



Minutes

Board of Directors- Maryland Swimming Inc.

February 9, 2021 at 7PM

Zoom Meeting

I. Call to Order at 7:02 by Anna Summerfield

- A. Anna reviewed meeting norms and expectations.

II. Approval of the Prior Board Meeting Minutes

- A. No changes noted
- B. Unanimous Consent
- C. These minutes will be filed

III. Treasurer's Report

- A. Balance Sheet - Robert
 - 1. Total assets down due to USA Swimming registrations paid
 - 2. Typical year, registrations pour in at the beginning.
 - 3. We are experiencing a prolonged situation as clubs register questions.
- B. Statement of Activity - Robert
 - 1. Not taking in money
 - 2. Not spending money
 - 3. Paying Susan and Pat, so double payroll
- C. Overall Financial Picture - Jamie
 - 1. Financials are very challenging right now
 - 2. Current situation is a significant drain to our bottom line
 - 3. 2020 -5260 athletes (USAS gives \$25 to MDSI)
 - 4. 2021 -3370 athletes
 - 5. Down 1,600 athletes, down 300 non athletes -- how do we get them back?
 - 6. 2020-294 flex
 - 7. 2021-506 flex (USAS gives \$10 to MDSI)
 - 8. No meet fees, equipment rentals - will cost us \$100,000+ this year
 - 9. What are our costs? Admin director, equipment manager, Trials fund
 - 10. We could lose as much as \$160,000 more this year, already down \$150,000
 - 11. Look at expenditures and see if we can defer, i.e. performance awards



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12. \$80K in club support already, proposing \$40K more for registrations to clubs
13. We cannot continue to do the things we have been doing until our financial integrity is stable again

D. COVID Relief Fund- Anna

1. 2nd Club COVID Grant feedback
2. It will be based on # of swimmers and type of registration
3. The proposed Grant would provide:
 - \$12 back to club for full membership
 - \$4 back to club for flex membership
 - Brings our total COVID support to \$120K+
 - By next meeting a firm decision on how many, amount, deadline

IV. Governance Committee Business - Nikia Brown and Carron Dunker

A. Motion 1: To add the following statement to the front page of the MDSI website **About Us section:**

Maryland Swimming, Inc. is a non-profit organization doing business as - Maryland Swimming, MDswim, MdSwimming, and MDSI.

Moved: Sarah Second: Cheryl

Discussion: inquiry in regards to the consistency of how we use our name. Cannot register or trademark name because it is too general. Trademark actual logo because we do receive a percentage of sales from vendors. This was run through the legal advisor.

Motion passed.

Trademark the logo: hold off for a year due to budgetary issues. Put on the initiatives list for next year.



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B. Election Slate for 2021:

1. Nick: 11 people on the slate, 7 officers and 4 members of governance.
Positions which are open: General chair, admin vice chair and secretary.
Slates will be opened, good luck to the nominating committee.
2. MDSI records management committee:
3. Nick: 1st adhoc meeting last night. Priority is the scope, then the details of what is needed by each group.
4. Position descriptions
 - Nikia: updating and will be creating a 1 page reference sheet to be included in the board manual and for recruitment. Will be asking for feedback from current position holders.

C. Motion #2: To add the Incentives paragraph, highlighted below, to the House of Delegates Policy and Procedure.

Policy and Procedure

4.4.1 House of Delegates

Annual and Regular Meetings:-

Authority – By-Laws. The annual meeting of the House of Delegates of MDSI shall be held in the month of April of each year. Regular meetings of the House of Delegates shall be in accordance with a schedule adopted by the House of Delegates or the Board of Directors.

Special Meetings: - the Board of Directors or the General Chair may call special meetings of the House of Delegates. Should the Board of Directors or the General Chair fail to call the annual or scheduled regular meetings or should a special meeting be appropriate or helpful, a petition signed by at least five (5) members of the House of Delegates may call a meeting of the House of Delegates.



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Meeting location and Time: All meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all

Incentives: Maryland Swimming offers incentives in the form of covering the cost of the venue for all attendees, media needs of the meeting groups, light snacks, provide catered lunch for attendees, and LSC Swag/Mementos. Another incentive for attending the HOD is that each team has a voice and can vote their wishes at HOD. The Athletes hold their annual meeting prior to HOD and bring their information to the HOD in the form of their report and their officers. The Coaches hold an annual meeting prior to the HOD to develop the meet schedule and address any issues they need presented at the HOD.

Motion: Nikia. Second: Cheryl

Discussion: This is for LEAP, it is a statement of what we currently do

Accepted. Nikia to add to P&P

D. Motion #3: To approve the updated Organization Chart for Maryland Swimming.



Motion: Nikia. Second: Danny

Motion passes



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E. Motion #4: **To approve a written process for content, submission, and tracking of the Committee Report Form.**

Five (5) days prior to each Board Meeting, Committee Chairs and Coordinators will be asked to electronically complete the Maryland Swimming Committee Report Form which includes the committee member roster, mission statement, goals, and updated initiatives. The form will automatically be submitted to the Secretary and the Governance Committee. The details in the form will be used to appraise each committees' progress in the areas listed above and, the results will be noted on the Board Accountability Tracking Chart.

Motion: Nick Poulos. Second: Gabby Schmidt

Proposed effective date: after HOD

Motion passes

V. Open Business

A. **LEAP** – Pat

1. *Have a new club Meadowbrook -- announcement on website (was going to pull her report to talk about it, but has to put two cuties to bed)
2. 1st section submitted
3. Work is on for the 2nd
4. Section 3 is the toughest
5. We need to step up a notch in some areas
6. Complete report when we are done for what we need to work on and what we do well



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B. Initiatives Review

1. Jermaine: Updated equipment list and have accrued new equipment, cleaning out storage room, need to order some things to bring our equipment up to par
2. Safe Sport Video:
 - Video is almost done, lines added, clips added, will submit for final approval in the next few days.
3. Bombass:
 - Cheryl: sent a message to them and asked for press release -- they will be in touch
4. Leadership Summit:
 - Julia: Moving Summit to this year with approval from USA Swimming received a \$1,000 award, LSC must also contribute \$500 per the grant. Planning - will it be in person or virtual and will provide updates to the board periodically.
5. Jamie: made a Motion: implement supplemental COVID subsidy based on registrations, flex and premium, with a budget of approx \$45K. Send a letter to teams to gauge interest. Deadline for registrations to be considered is 2/28

Motion: Jamie. Second: John Cadigan

Motion passed



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VI. New Business

A. **Motion 6: To approve a new award recognizing Excellence in Coaching - Tim Pierce Excellence in Coaching Award.**

Awards centering around swimmer and team accomplishments. Need an award to recognize coaches.

1. Decided on the Tim Pierce Excellence in Coaching Award.
2. Not given every year, will review and take nominations every year, but will only be awarded if the committee decides it is above and beyond.
3. Will be subjective.
4. Nominated by anyone, but reviewed by a panel of 2-3 coaches each year.
5. Award decided by their peers.
6. Non monetary, just recognition.

7. Motion Passes

B. **HOD Date**

1. 1pm on May 23, 2021 - virtual because the vaccines are lagging and not all of us will be vaccinated.

C. **Club Status Update**

1. UMBC: they were scheduled to go back in the water this week.
 - They are willing to work with MDSI for meets
 - Birker is the Head Coach of RAC, and RAC will be back in the water soon
2. SMC: Tom Fisher reached out and they will be working with us as well
3. CA: Coppin State will be out until September



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D. Appointment and Consent to Governance Committee by General Chair:Kyle Russell

E. Motion 7:

To designate the size and makeup of the Governance Committee.

The Governance Committee shall have nine (9) members and shall be comprised of at least four (4) Non-Athlete members and a sufficient number of athlete members so as to constitute at least twenty percent (20%) of the voting membership of the Committee. No more than one half of the Committee shall be members of the MDSI Board of Directors

1. Moved: Jamie. Second: Tom Schmidt

2. Motion Passes

F. Announcements

1. TU communications:

- Sandy sending to ask for correct emails
- May be using that to send agendas, etc.

2. USA Insurance statement received and is onfile

3. Independent Contractor Agreement -- Jermaine and Susan, will be covered by USA Swimming insurance. Consulted with a labor attorney. Contract will be negotiated annually.

4. Flex membership will be extended for another year as is. USA Swimming is hurting and their numbers are down too. We are inline with our peers across the country.

5. USA Center for Safesport: Member of Maryland Swimming has been referred, Media Policy in effect. Contact Anna if you are contacted



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6. Virtual meets: decided by tech planning and board -- decided no relays, officially or unofficially. No relays! Does not include if you are traveling to a meet in an LSC outside the state.

VII. Committee Reports

	Pull			Pull
Athletes	X		Technical Planning	
Sr. Swimming			Coaches	X
Age Group Swimming			Officials	
Registration/Membership			Diversity/Inclusion/Outreach	X
Club Development			Board of Review	
Website/ office			Safety	
Awards	X		Safe Sport	
Hall of Fame			Disability Swimming	
Top 10/Records			Distance/Open Water/ Camps	X
Equipment			Governance	



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A. Athletes:

1. Sarah: finished up sock-it to covid, certificates made and distributed.
2. Athletes are working with Sandy for black history month.
3. Town hall Athlete-athlete discussion, heavily focused on DEI and inclusion -- minimal amount of adults so athletes feel comfortable speaking.
4. Apps for scholarships due March 31st

B. Awards:

1. Marci: committee formed as a result of LEAP.
2. Winners of Jaelynn Willey and Comeback determined.
3. Plaques will be distributed soon.

C. Coaches:

1. Chris: summer swimming - suggestions in tech plannings court.
2. Dual meets?
3. Carron to reach out to Tom.
4. February is when they said they need to figure it out by.

D. DEI

1. Janice: Athlete town hall.
2. Para meeting next week to see where we are with the cuts.
3. Mental health list next month to website.

E. Distance & Open water:

1. Fred: trying to ascertain which events will be happening, will combine and list on the website.



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2. Chris Swenson and Fred are looking into possibly sanctioning OW clinic/time trial in fall.
3. Greer: could we add an OW officials clinic
4. Anna: Keep Carron in the loop too as tech planning
5. Marci: Do we have a list of qualifiers for open water nationals?

Anything Else:

- Danny: teams looking at out of state options in March/April -- do we know what the state requirements are for leaving the state?
- Anna: up to teams to follow governors' guidelines for state you are leaving and going to
- Tom Schmidt: Photographer: archiving photography -- 501c3 can have a free smug mug. Would we be able to have a MDSI account?
- Anna: very important -- go for it. Sondra was going to work with Sandy to see what pictures could be archived. Work with Mike, Sandy and John Cadigan

8:46pm Motion to adjourn: Gabby

Second: John Cadigan



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