

These minutes will be officially approved by the NMSI Board of Directors at its next meeting on October 3, 2021



**New Mexico Swimming, Inc. Board of Directors Meeting Minutes
April 11, 2021 / Virtual Zoom Conference Call**

CALL TO ORDER:

Murray Kelley, General Chair, called the April 11, 2021 New Mexico Swimming, Inc. (NMSI) Board of Directors meeting to order at 1:05pm Mountain Time with the following members in attendance:

PRESENT: John Butcher, Andrea Campbell, Aimee Dunavant, Vickie Fellows, Doug Forbes, Murray Kelley, Janet Lyon-Huffman, Jeanette Skow, Lee Taylor, Daryl Wells, Gordy Westerberg

GUESTS: Ken Bernier, Juan Caraveo, Daniel France

GENERAL CHAIR'S OPENING REMARKS:

Murray Kelley opened the meeting by presenting the agenda (Attachment 1). Mr. Kelley went on to remind everyone of the NMSI mission and vision statements (*Vision:* To inspire and encourage our athletes to be Champions. *Mission:* Providing opportunities throughout New Mexico for swimmers to succeed in and out of the water). He further noted that we had a guest speaker from USA Swimming.

MINUTES:

MOTION: To approve the meeting minutes from the October 18, 2020 Board of Directors meeting (Attachment 2). ***Seconded. APPROVED.***

GUEST SPEAKER:

Juan Caraveo, Western Zone Team Performance and Business Operations Manager, was a guest speaker. Mr. Caraveo introduced himself and provided a brief background of his experience as a former coach and now as a USA Swimming staff member. He further stated that he was looking forward to having an in-depth strategy session with the coaches in NM in the near future, to help ensure coaches are involved at the LSC level. The remainder of his talk focused on how the LSC can help the teams (especially those outliers not in the middle of the state) -- providing services for ALL the teams in the state of NM. He suggested a strategy session (virtual) could be set for a time in the near future. In the meantime, he presented some initial out-of-the-box ideas that our LSC may want to consider, primarily focusing on the utilization of unsanctioned times.

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He outlined the following as a proposal to taking the next step to build the LSC, create opportunities, and build champions for the future:

- LSC would host a qualifier meet (sanctioned competition) potentially 3 times per year before championship meets; all times would be accepted and would not have to be verified -- this would help teams focus on lower end, developmental age and looking to rebuild numbers
- Teams would be able to send swimmers to this meet based on having their own unsanctioned swimming events to get entry times where none exist; any team would be able to host a meet in their own pool during currently assigned water time (would not need touch pads); teams can even charge a meet entry fee to generate revenue; LSC could use a reduced splash fee for unsanctioned times; format reduces fees on teams/families such as travel expenses to other meets
- Future possibilities include: submit times to USA Swimming unsanctioned database and use it as a ranking system; create leagues within the LSC (developmental, age group, senior); create leagues across LSCs; teams can partner with alternate timing system companies to record times and submit results (these are unsanctioned times, so no approval hurdles with using software such as Swimmingly)

The Board engaged in a general discussion about the value of this proposal, how to use it to benefit especially smaller teams in the outlying areas of our state, and how we can tie this into the rest of our LSC meets. Ken Bernier also mentioned that we should look into whether these unsanctioned meets could serve as eligible meets for officials to get credit for officiating (especially for purposes of training new officials).

REPORTS OF BOARD OFFICERS:

GENERAL CHAIR: Murray Kelley presented the General Chair's report (Attachment 3) and highlighted several details. Most NM counties are moving toward green/turquoise, which means more opportunities are becoming available. With NMAA meets happening, it should open the door for club meets. He also noted that we had previously agreed to use HS meet non-observed swims as qualifying times for our LSC championship meet; we would need to work out how to get the times. Additionally, LEAP work will start next week, with the help of Jane Grosser of USA Swimming. Mr. Kelley also provided a brief update on Western Zones: an upcoming meeting is scheduled for April 17 to get an update on end-of-summer meets (Sectionals, Senior Zones, Age Group Zones); Mt. Hood will not be an option for summer competition; Clovis, CA will probably be an option pending COVID restrictions progression within CA; Open Water meet in Sep seems unaffected so far. Mr. Kelley wrapped up by stating that he has been meeting with other small LSCs to brainstorm ways to get "dry side" help.

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ADMINISTRATIVE VICE-CHAIR: Andrea Campbell did not have a formal report to present.

FINANCE CHAIR: Janet Lyon-Huffman did not have a formal report to present, but did present the proposed budget for 2020-2021, highlighting the following items: \$25,000 budgeted for Age Group Zones; no athletes' summit; added \$3,000 for now-required USA Swimming review. There is a projected loss of \$21,000 (due to Zones). Ms. Lyon-Huffman also noted that a lot of things were taken out of the budget due to the virtual nature of events, or some having been cancelled altogether. She further gave some personal thoughts on how the LSC may want to use some of its funds, such as giving out caps to all athletes (as a participation item), even though we haven't had meets, so that we are not just supporting the elite swimmers. She further commented that we had taken athlete travel money last year as grants to clubs during COVID, which was a great use. It's also not a bad thing to have a loss because we're wisely investing in the kids' swimming (especially the mid-level and novice swimmers).

MOTION: To approve the proposed 2020-2021 budget for forwarding to the HOD for final approval. *Seconded.* **APPROVED.**

TREASURER: Linda Corliss did not have a formal report to present.

SECRETARY: Jeanette Skow presented the Secretary's report (Attachment 4) and reminded Board members of the requirement to complete and submit their signed NM Conflict of interest forms. Ms. Skow also highlighted several details from her USA Swimming BOD perspective to include: USA Swimming Board of Directors nominations are currently open, there will be a special USA Swimming House of Delegates meeting on June 30, 2021, and this year's USA Swimming Annual Meeting will be held in a virtual/hybrid method in September.

SENIOR VICE CHAIR: Jeremiah Stanton did not have a formal report to present.

AGE GROUP VICE CHAIR: Aimee Dunavant presented a 2021 NM Age Group Zones Proposal (Attachment 5), which included details on swimmer selection, funding, and travel as follows: meet fees/entries; staffing accommodations, travel, meals, and stipend (head coach; 2-3 assistants); gear (bags, caps, apparel - t-shirts/hoodies for swimmers; polos for staff); family travel vs. team travel (families responsible for meals, travel, accommodations); team selection (all zone qualifiers with at least one time who apply). Ms. Dunavant suggested a few things to consider once we have applications and know how many people are interested, such as would we want to limit the team

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(e.g., only 11-12/13-14; 4 swimmers in each age/gender to make relays; what if no qualifiers?). She also presented numbers of who went last year (which included qualifiers in addition to relay swimmers) and a rough estimate of how much it would cost if 24 swimmers were selected this year (\$16,397).

There was a general discussion about maximizing attendance within safety and budget constraints. Moreover, it helps improve the sport by getting younger swimmers who are close to that level the exposure to a high-level meet. One concern raised was ensuring commitment to full participation in the meet if selected, especially for relays (making sure everyone is showing up) as well as not missing any events. There was a consensus that there will need to be parent education due to the COVID restrictions and closed deck for things such as helping getting kids to the meet and their events. Further, we would also need to raise with the House of Delegates a one-year exception to bringing chaperones due to the family travel nature of 2021 Zones and chaperones not being necessary.

COACHES REPRESENTATIVE: Gordy Westerberg did not have a formal report to present.

ATHLETES REPRESENTATIVE: Camden Fouser and Sarah Gormley did not have a formal report to present.

MOTION: To approve the Board officer reports as written and/or verbally presented. *Seconded.* **APPROVED.**

REPORTS OF COMMITTEES AND COORDINATORS:

GOVERNANCE COMMITTEE: There was no formal report submitted by the governance committee.

TECHNICAL PLANNING COMMITTEE: Lee Taylor presented the Technical Planning Committee Meeting Notes from March 2021(Attachment 6). High School swimming updates included: NMAA practices began April 5 and meets started April 10; swimmers are limited to 4 meets (including club meets); May 8 Districts (no automatic qualifiers); May 13 States for girls and May 14 States for boys (only top 16 will swim, as timed finals, including relays). Mr. Taylor also discussed varying levels of prospects for club meets: West Mesa, Albuquerque Academy, Rio Rancho, Farmington (HS now), UNM (not right now), NMSU (possibly in late summer), Clovis (HS now), Carlsbad (HS now), Hobbs (HS District meet), Santa Fe (waiting to see how HS meet goes); Los Alamos (no meets), Taos (new coach, may host some HS meets, has a timing system but no

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software). Additionally, lobbying efforts are ongoing to increase access to pools. USA Swimming will send a formal letter to NM state officials, with our LSC sending one too. The plan is to engage at the grassroots level too with letter templates sent to families. However, adjustments to materials are needed prior to launching this as the focus has shifted from access to pools in general to greater access to pools for things like competition.

There was a general discussion about NMS meet formats, as well as updating information about meets on our website. The priority will be to host meets for NM swimmers. In addition, keeping meets as short course provides more opportunities for swimmers. Mr. Taylor, along with Vickie Fellows, will be meeting with Juan Careveo to assist with ideas for giving as many meet opportunities for all NM swimmers. Regarding the website, the goal is to put any open sanctioned meets on the website -- along with a note that the LSC is actively looking for meets for all NM swimmers. The TPC will be presenting State Championship meet options to the House of Delegates next week.

SANCTION REPORT: Kathy Beaudet did not have a formal report to present.

MEMBERSHIP REPORT: Kathy Beaudet did not have a formal report to present. Murray Kelley noted we currently have about 1100 swimmers registered.

NMSI OFFICE MANAGER REPORT: Kathy Beaudet did not have a formal report to present.

SAFETY AND DISABILITY SWIMMING CHAIR: Debbie Kruhm did not have a formal report to present. Murray Kelley noted there was one accident report, and we need to follow up on any requirements for further action.

SAFE SPORT COORDINATOR: Andrea Campbell did not have a formal report to present, but highlighted a recent issue that teams need to be aware of. Ms. Campbell reminded everyone that Athlete Protection Training (APT) is required once a swimmer turns 18 and that there can be significant consequences if not completed. For example, one NM swimmer's meet times did not count because the APT had not been completed. Jeanette Skow also shared that there are new USA Swimming incentives for LSCs and Clubs tied to the Safe Sport Recognition Program.

RECORDS AND TOP 10 COORDINATOR: Andrea Campbell did not have a formal report to present, but noted that Orion Henderson broke an LSC record in the 500 free and she will be posting it today. Ms. Campbell further proposed to not have the IMX and Marla Pineda awards for short course due to most swimmers not having the ability to

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swim a sufficient number of meets in NM. This item will have to go to the HOD next week.

NATIONAL TIMES CHAIR: Andrea Campbell did not have a formal report to present.

DIVERSITY AND INCLUSION CHAIR: Doug Forbes did not have a formal report to present, but did discuss the Zone Diversity Camp. The Diversity Camp has been postponed from May to August. The Western Zone is asking each LSC which date (Aug 14 or Aug 21) would be preferred for the new one-day format. Mr. Forbes also noted that attending this event virtually will not count against swimmers who wish to attend an in-person Diversity Camp in the future. The selection committee for applicants to the Zone Diversity Camp will be Andrea Campbell, Doug Forbes, Camden Fouser, and Jeremiah Stanton. Jeanette Skow reiterated the importance of getting the word out to athletes about this opportunity. USA Swimming is continuing to place more emphasis on programs like this and we need to do our part to make sure everyone knows about these opportunities.

OFFICIALS CHAIR: Ken Bernier did not have a formal report to present, but did provide a training update. Two officials attended the officials training being offered through the Colorado LSC. In addition, two new officials have moved into the state and have asked to participate in meets. Mr. Bernier asked coaches to let him know if they are in need of officials to support their meets.

EQUIPMENT CHAIR: Jeremiah Stanton did not have a formal report to present.

OPEN WATER CHAIR: John Butcher did not have a formal report to present, but did give a meet update. At this time, the Western Zone Open Water meet scheduled for September in Las Vegas is still a go. Mr. Butcher will look for open water opportunities in NM; however, his main focus right now is securing and increasing our access to pools.

WEBSITE CHAIR: Daryl Wells did not have a formal report to present. Murray Kelley noted that he will have to look into making sure we've paid our team website domain fees.

MOTION: To approve the Committee Chair and Coordinator reports as written and/or verbally presented. *Seconded.* **APPROVED.**

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UNFINISHED (OLD) BUSINESS:

NMSI TRAILER: The trailer has been removed from the church and is now at a repair shop at Discount Tire in Los Alamos. Ken Bernier said he and Jeremiah Stanton will travel up there by the end of April to get it and bring it back to Albuquerque to a new space. We will have to rent a place to store it, which Murray Kelley said he will help coordinate.

NEW BUSINESS:

CLOVIS SWIM CLUB REQUEST: Gordy Westerberg informed the group that he would be making a formal request to the NM House of Delegates on behalf of his club to move from the New Mexico LSC to the West Texas LSC. He is seeking a do-pass recommendation from the Board of Directors. Mr. Westerberg stated the main reason for the request was due to the remote nature of his club and its closer proximity to other clubs and competition options in West Texas (e.g., the furthest club in West Texas is closer than the closest club in New Mexico). He further stated that the request is focused on what is best for the swimmers in Clovis, particularly the developmental kids which he cannot get to travel all the way to Albuquerque for meets. The impact is also felt in terms of recruiting new kids to the team. Clovis Swim Club currently has a membership of about 35 members.

A general discussion was had about the request and its impacts, such as this request raising the need for our LSC to better serve our clubs that are on the borders of the state; whether the move would significantly redirect meet revenue from New Mexico teams to West Texas teams; what impact the move would have in general on the NMSI budget. Mr. Westerberg stated that he did not anticipate hosting a lot of meets or that people would come (VAST is currently the only team traveling to Clovis, and they are for unsanctioned meets and due to COVID).

MOTION: For the Board of Directors, in advance of the House of Delegates vote, to give a do-pass recommendation regarding the request from Clovis Swim Club to switch from the New Mexico LSC to the West Texas LSC. *Seconded.* **APPROVED.**

TRAVEL MEET REIMBURSEMENT: Our Rules and Regulations currently require, as a prerequisite for athlete reimbursement for travel to higher level meets (e.g., Sectionals, Junior Nationals), that the swimmer has competed in at least 15 separate individual events in NM sanctioned meets during the season for which reimbursement is sought. Due to COVID restrictions, no athlete in the state would be able to fulfill this requirement for 2020-2021. Therefore, there is a proposal to remove the 15 swims requirement for

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September 1, 2020 to August 31, 2021. This would then have to be forwarded to the House of Delegates for a vote.

MOTION: To remove the 15 swims requirement (meaning it can be 0 swims), as provided in NMSI Rules and Regulations Section 11.4, for athlete travel reimbursement to higher level meets during the September 1, 2020 to August 31, 2021 timeframe; for travel that has already occurred during the covered timeframe, the reimbursement request deadline will be 30 days from when the House of Delegates approves the change. *Seconded.* **APPROVED.**

ELECTIONS: There will be multiple vacancies on the Board of Directors coming up in September: Age-Group Vice Chair (Aimee Dunavant will not be running again); Treasurer (Linda Corliss will not be running again); Finance Vice Chair (Janet Lyon-Huffman will not be running again). These positions, which are elected by the House of Delegates, need nominations.

The Officials Committee is also coming up on a new cycle for its Chair. Ken Bernier will ask for volunteers, but is willing to continue in the position. The committee elects its Chair. Additionally, if Clovis Swim Club's request to change LSCs is approved, Gordy Westerberg will need to be replaced as the Coaches Representative. The coaches vote for their representative.

UPCOMING MEETINGS:

NEXT HOUSE OF DELEGATES MEETING: April 18, 2021

NEXT BOARD OF DIRECTORS MEETING/HOUSE OF DELEGATES MEETING:

Tentatively, we will plan to have the meetings back-to-back a week apart in late September (exact dates/location to be determined).

ADJOURNMENT:

Murray Kelley adjourned this meeting at 3:55pm Mountain Time.

Attachment 1: Agenda

Attachment 2: October 18, 2020 BOD Meeting Minutes

Attachment 3: General Chair's Report

Attachment 4: Secretary's Report

Attachment 5: NMS 2021 Zone Team Proposal

Attachment 6: Technical Planning Committee Meeting Notes 03/27/2021