

**Connecticut LMSC Fall Board Meeting Minutes  
October 23, 2022**

**CT-LMSC Board Members Present at Meeting:** Rob Duguay, Eric Gordon, Sarah King, Barb Baker, Tommy St. Vincent, Ally Sega, Ben Wyckoff, Jeff Sargent, Janit Romayko, and Tait Michael.

**CT-LMSC Board Members Absent at Meeting:** Paul Epstein, George Hebner, Pam Henry Moss, Melissa Duguay, and Bill Geoghegan.

**CT-LMSC Meeting was called to order at 6:05 p.m.**

**Agenda Items for the CT-LMSC Board Meeting are as follows:**

**2023 U.S. Masters Swimming Club, Workout Group, and Individual Membership Fee Increase.**

- ✚ During the 2022 U.S. Masters Swimming Annual Meeting, the USMS delegates voted to raise the USMS fees. While the CT-LMSC delegates opposed the fee increase, the increase passed on the floor of the House of Delegates during the Annual Meeting. The club and workout group fee for 2023 is \$65 until November 1<sup>st</sup>. The fee is \$70 after November 1<sup>st</sup>. For individual CT-LMSC members the 2023 USMS fee is \$65. Any member that registers from November 1<sup>st</sup> to December 31<sup>st</sup> pays \$65. On January 1<sup>st</sup>, 2023 the individual member fee increases to \$70.
- ✚ The CT-LMSC board voted to allocate \$700 for workout group and club fee reimbursement. This vote was conducted by email. Of those who voted, nine CT-LMSC board members voted for the \$700 workout group and club fee reimbursement. Six CT-LMSC board members abstained from voting. The vote passed. The CT-LMSC has allocated \$700 for workout group/club fee reimbursement.
- ✚ CT-LMSC has allocated \$500 for volunteer reimbursement. This \$500 CT-LMSC budget line item has been allocated to assist in reimbursing the individual membership fees of any CT-LMSC member needing financial assistance to help pay their USMS membership fee. To be clear, one member does not receive \$500. This collective cost has been allocated for members that might request individual assistance with membership fees.

**2023 CT-LMSC Budget Allocations**

- ✚ CT-LMSC Bank Balance as of October 23, 2022 is \$54,740.99.
- ✚ As stated above, \$1200 has been allocated for workout group and club fee reimbursement, in addition to individual membership reimbursement.
- ✚ \$980.00 allocated to reimburse CT-LMSC board members and volunteers who need assistance with paying their 2023 USMS membership fees.
- ✚ \$2,000 allocated for continuing education for CT-LMSC USMS coaches. This includes coaching certification classes for current CT-LMSC USMS registered coaches, those who would like to obtain USMS certifications, and those who want to attend USMS or USA Swimming coaching clinics.
- ✚ \$3,000 allocated for Relay (USMS event sponsored by the LMSC Development Committee). With this allocation, CT-LMSC could send three CT-LMSC members to Relay. Each member would receive \$1,000 in reimbursement to offset travel and lodging costs for this event.
- ✚ \$3,000 allocated for the 2023 USMS Annual Meeting (Convention). With this allocation, CT-LMSC could send three CT-LMSC members to the USMS Annual Meeting. Each member attending the USMS Annual Meeting would receive \$1,000 in reimbursement to offset travel and lodging costs for this event.

- ✚ The CT- LMSC wants to make sure that we are using our financial resources in a financially responsible way to benefit the entire CT-LMSC. In relation to specific budget line items, particularly in relation to reimbursement, it is hard to estimate a true cost without knowing the actual participant costs to attend the event, however it is better to allocate a higher amount and not use all of the funds allocated, then to not allocate enough finances to put towards a specific event or CT-LMSC expenditure. The goal of discussing all of these line items for our 2023 CT-LMSC budget is to get CT-LMSC Board Member input to CT-LMSC finances. The goal for this year, is to have our 2023 CT-LMSC Budget approved before December of this year. Having our budget approved in December will assist the CT-LMSC board in serving our members as we move into 2023.

## **2023 CT-LMSC Budget Discussions**

- ✚ CT-LMSC board members discussed that it is important to have a list of the CT-LMSC certified referees. In looking to have a list of CT-LMSC certified referees, should the CT-LMSC include a line item to pay for USMS membership fees for CT-LMSC meet referees. At this time, it was discussed that while the list of referees is important, perhaps the volunteer reimbursement could assist with the USMS membership fees for CT-LMSC meet referees if those individuals needed financial assistance.
- ✚ In discussing the inclusion of reimbursement fees for USMS Relay and USMS Annual Meeting (Convention), the CT-LMSC board discussed that this reimbursement will be a needed line item in the budget for 2023 as the 2023 USMS Annual Meeting will be hybrid with both virtual and in person components. The 2023 USMS Annual Meeting House of Delegates will be voting for a USMS president during the 2023 USMS Annual meeting. USMS sighted this important election as the reason for a hybrid meeting in 2023. In 2024 the USMS Annual Meeting will be a virtual convention. The 2024 USMS Annual Meeting House of Delegates will be voting for Board of Directors member representatives, which USMS felt could be done via a virtual meeting.
- ✚ CT-LMSC board members discussed the need to keep a budget line item for continuing education for coaches. The CT-LMSC board clarified that in order to be reimbursed for any continuing education for coaches, that coach needed to give ten hours of coaching a club or workout group or ten online workouts to fulfill the current reimbursement requirement as set by the CT-LMSC. In discussing coach reimbursements, a \$200 reimbursement was allocated to Ben Wyckoff. This reimbursement was originally approved by Rob Duguay and George Hebner. Ben attended the Eastern States Coaching Clinic as sponsored by USA Swimming and ASCA held in King of Prussia, Pennsylvania in October 2022.
- ✚ Further discussion was had on continuing education for coaches. The CT-LMSC would like to host a USMS Level 2 and USMS Level 3 Coaching Certification class. The board discussed that George Hebner, the CT-LMSC Coaches Chair would reach out to Mollie Hoover and Bill Brenner to start discussions in relation to hosting the USMS Coaching Certification classes. In this discussion, the board also discussed how to subsidize this continuing education. The question was raised, "can we grandfather in currently certified USA Swimming Coaches to be USMS Certified Coaches." Ultimately the CT-LMSC board decided that communicating with the USMS Coaches Committee and Bill Brenner would be the best way forward in relation to providing opportunities for continuing education for coaches within the CT-LMSC. After the meeting concluded, George Hebner shared that he has been in multiple conversations with Bill Brenner, and while George offered to host USMS Level 1 and 2 Coaching Certification classes in Connecticut either close to New York or Boston, Bill Brenner felt that a New York City or Metro New York ( Westchester) USMS Coaching Certification class would be the best option. Once Bill Brenner firms it up, Bill will get George the details of the class, which George will then pass on to the board and the CT-LMSC coaches.
- ✚ CT-LMSC board members discussed that while we have money in the bank, we have no practical subsidy that would serve all of our members. CT-LMSC board members discussed potential options for a state wide party and/or other events that would benefit both competitive and non-competitive swimmers within the CT-LMSC. It was agreed upon by the board to continue to have an ongoing conversation regarding potential events for CT-LMSC members outside of this board meeting.

- ✚ Barb Baker, Tommy St. Vincent, and Sarah King will work together to create a 2023 Reimbursement Form for CT-LMSC member expenditures. Any member expenditure over \$50 needs pre approval from CT-Board Chair Rob Duguay. Any member expenditure over \$5000 needs pre approval from the CT-LMSC board members. During the creation of a reimbursement form discussion, the board also discussed paying reimbursements to members online versus cutting a physical reimbursement check. Rob Duguay and Barb Baker agreed to arrange a time to set up an appointment at Bank of America to discuss with the bank the CT-LMSC need for a second log in for the CT-LMSC bank account.
- ✚ The CT-LMSC board discussed that the CT-LMSC is expecting a decrease in membership in 2023. Barb Baker is going to talk to Pam Henry Moss to get a feel for the projected membership in 2023 and how that will relate to and impact the CT-LMSC budget for 2023. CT-LMSC board members discussed that the board needs to identify those who sign up as new members in 2023. The board discussed that as the CT-LMSC, the membership goal should be membership retention throughout the years instead of a member signing up for a year and then not renewing the following year.

### **USMS Places to Swim and CT-LMSC Club and Workout Groups**

This discussion was originally titled “Non- USMS and informal workout groups.” Ultimately the goal of this discussion topic is to discuss creating a database and getting member contact information to provide places to swim within the CT-LMSC and rebuild the swimming community. This discussion did cause conflict among the CT-LMSC board members. The CT-LMSC is one of the fifty-two Local Masters Swim Committees (LMSC) within U.S. Masters Swimming. As a LMSC within U.S. Masters Swimming, the CT-LMSC must strive, wherever possible and feasible, to create formal USMS registered club and/or workout groups. Within the CT-LMSC creating formal USMS registered club and/or workout groups has proven difficult as several facilities have either declined to restart formal programs (Cheshire, Wesleyan), have had programs dissolve due to lack of interest (Meriden YMCA, Cornerstone), or have stopped requiring and/or not required USMS Membership as the facility has used alternative liability insurance (Waterbury YMCA, Newtown, potentially Orange). With any formal or informal workout group, the CT-LMSC must make certain that the workout groups have liability insurance. This insurance would ideally be provided by USMS registration and/or membership to cover participants participating in the workout group.

In our discussion of CT-LMSC and workout groups affiliated with CT-LMSC, the board discussed encouraging unaffiliated workout groups to join Connecticut Masters through offering to pay their registration fee as an incentive to register. The board discussed the importance of “masters” and/or “ Connecticut Masters” being used only by registered individuals and groups within CT-LMSC. In discussing promotion of places to swim within CT-LMSC, the members of the board voiced concern with creating a database of unaffiliated masters aged swimmers in order to advise them as to where they can swim is perhaps not the best use of time and resources for our LMSC at this point in time. The board members agreed to focus its attention on registration of individuals and workout groups within CT-LMSC at this time. Regardless of a formal database, it is important that the CT-LMSC serve its members and provide information to those members inquiring about workout group practice opportunities throughout Connecticut and ideally bring all groups under the USMS umbrella.

**CT-LMSC Meeting was adjourned at 7:15 p.m.**