

Ozark Swimming HoD Meeting

May 28th, 2019

Location: PKWY ISC Field House, 12657 Fee Fee Rd, St Louis, MO 63146

Attendees: Andy Allman (RPLX), Gretchen Allman (FAST), Jason Cravens (RCA), Gussie Crawford (Registration), Bayley Helfrich (FAST), Thomas Huggins (SALU), Mark Imig (CSP), Hannah Kuhlmann (FAST), Tom Lombardo (RSCA), Dave McCrary (CSP), Melinda Montgomery (SALU), Bob Rettle (EDWY), Anna Schroeter (FAST), Derek Shipp (FAST), Andrea Slaughter (SEA), Kirsty Stooke (SEA), Erik Strom (RPLX), Jimmy Tierney (Swim Across America), Jen Traube (Swim Across America), Stefanie Vermette (RPLX), Jon David Williford (PKWY), Bill Woelbeling (SALU)

Call to order: 7:00pm

- 1) Roll Call (Sign In)
- 2) Adoption of previous meeting minutes from February 24, 2019 - Motion to approve by Mark Imig, 2nd by Gussie Crawford; Motion approved
- 3) Report of Officers and Committees:
 - a. **Athlete Representative:** No report
 - b. **Treasurer:** Bill Hilmer (not present)
 - i. Andy Allman reports we have not yet filed taxes, but Bill is working on it and getting caught up.
 1. Tom Lombardo suggested Bill ask for an extension so that we won't have to pay a penalty.
 - c. **Tech-Planning:** Dave McCrary
 - i. Committee needs to meet and discuss meets and settle any conflicts in dates. Should be able to get committee together now that school is out.
 1. Concerns may be with having enough officials; some weekends have two to three meets planned.
 - d. **Senior Chair:** Jon David Williford
 - i. Sectionals information just came out.
 - ii. Swimmers 18 and older have to go through Athlete Protection training to maintain current membership with USA Swimming.
 1. June 23 is deadline for completing training.
 2. Adult athletes who do not complete training by the deadline will not be able to compete or practice until training is completed.
 - e. **Age Group Chair:** Mark Imig
 - i. 6 coaches going to Zones
 - ii. No word yet on Zones meeting.
 - iii. Meet info is posted on Ozark website.

- iv. Athletes need to send in forms to Mark by June 17, 2019.
 - f. **Coaches Rep:** MJ Woehler/ Jason Weisse (not present)
 - i. Jason Weisse is no longer coaching.
 - g. **Registration:** Gussie Crawford
 - i. Total Athletes: 3471
 - 1. Athlete 3332
 - 2. Flex 76
 - 3. Season 23
 - 4. Outreach 40
 - ii. Non-Athlete: 448
 - iii. Clubs: 32
 - h. **Open Water:** Thomas Huggins
 - i. Open Water Zones applications on website
 - 1. 10 swimmers so far
 - 2. Application due next Friday, June 7.
 - a. Make sure their USA Swimming ID number is on the form.
 - i. **Official's Chair:** Steve Grimm (not present)
 - j. **Safety & Sport:** Diana Rosen (not present)
 - k. **Diversity & Inclusion:** Brian Perkins (not present)
 - i. Bob Rettle reports that there will be a Central Zone Multi-Cultural meet held in Edwardsville June 8-9.
 - 1. Teams from all over Zone will be attending.
 - 2. Over 300 athletes entered.
 - l. **Club Development:** Mary Liston (not present)
 - m. **SWIMS:** Angie Dorsey (not present)
 - n. **Records:** Mark Imig
 - i. New records need to be sent in to Mark.
- 4) **Old Business:**
- a. Ozark Champs Penny Taylor and Bill Karasick Awards
 - i. At the February meeting we voted to award both a female and male swimmer with the Taylor/Karasick awards. We voted to give Mark Imig \$500 to purchase the additional trophies and to clean up the existing trophies.
 - 1. Mark reported that the cost may exceed \$500.
- 5) **New Business:**
- a. **Board of Directors Elections**
 - i. Candidates:
 - 1. Finance Chair – Todd Thomason
 - 2. Treasurer – Trish Grant
 - 3. Registration/Membership – Gussie Crawford
 - 4. Age Group Chair – Kyle Renne
 - 5. Senior Chair – Jon David Williford

6. Safety Chair/Safe Sport Coordinator – Diana Rosen
7. Open Water – Thomas Huggins
8. Coaches' Rep – Derek Shipp
9. At Large Members – Erik Strom, Jeff McCoskey
10. Officials Chair – Steve Grimm
11. Diversity/Outreach – Brian Perkins
- ii. No nominations from the floor.
- iii. Athlete Representatives - Current athlete reps will coordinate election of new athlete reps with the oversight of the Ozark Senior Chair
- iv. Discussion: Andy Allman –
 1. Bylaws state we can have up to 5 (limit) at-large members on board.
 2. Looking at eliminating those spots as people rotate out.
 3. Will leave Jeff McCloskey on the ballot (Erik Strom volunteered to be removed from the ballot). Next year all but one will rotate out. We will evaluate at-large member role next year.
- v. Motion to accept slate of candidates without Erik Strom by Gussie Crawford; 2nd by Eric Strom; motion passed
 1. Results
 - a. Finance Chair – Todd Thomason
 - b. Treasurer – Trish Grant
 - c. Registration/Membership – Gussie Crawford
 - d. Age Group Chair – Kyle Renne
 - e. Senior Chair – Jon David Williford
 - f. Safety Chair/Safe Sport Coordinator – Diana Rosen
 - g. Open Water – Thomas Huggins
 - h. Coaches' Rep – Derek Shipp
 - i. At Large Members – Jeff McCoskey
 - j. Officials Chair – Steve Grimm
 - k. Diversity/Outreach – Brian Perkins
- vi. All new board members need to take LSC governance/Leadership course online.

b. Plan for National Convention – Andy Allman

- i. Need to get commitments from official delegates so we can see how many alternatives we need to name.
- ii. House of Delegates can elect specific alternates - If not (or not enough), General Chair, with approval of Board of Directors, can name alternates.
 1. Same for athlete and coach representatives.

2. Since travel costs should be greatly reduced, we should try to get more Ozark attendees at the actual convention sessions.
 - a. Would like to send 8-10 athletes.
 - b. Will want to have hotels for main delegation.
3. Anyone interested in being an alternate delegate/attendee should apply to the General Chair, Bob Rettle, by July 1st (athletes as well).
- iii. General Chair & Board of Directors to determine final list by July 15.
 1. Clubs may send as many people as they want but would be responsible for costs.
- iv. Dates: Sept 10-15, 2019
- c. **Proposal to shift from club-sponsorship to Ozark-sponsorship of officials.** – Andy Allman
 - i. Intent:
 1. Increase the number of volunteer officials by reducing barriers to entry.
 2. Stop penalizing teams who do the best job recruiting officials.
 3. More fairly share burden of costs.
 - ii. Discussion
 1. Annual Cost per official
 - a. Non-athlete membership + background check (initial + every 2 years)
 - b. Would be \$13,000+ for approximately 200 officials.
 - c. Paid for with splash fees or membership fees.
 - i. The amount of any additional splash /membership fee would be determined by the Board of Directors with the goal to break even.
 - ii. Discussion discouraged adding to the splash fees to pay cost.
 - iii. Bob Rettle suggested looking at our financial statements to determine if the money is already available to pay costs without adding additional costs to Ozark members.
 - d. Renewals v New Officials
 - i. Derek Shipp suggested paying for renewals rather than new officials, possibly on a graduated scale based on the number of years certified, which would ensure that we are paying for officials who do participate.
 - e. Most agreed that it would be nice to reward officials, who no longer have kids swimming, for their dedication by paying their fees.
 - f. Several people felt that the cost of certification is not what keeps people from volunteering, but the time commitment isn't

something they're willing to do. Therefore, they didn't feel that paying the costs for officials would generate more volunteers.

- i. Additionally, most teams currently pay for their officials, so while the team would benefit, the individual official would see no difference. Therefore, it's not likely to encourage more participation.

- g. Possible alternative – host teams could refund splash fees (or swimmer surcharge) for officials' swimmers, which might serve as a better recruiting tool and would better reward officials for their time.

2. Requirements for officials.

- a. Officials would be expected to participate and not just get certified if Ozark pays their certification fees.
- b. Officials Committee would oversee.

3. Does not affect Ozark bylaws.

- iii. Proposal was tabled with no immediate resolution.

d. **Bylaws update** – Andy Allman

- i. New drafts will be made available on Ozark website.
- ii. Proposed changes have to be given to HOD 20 days prior to vote.
- iii. USA Swimming also has to approve.
- iv. HoD will vote on changes at Fall meeting.
- v. New bylaws must be finalized and approved by HoD and USA-S by end of 2019.

e. **Visit with USA Swimming consultant** to work on strategic planning for LSC – Andy Allman

- i. Board of Directors should participate if possible, but others are welcome.
- ii. A list of dates were given by the consultant, but a consensus was not reached as to the best date. Some dates were eliminated due to championship meets. Once the Technical Planning Committee releases the schedule, it will be easier to pick a date.

* Potential dates:

- | | |
|--------------------------|---------------------------|
| * June 8-9 | *September 7-8 |
| * June 15-16 | *October 12-13 |
| * June 22-23 | *October 19-20 |
| * July 27-28 (LC Champs) | *October 26-27 |
| * August 3-4 (Zones) | *November 16-17 |
| * August 10-11 | *November 23-24 (Ozark A) |
| * August 17-18 | |

- iii. Possibly meeting during the National Convention would be the best date. Andy will contact the consultant to see if that works.

f. **Swim Across America Presentation** - Jimmy Tierney and Jen Traube

- 1. History – started with two young men in 1985 who walked across the country

2. Now involves 20 swims throughout the country.
 3. Raised over \$80 million; money stays within the community; STL is in partnership with Siteman Cancer Center.
 4. STL has raised over \$400, 000.
 5. Teams – Recruiting ideas: make a t-shirt, Spirit sticks, anything to get people interested and motivated to participate.
 6. August 24, Alpine Lake at Innsbrook Resort
- 6) **Next Meeting:** Sept 25, 7:00pm at Andy Allman's office: AMS Controls, 12180 Prichard Farm Rd, Maryland Heights, MO 63043
- 7) Adjourned at approximately 8:15pm.

Respectfully submitted by Andrea Slaughter, OZSI Secretary, on 4 June 2019.

Addendum to Minutes on 13 June 2019 per the General Chair, Bob Rettle

In accordance with the Bylaws of Ozark Swimming, Inc. (OSI) (Amendment #8, 11 November 2017), Article 606: OFFICERS, 606.11 DEPOSITORIES AND BANKING AUTHORITY, 606.11.2 SIGNATURE AUTHORITY - All checks, drafts or other orders for the payment or transfer of money, and all notes or other evidences of indebtedness issued in the name of OSI shall be signed by the General Chair, the Treasurer or other officer or officers or agent or agents of OSI, and in the manner, as shall be determined by the Finance Vice Chair, the Finance Committee or the Board of Directors. Based on the HOD elections held on 28 May 2019, the following changes need to be made with respect to banking authority:

- The following officers are designated as signers on the Ozark bank accounts:
 - General Chair - Robert Rettle
 - Treasurer – Trisha M Grant
 - Finance Chair – Todd Thomason
- The following are no longer on the Board of Directors and shall be removed as signatories, and any OZSI debit cards held shall be cancelled:
 - Bill Hillmer
 - Christina Dreyer
 - Clay Hahs

Respectfully submitted by Andrea Slaughter, OZSI Secretary, on 13 June 2019

