by USA Swimming (African-Americans, Latinos, American Indian, etc.) Establish a benchmark.
  - Promote programs and/or events (Make a Splash, Diversity Camps, etc.) to encourage kids to learn to swim and become involved in the sport.
  - Identify and promote specific meets organized by USA Swimming or other LSCs specifically targeting kids falling in the diversity category. Promote the participation of our swimmers in these events.

### **Committee Updates:**

#### **Technical Planning:**

Committee discussion has focused on encouraging teams to run different types of meets vs. the same ones they are comfortable running; possible financial incentive of waiving the CT Swimming surcharge were discussed.

**Technical Planning Age Group Championship Proposal:** This proposal was presented at the first Program Development meeting, focusing on the 2011 Long Course Age Group Championship. The primary issue that this proposal attempted to respond to was the length of the 13/19 preliminary sessions. The goal of the proposal was to promote faster swimming in this meet. This proposal included maximum time standards for 15-19 year olds based on the 20<sup>th</sup> place finish from the previous year's LC Senior Championship. Swim Info's conversion chart would be used for a direct conversion for SCY and SCM qualifying times. A motion was made and seconded to cap the LC Age Group



Championship 15-19 age group time standards using the 20<sup>th</sup> fastest CT time from the previous LC Senior Championship meet results. Swim Info's conversion chart would be used for a direct conversion of SCY and SCM standards. The motion was defeated by a 4 to 1 margin, with 2 abstentions. It was suggested that Technical Planning look into maximum time standards for all age groups as well as eliminating the 15/19 age group from LC Age Groups.

Technical Planning is now seeking input for new direction to the 2012 LC Age Group Championships. Among the proposals that were presented at the second Program Development Committee meeting were the following:

- Elimination of Regional Championships in the Summer, and opening up that weekend for other meets so kids can swim 6 events vs. four.
- Creation of a 14/Under Championship Meet.
- Set up Senior Championships so only 15-19 year olds can make C Final. More discussion is needed. Kaeley to continue discussions with other committees.

#### **Age Group:**

The Committee has reviewed and discussed the upcoming short course season time standards for Age Groups and Regionals, and the meet announcement for Age Groups. The committee also discussed the proposed changes coming forward from the Technical Planning Committee. The Age Group Committee is in support of and is researching inter-LSC Age Group competition with NE Swimming.

At the November meeting, Program Development approved **(a)** the 2011 SC Age Group meet announcement as promulgated for 2010, with appropriate changes to the scratch deadline (a specific time will be noted for scratches vs 15 minutes after warm-ups), 2011 dates and deadlines, and necessary personnel changes, and **(b)** the 2011 SC Age Group and Regional time standards as promulgated for 2010.

It was noted that long course time standards for Age Groups and Regionals will be reviewed and approved at a later date by the Age Group Committee. For LC Age Group Championships, the SCY standards need to be adjusted. The Age Group Committee is looking to wait until after the SC season in March to tighten the SCY standards.

#### **Senior Committee:**

The Senior Committee has reviewed and approved the 2011 time standards, the proposed changes to the Short Course Senior Open championship format, and the Short Course Senior Open meet announcement. Among the changes discussed and proposed by the Senior Committee for the 2011 Short Course Senior Championships were the following:

- Senior Committee recommended that the format of the meet should "mirror" the spring sectional meet. The events should be contested in the same order as those at the spring sectional meet.
- The senior committee also recommended that the 400 IM and 500 free be contested in accordance with the national meet suggestions. For ex. The top 4

heats be swum slowest to fastest (pyramid seeding the final 3 heats), followed by the remaining heats fastest to slowest while alternating women and men.

- Senior Committee recommended that we change the format of finals in order to promote faster preliminary swimming and create more excitement in finals. The top 3 heats for finals will be swum in the following format:

C Final-Athletes 14-22

B Final-Athletes 5-13

A Final-Athletes 1-4

The scoring will be the same (top 16) but points can be awarded in every finals heat not just the A and B Final. The committee determined by only allowing 4 swimmers in the A final that we are fostering a “swim off” type of environment.

At the September meeting, the Program Development Committee approved the 2011 SC Senior Open Championship time standards as unchanged from the 2010 SC Senior Open Championship time standards.

At the November meeting, the Program Development Committee reviewed, discussed and approved the following proposals from the Senior Committee:

- **SC Senior Meet Announcement:** Changes noted to format for 500 free and 400 IM events (top four heats for women and men first, followed by fastest to slowest alternating heats), and order of events were changed based on Speedo Sectional format. Proposed changes to championship finals incorporated. No time standards changed.
- **Proposed Changes to the SC Senior Championships:** the Senior Committee presented proposed changes to the SC Senior Championships.

Lengthy discussion ensued on this topic with the following points being highlighted:

- The format change was offered to rectify perceived deficiencies in the SC Senior Championship, and in particular to encourage fast swimming in prelims and finals as the ultimate goal. The format is also expected to generate excitement at the meet..
- Concern was expressed about the reduction of four spots in each A Final, and two spots overall in each event.
- Different members reported that casual conversation has resulted in uneven reaction to this proposed change, with generally positive reaction in some corners, and concern and reservation in others.
- It was noted that there may be a sense of indifference in some corners because of a general lack of understanding regarding the changes.

At the conclusion of the discussion, a motion was made and seconded to accept the proposed changes which are: run the A final as Top 4, B final as 5-13 and C final as 14-22. Top 16 still score. The proposal passed by a 5 to 3 margin.

**Committee Chairman's Observations:** As one of three dissenting votes on this motion that related to the championship finals format changes, the Committee Chair offers the following observations in support of that dissenting vote for further reflection:

- (1) Acknowledgement of the personal respect for the experience, knowledge and insights of the coaches involved in this discussion, and further acknowledgement that planned change is a good thing, especially when it emerges out of thoughtful and reflective discussion, supported by proper due diligence, with planned outcomes and goals in mind, not to mention the minimization of unintended outcomes;
- (2) Change for the simple sake of change, especially if this is born out of an impulsive reaction and a rush to do something different, with no defined, concrete analysis to support the proposal may not be the most optimal approach;
- (3) Reservations about the implementation of a change of this nature for the first time during a championship meet, rather than taking advantage of the opportunity to test this format during the season at a lower profile meet;
- (4) Expression of primary concern with the end result, which will be the reduction of opportunities for athletes to swim at night in a championship final; this proposal in effect eliminates two opportunities for swimmers to compete per event, overall, and four opportunities per event for swimmers to compete in the championship final, which should give us pause; opportunities to gain experience competing in the evening environment assists kids in becoming better and more experienced swimmers; and finally
- (5) The responsibility to produce fast swimming is a shared responsibility; Connecticut Swimming is responsible for the provision of meets and the structure of the schedules and formats that make competition opportunities available, but the shared responsibilities in this also extend ultimately to coaches who interact with and train their athletes daily, and to the athletes themselves, who must make the commitment to training and competition.

**Other Business Discussed:**

**Appointment of Time Standards Chair:** Program Development appointed Joanne McCaffrey as Time Standards Chair.

**Adapted Swimming Committee Chair:** Candidates were discussed. Mike Huffman will pursue some candidates for the Adapted Swimming Committee Chair.

**Criminal Background Screening:** Mike will take this item back to Officials Committee to determine if CT Swimming should subsidize costs for officials to complete the required screening.

## Program Operations

### 2010/2011 Short Course Meets.

The short course meet announcements are up and we've worked through the minor issues associated with those. Some initially scheduled meets pulled back due to volunteer staffing issues.

### 2010 Long Course Senior Invite

Received a number of positive feedback notes pertaining to this meet. The Timing of the meet, the format, and running of the meet were universally well received. The only drawback noted was lack of warmup/warmdown during the meet.

### Long Course Regionals

Following the LC regional championships, we met with the hosts (WAC, CDOG, BEAR), to discuss session timelines, impact of the time standards, and any ideas or further cuts that may be required. Everyone was in agreement that the sessions were more manageable (although there was mention that the scratches seemed a little higher this year).

### UCONN

Have spoken with Uconn as to the issues that occurred at the LC Regional championship meet held at their facility. I Met with Vaughn Williams and Evan Feinglass and had a very healthy discussion as to their facility and our continued use of it. They very much want to keep their pool available to youth swimming programs in CT but we need to come to agreement as to the rules and policies that need to be in place while we are there. Their main concern is facility capacity and what can be done to successfully manage that. I have provided them with numbers from both the Regional meet as well as the Senior invitational which they will use in their discussions with the fire marshall as they prepare their schedule for next year. We also discussed possible ways to alleviate the overcrowding. These included re-allocating swimmers to a different venue, and possibly splitting the meet into multiple sessions. I am now waiting for them to get back to me.

### Swim Meet Observation Procedures

One of the LEAP 'measures' is updating of the procedures for meet observation. Currently in the process of clarifying/rewriting those.

Technical Planning Report for Board Meeting on 11/22/10

Submitted by: Kaeley Steinnagel

Technical Planning made the decision not to pursue changes to the LC Championship schedule for the 2011 season due to the already shorten season at Wesleyan.

The ideas given by Program Development were taken into consideration. We decided that we were going to come up with our direction and share with PD and other committees to make sure we are moving forward together in a direction everyone is can support.

The direction we started to inquire about is to eliminate LC Regional Championships and extend the season by a weekend. We also discussed making Age Group Championships a 14 and under Championship and looking to incorporate a final heat for 15 to 19 year old swimmers.

## Coach Representative Report

November, 2010

1. **On-Line Coaches Forum:** Dan communicated with both Scott Hughes and Rebecca Bridges. Ms. Bridges does not do forum, she focuses on audio/video conferencing. Please find a formal letter of services from Mr. Hughes accompanying this report. He is willing to commence once the Board has approved him as our provider.
2. **Athlete Representative Elections:** Our teleconference was postponed due to lack of availability. Dan is working on finding a better time to meet. Hopefully before Thanksgiving. There are some good ideas in the group, just need an opportunity to get everyone on the line together to talk through the logistics and gain a consensus.
3. **Outreach/Diversity:** John is attempting to open communications with Parker Memorial Community Center in Hartford about involving more outreach athletes in that area in CT Swimming. Unfortunately USA Swimming's Make A Splash program will not get involved with a facility unless there is a USA Club using the facility. As of Wednesday, 11.17.10 there has not been contact made. John is hoping to have more to report on this initiative on Monday.

Officials Report  
November 17, 2010

Committee Members:

Ed Becker, Mike Huffman, Bill Repass, King Lee, Monica Prangle, Marie-Pierre Graf, Barbara Wiederecht, Ed Doernberger, Jeff Scobee

No committee meeting since last report.

Events and Highlights:

1. The process and deadline(s) are yet to be established for the background check requirement for officials (non-athlete members). Additional details from USA Swimming expected in the coming weeks.
2. .
3. New Officials Clinics held in Westport on Oct. 6, Westport on Oct. 13 (New Starters), Cheshire on Oct. 13 and Meriden on Nov. 15 Referee clinic is being planned as are additional S&T clinics in the Hartford area. Three of the clinics were joint USA Swimming – YMCA certification activities.
4. Annual Officials Meeting held October 2, 2010 at Southern Connecticut State University. Served as recertification clinic for all levels. 78 officials attended.
5. 188 officials worked at CSI meets during the 2009-2010 season. Some worked a few sessions at a couple of meets. (Six sessions are required for recertification.) One worked a total of 64 sessions at 25 meets.
6. OTS process is going much smoother, but not perfectly. Greater accuracy and officials are certainly being held accountable for meeting certification requirements.
7. OTS data to be used to renew officials' certifications at year end. Expiration dates for those who meet other requirements will be extended through the deadline set by USA Swimming for the new background checks. FAST database to be updated at yearend.
8. The four girls' high school class championship meets were observed. One disqualification.
9. Joint USA Swimming/CSI and YMCA official clinics held on Sept 20 in Wilton and Sept. 26 in Waterbury. More than 50 participants attended the Wilton clinic.
10. Additional committee members are being considered.

Respectfully submitted,

Ed Becker  
Officials Chair

Registration Report.... November 15, 2010

Registration challenges this fall:

Changes in Background Screening. Who and how.

BOD and Officials added to the high level BG screening.

New issue of cards will take place once the new screening is put into place. Not ready yet.

Issues are arising with long lag time from submission of sd3 files and time that the check finally reaches the registrar and treasurer. On line credit card use is very efficient but many Y's, Rec depts., etc are not able to use that format for getting the funds submitted in a timely manner.

The holding tank is usually quite full. If swimmers transfer in from another LSC.... The club needs to get that swimmer on the transfer list immediately and with the information that is needed to process that transfer... LSC, club, LDOC. All of those present long lag times to get submitted and as a result, some swimmers are still in the holding tank... despite requests to help the registrar process the transfer.

Judy Snow



REGISTRATION  
STATS

**USA Swimming, Inc.**  
**Athlete Membership Statistics**

11/15/2010 7:33:26 PM

LSC: CT

Year To Date

Age Group	Total Female	Total Male	Grand Total
8 & Under	483	300	783
9 Year Olds	327	196	523
10 Year Olds	321	214	535
11 Year Olds	318	203	521
12 Year Olds	300	205	505
13 Year Olds	257	143	400
14 Year Olds	163	132	295
15 Year Olds	131	121	252
16 Year Olds	86	111	197
17 Year Olds	79	88	167
18 Year Olds	3	8	11
19 and Over	11	9	20
<b>Totals</b>	<b>2479</b>	<b>1730</b>	<b>4209</b>

Coaches - 111  
Officials - 133  
Clubs - 22

## USA Swimming, Inc.

<b>Code</b>	<b>Club Name</b>	<b>City, State Zip</b>	<b>Reg Transaction Type</b>
NCY	New Canaan YMCA Caimans	New Canaan, CT 06840-6322	Renew
RAC	Ridgefield Aquatic Club	Ridgefield, CT 06877-0256	Renew
HMST	Hopkins Mariner Swim Team	Clinton, CT 06413-1514	Renew
YALE	Yale University	New Haven, CT 06520-8216	Renew
CAC	Connecticut Aquatic Club	Gales Ferry, CT 06335-1028	Renew
MJCC	Mandell Jewish Community Center	West Hartford, CT 06117-1543	Renew
WRTS	Wheeler Regional Y Tiger Sharks	Avon, CT 06001-3265	New
MSC	Manchester Swim Club	Cromwell, CT 06416-1124	Renew
WRAT	Westport/Weston Family Y Swim Team	Westport, CT 06881-0190	Renew
PSDY	Piranha Swimming @ Darien YMCA	Darien, CT 06820-5624	Renew
NMEG	Nutmeg Aquatics	East Lyme, CT 06333-1201	Renew
BEAR	Aquabears	North Granby, CT 06060-1011	Renew
WHAT	West Hartford Aquatic Team	West Hartford, CT 06119-1162	Renew
VALY	Valley YMCA Sprinters	Seymour, CT 06483-2367	Renew
HHAC	Hamden Hall Aquatic Club	Hamden, CT 06517-1016	Renew
NFAF	New Fairfield Aqua Flyers	New Fairfield, CT 06812-8326	Renew
PAC	Panther Aquatic Club	Southbury, CT 06488-2305	Renew
ZEUS	ZEUS Swim Team	Norwalk, CT 06851-4411	Renew
SHKS	Sharks Swim Team, Inc	Old Greenwich, CT 06870-1012	Renew
HNHS	Hamden-North Haven Swimming	Prospect, CT 06712-1132	Renew
TP	Trumbull Pisces	Trumbull, CT 06611-1466	Renew
LEHY	Laurel E Hartford YMCA	East Hartford, CT 06118-3320	Renew

**Total Count For Report: 22**