

HSL Board Meeting Minutes
October 12, 2022 at 7:00 PM
Bel Air Athletic Club
658 Boulton St, Bel Air, MD 21014

1. Roll call of members present. (Sign in sheet attached)
 - a. Executive Board
 - b. Team Representatives
 - c. Call to order. 7:10PM - no quorum meeting could not be called to order; however, board remained assembled for discussion
2. Correction and adoption of minutes from the previous meeting.
 - a. Correction: Nominating Committee report updated from "No Report" to: "No report. There are currently insufficient members of the nomination committee to conduct business (by-laws require a minimum of 3 members). Committee is requesting 1 to 3 additional volunteers to fill out the committee."
 - b. Unanimous consent - corrected minutes will be published as final
3. Adoption of Agenda
 - a. Discussion to adopt draft meeting agenda
 - b. Unanimous consent - agenda final as distributed
4. Reports of officers, committees, and coordinators.
 - a. President: no report
 - b. Secretary:
 - i. Website - Secretary grabbed some pictures from team websites and Facebook pages and put them in the slide show on the HSL home page. If teams have specific pictures that they would like on the slide show please email them to the Secretary. All team pages have been updated with verified web URLs, Facebook links, updated team rep name and if available a team logo.
 - ii. Request list of active committees and chairs:
 1. By-Law Committee - Chair: Jim Quinn
 2. Rules & Regulations Committee - Chair: Jim Quinn?
 3. Nominating Committee - Chair: Aaron Hodges
 4. Communication Committee - Chair: Lauren Stouten - committee under formation
 5. Diversity, Equity and Inclusion - Adjunct committee not currently seated
 - iii. Template for committee terms of reference
 - iv. There was a discussion about the need to make a by-law change to add committees. *(Note: attached are excerpts from the By-Laws that articulate the By-Law guidelines for committees. Bottom line; committees can be formed by the Executive Committee to address needs of the board without a change to the By-Laws.)*
 - c. Statistician:
 - i. Discussion of 2022 season statistics included with schedule discussion under Unfinished business.
 - ii. Schedule proposal for 2023 season (needed to determine ribbon order, to get in early and get savings)
 - d. Treasurer: Regrets - No report

- e. Head Official: Regrets - No report
- f. By-Law Committee:
 - i. Intent was to have a by-law change for the election voting process for the October meeting. Upon investigation it was discovered that there are multiple interdependent and sometimes contradicting or competing statements about the voting process throughout the by-laws and a simple language change was insufficient.
 - ii. Goal: Have a by-law change motion prepared for discussion no later than the December board meeting. Per the by-laws, by-law a
- g. Nomination Committee: No report
- h. Diversity, Equity & Inclusion Committee: No report - Ad hoc committee
- 5. Unfinished business.
 - a. Topic: Season schedule discussion
 - i. If the league continues with a two division season the meet results indicate that the Aberdeen Penguins should move to division II and Aqua Culture Swim Team should move to division I. The 12 team roster also supports a change to a three division structure.
 - ii. Discussion: Should the 2023 dual meet season be a two division or 3 division structure? Issues discussed fairness of smaller teams swimming large teams, schedule challenges of 2 vs 3 division structure. Strong sentiment against swimming the same team more than once during a season.
 - iii. Discussion: When should season start and end, what weeks should be out of division meets and how to handle meets potentially scheduled before HCPS get out due to snow days. Last day of school 6/14 with no snow days, as late as 6/23 using all snow days. The statistician suggested dual meets Saturday 6/17, 21, 24, 28, 7/1, 8, 12, 15 with no meet on 7/5 and no byes. Championships would be on July 22 & 23. There is also the option for self schedule meet day 7/8 with a 7 meet season. There was little support for this option. Out of division meets would be scheduled 6/21 (could be canceled if school is still in session), opening weekend 6/17 and last weekend 7/15 (to allow coaches and swimmers flexibility to get one more swim in before championships without worrying about a scored in-division meet). Based on discussion, Statistician will develop a two division schedule with 5 in division, 3 out of division.
 - iv. ACTION: Statistician will develop a schedule questionnaire which will be distributed by the Secretary. Participation in the questionnaire is mandatory and teams that do not respond will not have input into the schedule development.
 - b. Continued review of 2022 season
 - i. Safety issues:
 - 1. Safe conditions for conducting a meet, safety should be the purview of the facility where the meet is being held but they are not always doing their job.
 - a. Thunder & Lightning - There was an incident where a pool insisted that it was safe to do warm ups because it was only thunder and they didn't see any lightning. "it is okay to swim if there is thunder but not lightning". Per public safety guidelines the pool should be cleared immediately if thunder or lightning are observed. [National Weather Service - Lightning Safety and](#)

Outdoor Sports Activities

- b. Power Outage - There were 2 dual meets canceled and 1 moved for power outages but there was an issue with continuing the championships at BAAC with power out. Bottom line: if there is not power no one should be in the pool.
- c. Potential Liability: These are liability issues for both the league and facility. The league has a number of pool operators. If an incident occurs at an HSL sponsored event the league will share the liability.

ii. Sportsmanship

- 1. There was an extended discussion about the events surrounding the Saturday afternoon session of the HSL 2022 Championships. Concerns were expressed about the perceived intent to try and run the meet without power and the subsequent crowd response. The executive committee members and the session host reported that they did not intend to run the meet without power and were taking the time to investigate all of the options. There was misinformation and miscommunication through the process and individuals felt that they were singled out for their role in postponing the meet. The end result of the discussion was that everyone was clear that no meet can be held without power and sportsmanlike behavior should be promoted and modeled by all coaches and board members. It was recommended that individuals who feel like they were not treated appropriately follow sportsmanship policy and file paperwork on issues. The issue was raised that the sportsmanship language in by-laws may need to be reviewed to see how it covers communication not directly related to athlete performance.

iii. Transgender swimmer participation

- 1. BAAC coach discussed transgender swimmer participation in 2022 season. The coach also noted there are additional athletes who swim on other teams that will be in the same position next year. The breaking apart of the DEI recommendation resulted in ambiguity and actually permitted the situation that the board members present were trying to avoid. The coach, athlete and athlete family worked out a process that both complied with the rule as adopted and the intent of the board as it was understood by the BAAC coach. Early in the season there was confusion due to lack of premeet communication. Swimmer listed in girls events but swimming in boys heats caused confusion with officials, clerk of course and swimmers. As the season progressed, knowing who needed to be notified and developing a process for making those notifications smoothed the process. By the end of the season the athlete preferred swimming and being scored in the boys heats.
- 2. 2023 season discussion: Concern was expressed that some parents will be upset that they will be forced to have this discussion with their younger swimmers. What is the appropriate level of notification to allow parents to be prepared to answer questions without violating the swimmers rights. It was suggested that the league follow USA Swimming ruling. The problem is that only year round swimmers have access to the process of being recognized and having a ruling.

Additional discussion was deferred until the DEI committee can make recommendations.

3. ACTION: Diversity, Equity and Inclusion committee will reconvene to develop and propose an amended or new rule with plenty of time for discussion and appropriate communication
6. New business.
 - a. Motion: no motions were presented
 - b. Topic: Ribbon 2022 season, ribbon inventory process and order for 2023 season .
 - i. A summary of the ribbon count and comparison to last year was distributed. A copy of the summary is attached. Please submit any questions to the executive committee.
7. Announcements.
 - a. November HSL Board meeting - November 9th at 7:00 PM
8. Adjournment.
 - a. 8:30 PM

By-Law Position on Committee

The only committees specifically addressed in the by-laws are the Executive Committee, the Nominating Committee, Audit Committee and the Anti-Recruiting Committee. The By-Laws list the appointment of committees as a responsibility of the Executive Committee but provide no further description of the process or make up of those committees. Therefore, there is no need for a by-law change to add or change terms of reference for a committee.

4.3 DUTIES AND RESPONSIBILITIES: The HSL Executive Committee shall

10. Appoint Committees to accomplish a specific action

4.6.1 Nominating Committee Composition: A committee of three and not more than five HSL team members shall be seated in November of years where Officers positions are being vacated. The committee shall be comprised of an odd number. The HSL team members shall volunteer to serve on the Nominating Committee. If volunteers are not forthcoming, the Executive Committee shall appoint three members.

5.6 AUDITS: The audit, or review, shall be conducted by an independent auditor or Audit Committee appointed by the HSL Executive Committee. Current Officers of the Executive Committee shall be prohibited from sitting on the Audit Committee. The audit shall cover any federal, state or local income tax return that HSL is required to file under the IRS Code or applicable provisions of state or local law, rules or regulations, the balance sheet, the statement of income and expenses, check register and bank statements and other records as is deemed appropriate.

6.6 ANTI-RECRUITING: Violations of the anti-recruiting policy shall be reported to the HSL Executive Committee, which upon receipt of the complaint shall be investigated by an independent committee made up of one Executive Committee member and two HSL Board members. The HSL Executive Committee shall appoint HSL Board members to serve on the Anti-recruiting committee on a case by case basis.