

Ohio Swimming, Inc. Board of Directors Meeting

Sunday, October 23, 2022 @ 8:00 pm

Via Zoom Conference – UNAPPROVED MINUTES

In Attendance:

Voting BOD Members:		Committee/Coordinators (Non-voting)	
General Chair – Todd Billhimer	X	Disability – Susan Mechler	X
Admin Vice Chair – Steve Connock	X	Asst. Coach Chair – Amy Saribalas	X
Senior Co-Chair – Chris McKinney		Operational Risk – John Pristash	X
Senior Co-Chair – Teresa Fightmaster	X	Camps – Craig Schoenlein	
Age Group Chair – Kevin Rachal	X	Open Water – Chip Carrigan	X
Technical Planning – Kyle Goodrich	X	Zone Team – Brent Peaden	
Finance Vice Chair – Joe Waller	X	Office – Erin Schwab	X
Treasurer – David Lloyd		Office – Kristi Princell	
Officials – Anissa Kanzari		Gov Committee – Mark Koors	X
Safe Sport – Lew Timberman	X	Gov Committee – tbd	
DEI Chair – Terry Anchrum		Gov Committee – Edgar Caraballo	
Coach Chair – Rich Morris	X	Gov Committee – Carolyn Strunk	X
Secretary – Christi Holmes	X	Gov Committee – Dan Cherok	
Ath Rep (Senior) - Jessey Li		Admin Review Board – John MacKay	
Ath Rep (junior) – Maren Patterson		Sanctioning – Mark Johnson	
Ath Rep At-Large – Max Christensen	X	Ex-Officio Athlete – Alyssa Uhlman	X
Ath Rep At-Large – Ian Sander		Ex-Officio Athlete – Claire Kemmere	
Ath Rep At-Large – Laura Zipes		Ex-Officio Athlete – Addison Linard	
Ath Rep At-Large – Tristan Prizler	X	Ex-Officio Athlete – Ethan Fang	
Ath Rep At-Large – Jake Karulf			
Ath Rep At-Large – Julia Bohl	X		

Todd B called the meeting to order at 8:02pm.

1. Approve Agenda – **Motion was made and unanimously carried to Approve Agenda**
2. Consent Agenda
 - a. Adoption September 2022 BOD Minutes – Erin S. noted that a correction needed to be made to the minutes. In paragraph 4c, the “t” needs to be revised to “it”. **Motion was made and unanimously carried to Approve September 2022 BOD Minutes as corrected.**
3. Committee Reports / Discussions
 - a. Safe Sport – Lew T. mentioned that the athletes had developed a Safe Sport awareness questionnaire. It will need to be distributed to OSI athletes (perhaps senior athletes?). Will need Erin S. to help with distribution of the questionnaire.
4. Old Business
 - a. Travel Reimbursement for National Select Camps (Coaches and Athletes) – There was much discussion about the need to support the travel costs for OSI athletes and coaches for the recent camps. USA-S provided a \$200 stipend, but this amount only covered 25% of the airfare due to the last-minute invitations. Todd B. suggested that OSI develop a reimbursement application or form so that OSI can consider helping these individuals with the travel costs incurred with funding from the travel budget. Erin S. suggested that a reimbursement cap (an “up to”) amount be set. Joe W. mentioned that similar travel cost reimbursement caps have been set in the past for other national meets for airfare, airport parking, etc. Lew T. will send an email to Teresa F. along with a recap of his out-of-pocket expenses as coach attendee. The Senior Co-Chairs will review and develop a recommendation for consideration at the November board meeting.
 - b. Support and Education for Coach/Team Support and Education for Gender Diverse Minor Athletes – Terry A. and Lew T. have not yet connected to discuss this issue further.
5. New Business
 - a. Todd B. requested BOD approval for the following board membership appointments: (1) Julia Bohl and Ian Sander for Co-Senior Athlete Representatives, (2) Susan Mechler for Disability Coordinator, and (3) Lynne Shine for

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Admin Review Board. **Motion was made and unanimously carried to approve the appointments as listed above.** The Junior Athlete Representative position needs to be filled. Todd B. is working on a plan and will bring a recommendation to the board soon.

6. OSI Strategic Plan – Steve C. reviewed the updates that he and his group have made to the Communications section of the Strategic Plan Worksheet. See the attached document for the details.
7. Next BOD Meeting – **Tuesday, November 15 @ 8:00PM**
8. Adjournment – **Motion was made and unanimously carried to adjourn the meeting @ 8:59pm.**

KEY AREA: Communication - Draft 9/5/22					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadlines/ Milestones
Disseminate information effectively & timely on camps, clinics, Safe Sport, USA-S and other LSC Championships & programs	1) Information up-to-date & accurate on website for Member Clubs, Athletes, Non-Athletes & Parents of Athletes.	Review Website Content for accuracy.	Information, Rosters, Committee Meeting-Minutes, Procedures, etc to be updated.	BOD Chairs & Co-Chairs	➤ Review by 10/15/22 ➤ Complete by 12/1/22
	2) Get information to Coaches, Officials and Athlete reps via email. (targeted adults)	Review OSI email distribution lists for accuracy	Permanent Office updates annually and as needed for changes	Permanent Office with BOD Chairs & Co-Chairs communicating changes to Permanent Office.	➤ As needed
	3) Introduce a monthly eNewsletter as a creative way to communicate opportunities, updates & current happenings for Clubs, Officials & Athletes	Identify eNewsletter platforms offered by Constant Contact, Mailchimp & others.	Select an eNewsletter and determine procedures for obtaining content & frequency of publishing	Communication Committee with Permanent Office and Athlete Reps.	➤ Comparisons by 11/1/22 ➤ Select by 11/15/22 ➤ Put into play by 1/5/23
	4) Introduce & Use Slack to communicate late-breaking developments & News for Clubs, Officials & Athletes	Survey BOD & Committees for insight & feedback for using Slack	Review survey results with BOD & recommend motion to use if results support motion	Communication Committee with Permanent Office.	➤ Send Survey by 11/1/22 ➤ Review results with BOD during December BOD ➤ Put into play for January BOD
	5) Coordinate Weekly Posting across multiple social media platforms that highlight Athlete Members accomplishments, achievements, opportunities, training/nutrition tips and What's Next in Swimming.* Facebook, Twitter & Instagram while identifying additional ones like Flickr & Vine.	Verify Social Media Accounts; update account information and open new accounts as needed	Review and update (if needed) OSI's Social Media Policy. Insure all Social Media actions are Safe Sport compliant. Establish Social Media procedures	AVC with Permanent Office and Athlete Reps.	➤ Review policy by 11/1/22 ➤ Establish procedures by 11/15/22 ➤ Put into play by 12/15/22
	6) Improve Athlete Member engagement, response & positive feedback of OSI Athlete Member Communication.	Create a brief Athlete Member survey asking for their input & direction regarding OSI Communication to them.	Conduct a brief survey to our Athlete Members. Select. Target 100 Athletes from each commission using an "invitation" approach. Send Survey to Athlete's Parent to create awareness among Parent while observing Safe Sport protocol.	Communication Committee with Permanent Office and Athlete Reps.	➤ Create Survey by 11/1/22 ➤ Review results with BOD at December BOD Meeting ➤ Put into play by 1/15/23
Improve internal communication within Ohio Swimming Board, Committees, and Permanent Office	1) Continue to evaluate & assess OSI efficiency and reach of communication	Survey BOD & Committees for insight & feedback. Explore using a platform such as GroupMe	Compare other communication platforms such as GroupMe. Decide on a Platform and put into play.	Communication Committee with Permanent Office and Athlete Reps.	➤ Send Survey by 12/1/22 ➤ Review results with BOD at January BOD Meeting ➤ Put into play by 2/1/23



OSI BOARD OF DIRECTORS 2019–2023 STRATEGIC WORKSHEET: OCTOBER 2021

Investigate & establish partnerships & coordinated efforts with organizations that share our vision & mission	1) Develop relationships and networking with youth organizations such as BSA Councils, Girl Scouts, 3DC and similar DEI organizations	Reach out to Minnesota Swimming along with a few other LSC's for ideas/examples	Create Task Force: AVC ,Permanent Office, Finance Chair and DEI Chair	AVC, DEI/Disability and Permanent Office	➤ Review findings by 12/1/22 ➤ Establish prospect list 1/15/23 ➤ Present findings to BOD at January BOD Meeting
	2) Marketing Partnerships to impact membership to maximize returns with little to no costs	Identify type of Marketing Partnerships that will directly help OSI's Members & Team	Select 2 Marketing Partnerships & discuss benefits with each partner; present findings to BOD.	Communication Committee with Permanent Office and Athlete Reps.	➤ Identify the 2 Marketing Partnerships & present to BOD at February BOD Meeting.
	3) Advertising opportunities to increase brand name/awareness to increase memberships	What types of Advertising will strengthen OSI's image & reputation	Select 2 Advertising programs with short term & long term strategies for each; present findings to BOD	Communication Committee with Permanent Office and Athlete Reps.	➤ Identify the 2 Marketing Partnerships & present to BOD at February BOD Meeting.
	4) Establish "Goodwill" efforts to further promote OSI	Identify a list of 5-10 organizations/groups that would offer significant assistance & help.	Prioritize "Goodwill" efforts along with specifics for each; present findings to BOD.	Communication Committee with Permanent Office and Athlete Reps.	➤ Share Goodwill strategies to BOD at February BOD Meeting.
	5) Renew SwimOutlet Partnership for 2022/23	Share Swimoutlet 2021/2022 Partnership results with BOD	Recommend 2022/2023 SwimOutlet Partnership particulars with BOD	Communication Committee with Permanent Office	➤ Review Partnership results with BOD at by November 22 BOD Meeting ➤ Recommend SwimOutlet Partnership renewal with BOD during November 22 BOD Meeting