



CAYMAN ISLANDS AQUATIC SPORTS ASSOCIATION

MINUTES OF A BOARD MEETING

**Board Room, The Grand Pavilion Commercial Centre,
802 West Bay Road, George Town, Cayman Islands**

11 January 2022 at 5.30pm

PRESENT:

Officers:

Stephen Broadbelt ("Steve")- President
Faith Crooks – Vice President (remote)
Chilian Wong-Ellison – Secretary
Alex McCallum – Treasurer

PRESENT:

Directors:

Kathy Jackson - Director
Adam Butler – Director (remote)
Andrea Higgo - Director
Martin Trott - Director
Sarah Sellars - Director
Ex-Officio:
Jacky Pellerin – Technical Director
Craig Armundsen – RLSS Water Safety
Marz West – SSC
Dean Wragg – SMS
Tricia MacDonald – CBAC
Denis Corin – CBAC
SISC – Apologies
Romina – Artistic
Technical Committee - apologies
Ryan Mushin – apologies
Frank Flowers - apologies

All attendees had been asked to do an LFT prior to the meeting.

Call to Order

Steve took a roll call and called the meeting to order at 5.40pm.

Apologies

Apologies were received from Sister Islands Swim Club, Technical Committee, Ryan Mushin and Frank Flowers

Matters arising and approval of November 2020 CIASA BOD minutes

After discussion, and on a motion duly moved, the minutes from the 23 November CIASA BOD Only meeting were approved.

Review of Junior Pan-American Games 2021 and FINA Short Course World Championships 2021 Selection Process

Steve informed the meeting that it was agreed that this item be on the agenda for discussion as there have been a few questions around this process. This would enable for further transparency and to ensure that any unanswered questions are covered.

The document regarding the selection process which has been circulated was compiled from several emails of the process which started in August 2021 through to October 2021 time frame. The Representative Team Committee (RTC) and former Technical director (TD) and the CIASA Board of Directors were involved in the selection process. Team selection does not come from the CIASA Board but goes up to the Board. The committees involved and TD would review and make recommendations on a team, including staff. Some meets are more clear cut than others so the process takes into account any anomalies. The recommendation that was put forward for the two meets in question, Junior Pan-American Games 2021 and FINA Short Course World Championships 2021, in this case were presented as unusual and unique as they had both been cancelled, postponed and rescheduled close to each other in dates. The TD had expressed concerns for the preparation window for the second meet, the FINA Short Course World Championships 2021; thus the recommendation was for Junior Pan-American Games to be our primary focus and the meet that our fastest swimmers should attend. The recommendation was to send an alternate team to Short Course Worlds. At the time that this was being discussed and recommended, the quarantine period was also fluid. November and December, as we know, saw a spike in positive cases, and although Covid-19 was not a primary factor ; it was and has been a secondary factor which weighed on the recommendation , and hence decision. Steve refers to the recommended preparation time for a meet and meet tapering in the RTC Agreement. If there is a need to re-look at the RTC Agreement and the process and any recommended changes to tapering, this can be presented and discussed to the RTC committee and TD.

Steve asked: Are adequate preparations always done for the international meets? The answer is "Not always". Steve continues by saying that sometimes this is not found out until the athletes are already at the meet and flights and hotels have been booked and paid for. Steve informed the meeting that during his last four years on the Board, we have not had disciplinary action with regards to lack of preparation for events. There have been disciplinary actions but not related to preparation for meets. When the Board was recommended to take two separate teams to the two meets in question, the athletes' names were not known.

After the recommendation was accepted, individual invitations were sent to the athletes by the Technical director and RTC and depending on each individual athletes' variables (work, school, vaccination status, family situation, geographical location) they were all given a deadline date. At this time, the Board was still not aware of the athletes on the list and make up of the teams.

Jacky Pellerin (current TD, Jacky) spoke of the athletes and how each would have their individual training and coaching unique to their university or school or club goals and targets. For example athletes in the USA have NCAA goals to achieve. Jacky informed the meeting that he has talked to the club coaches about a plan regarding all the athletes, on and off island athletes, and tapering/targets.

Jacky's vision is to have a clear plan for the coaches and swimmers, overseas and on island. He also spoke of the use of FINA points. Steve asked Jacky about FINA points and whether it is fair comparison to compare

Steve asked Jacky re: Fina points. Is it a fair comparison between different strokes? Jacky confirmed that yes it is a fair comparison.

It was pointed out Cayman have been using powerpoints calculated on a percentage of third place for meets such as CARIFTA ; however Andrea confirmed that for higher level meets, FINA points are used.

Steve continued with the discussion of the selection process of the two meets, Junior Pan American Games 2021 and FINA Short Course World Championships 2021 and opened the discussion to the meeting and the floor to ask any questions and comments regarding the selection process.

Marz enquired on the process of the announcement of the teams, especially the Junior Pan-American Games announcement. Andrea and Steve agreed that this process and timing of communication is an agenda which will be discussed as a better understanding will be needed on the process and timeline.

The discussion surrounding the selection process of Junior Pan American Games 2021 and FINA Short Course World Championships 2021 was concluded. Steve opened the discussion to the meeting and floor for any queries, discussions, explanation or clarification of the selection process which occurred last year.

There were no questions and comments from the floor

Steve moved onto the next agenda item.

Letter from a Member

Steve informed the meeting that a letter had been sent from one of our members in good standing, Michael Lockwood entitled "Call for Action regarding Vice President" and the complaint is specifically around FINA 4.1.4 Psychological abuse and CIASA Articles Article 18.3 stating that the Association is to ensure that its members comply with the rules, regulations, directives and decisions of FINA.

The member goes on to name the harassment as cyber bullying in regard to the selection process to FINA Short Course World Championships in Abu Dhabi.

The member has filed a complaint against the Vice President for the social and public posts and the impact this has had on the mental health of the athletes involved.

The complaint filed is specifically:

As quoted: " Under the FINA Rules on the Protection from Harassment and Abuse, Forbidden Conduct (as defined therein) includes (among other things) (excerpts below):

4.1.4 Psychological abuse. A pattern of deliberate, prolonged, repeated, non-contact behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms.

Steve continued the meeting with the reading of some statements and emails that he has received from various athletes and members.

The first was called an impact statement from an athlete. The statement talks about the mental journey of a swimmer's journey through the troughs and peaks of swimming in general and Ms Faith Crook's accusations that the four swimmers did not deserve to be at FINA Short Course Worlds.

As quoted: "Miss Faith's actions have shown no intention to create a more fair process as she claims. Instead, she has shown intention to psychologically harm the four of us who attended the meet. This is not the type of person I trust to be in a leadership position of CIASA. I feel she does not have the best interest of any swimmer but her own two in mind, as she sits as Vice-President of the Association, and I fear of who else she will try to harm in the future. She has proven to be ruthless as we have had a long supportive relationship so if she is willing to try to harm us without reason, she will certainly harm anyone else. Her actions have put many people in uncomfortable situations. I have always wished nothing but the best for both of her kids, Jordan and Jillian, however I am unsure of how to interact with them from this point on which is upsetting for me as I value them

as friends and teammates. In such a small pool of national team swimmers, we should be building each other up and this incident has done the complete opposite.”

“I hope that by condemning Ms Faith’s actions will stop an incident like this from happening to any other swimmers or parents in Cayman. I also hope that our voices as swimmers will help others to understand our feelings and our position as athletes, as many uninformed and inexperienced individuals may have believed Miss Faith’s unacceptable narrative that she released to the public.”

“Having to deal with hateful people such as Miss Faith gives me a reason to move from swimming because such horrible psychological bullying and drama certainly takes away from the good of the sport.”

Steve finished reading the two paged typewritten statement but wanted to reiterate this to the Board and the meeting:

“Whatever actions and decisions we make, we must make sure that all swimmers are protected and all of those in particular that attended Junior Pan American Games 2021 and FINA Short Course World Championships 2021.” (In total, there were 5 swimmers and 2 artistic swimming athletes to Pan American Games and the four swimmers who attended the FINA Short Course World Championships).

The next letter Steve read was an email from a CIASA in good standing. The letter talks of how the said social media posts could be destructive to the sport of swimming in the Cayman Islands and that these posts would not be expected of a Vice President and Director of their said Board.

The next letter read was a letter from another athlete, which was a letter/email addressed to Mrs Faith Crooks. The letter calls the actions of the Vice President to be unprofessional and not becoming of someone who represents Cayman swimming. The athlete questions Ms Faith’s method of questioning the selection process. The letter goes on to say that Ms Faith could have taken this up in her capacity of Vice President in a board meeting and made an impact where Ms Faith’s views would be listened to.

The athlete states that she wished CIASA had replied to Ms Faith’s first posts in the four swimmers’ defence and she felt that CIASA’s silence gave fuel to the fire which Ms Faith continued her social media posts repeatedly.

The athlete refers to the extreme mental personal stress brought on by the athlete having access to Ms Faith’s social media posts whilst others were blocked from seeing those posts. The posts felt like Ms Faith was blaming the four swimmers who had been chosen to go to the Short Course World Championships. The athlete admitted to feeling so upset that it brought her to tears and how could someone she grew up with and respects, do this. The athlete finishes her letter by saying “ she hopes that we can move past this “ and work together as a swim community.

The meeting continued and Steve refers to another one of CIASA member’s complaint to Mrs Faith Crooks’ social media posts, which was also posted on social media.

The next correspondence the President received was from the head coach who attended the FINA Short Course World Championships 2021 and continued the meeting with reading excerpts from the coach’s statement. The coach speaks of the mental stress of the swimmers and the impact the social media posts had on their mental health before, during and after the Championships. The coach states that CIASA’s number one job should be to look after the welfare , mental and physical of all of its members, especially the swimmers.

Steve read correspondence from the parents of an athlete, who asked to share their comments: “How and why should I renew my CIASA membership if this is to finance the cruel and potential harmful acts to a child?”

Steve reads comments from another athlete. The athlete said the coaches had reassured them that this was not their fault and that CIASA would handle the matter. The athlete states that “If I had seen the posts before competition it would have affected my performance”.

The next letter presented to the meeting was a letter written by two CIASA members of good standing a regarding the tirades, unsubstantiated accusations and outright bullying, and the blatant hypocrisy of working for all swimmers as CIASA Vice President whilst writing these social posts at the same time. The member admits that she has not always seen eye to eye with CIASA and their decisions and their views. The letter states the current Vice President is “not able to be professional and impartial and can no longer to trusted to be as a CIASA director for the interests of all swimmers”. The letter goes on to say that the Vice President should resign. The letter states that hopefully the uncomfortable space which has been created by the recent incidents of December 2021 , can be mended.

Steve informed the meeting that he would read a motion and after the motion is read, there will be a discussion and all comments from the clubs will be minuted.

Steve refers to :

5. If the Vice President is unwilling to freely resign as a Director and Vice President and the Board of Directors does not exercise its power under Article 13(e) of the Articles of Association to remove the Vice President at the next scheduled meeting of the Board of Directors then the Board of Directors is hereby requested to call an extraordinary general meeting in accordance with Article 7 of the Articles of Association. The sole object of this extraordinary general meeting shall be the consideration and, if thought fit, approval by the members of the Association of an ordinary resolution to remove the Vice President as a Director and Vice President.

Steve reads a motion: “Under Article 13e from the Articles of Association, to exercise the director’s power to remove the officer of Vice President on the basis of FINA rules 4.1.4 psychological abuse in the form of cyber bullying.”

The motion was moved by Alex McCallum and seconded by Martin Trott.

Steve asked the clubs for their comments.

SMS: “ No comment. The children said it all.”

SSC: SSC confirmed as as she had stated in their SSC report that they had seen the letter from the member and that the SSC board unanimously agree that the Vice President should be removed from the CIASA Board. SSC expressed concerns that if the Vice President is not removed from the Board, it would be difficult for the community to trust the CIASA Board.

CBAC: “ It is a sad situation; I am also moved by the words of the swimmers. Words do matter and social media’s megaphone exacerbates how the words are used and heard and this can go out of control. These types of issues should not be aired and dealt on social media and there is a place and time and forum to deal with this that would not impact our athletes: these are our athletes; these are our children.”

Craig enquired on whether this information will be shared and Steve stated this is being minuted and the minutes will be available as per by-laws.

Steve invited further comments and discussions. Steve reiterated again that it is important that swimmers should not be impacted in the future. All swimmers need to be embraced as equals, as teammates and that no one is impacted.

Kathy informed the board that she will not vote as she feels like she is biased and extremely conflicted. Steve acknowledged the conflict of interest and note that Kathy will be abstaining.

Steve opened the floor to any any questions, comments or arguments before the motion goes to vote.

Alex McCallum raised his hand to comment: “ I am not a parent and have no experience in that area but I would like to speak as a former swimmer and from a swimmer’s perspective, parents need to understand that

as swimmers we are there to swim, that is our job and CIASA and RTC are there to select the teams and it is a fair process and if there are any problems it should not be taken to social media. And if this is done this is what happens”

Steve continued the meeting to explain how the voting will be done. Vote will be taken in the form of a secret ballot. Vote will take place “yes” and “no” and for those attending remotely send your vote to the Secretary. If you are not able to send to the Secretary you can send it to a board member you trust.

The motion is :

“Under Article 13e from the Articles of Association, to exercise the director’s power to remove the officer of Vice President on the basis of FINA rules 4.1.4 psychological abuse in the form of cyber bullying.”

Steve continues by saying that if the vote for the motion does not carry, the complaint would exercise his right to petition enough members to petition an EGM.

One director has abstained so we would have 8 votes. Voting took place and the results were as follows:

6 Yes, 1 No- EGM, 2 Abstentions

Steve informed the meeting that the motion carries. “The Article 13e has been approved to remove the director and officer of Vice President, Ms Faith Crooks. Ms Crooks will no longer serve on the Board effective immediately. I would ask the former Vice President to leave the meeting.”

Faith Crooks left the meeting.

President’s Report

Steve tabled his report. The report consisted of a summary of Director duties and responsibilities and committees under CIASA. This can be found in the November 2021 Board minutes.

Flowers Sea Swims

Mr Flowers had sent this apologies but had also sent an email with the date of the next Mile swim to take place on Saturday 11 June 2022. Registration is live and ready on www.flowersseaswim.com.

Currently there is no plan to have a 3k or 5k. Mr Flowers speaks of the number restrictions issued by government so as it currently stands, the event will be maximised at 250 participants.

Mr Flowers is pleased to announce that the proceeds this year will go to Learn to Swim initiatives and the partnering with YMCA.

Mr Flowers also confirms that there is a plan to have Olympians to our islands for this swim. He has been in communication with a few top swimmers.

Open Water

Martin tabled his report. The forecast for Saturday 11 June 2022 is good. Martin is planning to follow up with the sponsors for the upcoming open water season.

Discussion is under way for the Brac Open Water event. Martin plans to reach out to SISC to discuss a date.

Martin confirmed that he and Jacky will be working on getting a water polo initiative off the ground. They will also liaise with coach Andrea Ho.

Chilian asked where the CIASA trailer is located. The CIASA trailer is located in the parking lot by the Lions Pool.

Marz spoke of the Emmanuel “Manny” Brown memorial swim which is a 5K swim from Star Fish Point to George Town Yacht Club. The swim took place on the first anniversary of Manny Brown’s passing in August of last year. SSC are looking to open the swim to members and making this event an annual or biennial event.

Jacky spoke of the Open Water equipment that CIASA is looking to purchase.

Aquatic Sports

Romina updated the meeting with a verbal report. Abbie and Alex, the Artistic swimming duet, who attended the Junior Pan-American Games 2021 in Colombia, did extremely well and it was an amazing experience for them.

Romina informs the meeting of the competition road for the year:

1. National team has been selected with the figure competitions. Athletes are required to do different skills to go through different levels (currently Cayman uses the US level system).
2. The artistic meet schedule is 80% confirmed and as soon as all is confirmed, they will inform CIASA so we can put them on our calendar. Andrea also informed Romina that all confirmations of teams must go through the RTC committee .
3. Romina confirmed that they are waiting for a confirmation from CCCAN for the date of the competition. The CCCAN meet is also a qualification meet for CAC Games.
4. Jacky informed the meeting that the duet at Pan American Games, did extremely well for their first competition and did not get any penalties, which is a huge achievement.

Romina informed the meeting that the plan is to take the artistic teams to two meets. The first one is in April in Florida and the other is the FINA worlds in Quebec, Canada.

Romina confirmed that they are at capacity with the artistic athletes. Currently there are two boys in the program.

Steve thanked Romina for the update and asked if a report could be sent through to have it on record.

National Championships

Dates are set. Pool needs to be confirmed. Jacky is to liaise with the former Technical Director, Bailey Weathers, and Duke Sullivan on the procedure for the booking of the pool. Kathy informed the meeting this is done via sponsorship from Dart and an application form is done online. Chilian asked Jacky to work on this with Bailey.

With regards the summons and format of the championships, Jacky has suggestions for some changes to the format of the Finals.

Discussion surrounded this topic and the Board enquired that it is important the coaches are all on board with this suggestion and that this is in turn communicated to their clubs, but more importantly , communicated to the swimmers in the clubs.

The suggestion is to have Open Finals; 14 and under /12 and under (A and B finals)

Further discussion is needed on medals of the different age groups and whether a swimmer who is fast enough in the open category would stil medal in their age group if they swam in the Open Finals.

Technical/FINA

A meeting needs to be organised by Jacky and Adam with the Technical Committee to discuss the upcoming season, the officials training, officials gear, and standard summons template, and timeline for summons approval.

Medical/Lifeguards/Safety

Craig tabled his report and minutes from the inaugural meeting of the Water Safety Committee.

Craig talks of who is on the committee and the first meeting was a 'get to know' of the committee members and their involvement and participation thus far in Water Safety.

Chilian confirmed it was a good meeting and a Terms of Reference will be drafted for the Committee.

The aim of the committee is the promotion of Water safety.

Kathy informed the meeting that Bailey is working on a water safety website with the grant from Dart from last year and that this would be a perfect opportunity to link Craig and Bailey on this initiative so that there is synergy on efforts and not double tasking.

On a side note:

Steve informed the meeting that Ryan from the Department of Sports has a very swim program but there is a big waiting list which has been aggravated by the covid restrictions. Steve also informs the meeting that learn to swim programs ideally should start at a younger age for children. The LTS program at the public schools start in Year 7. Ideally they should start in Year 3 or 4.

Steve informed the meeting that there is a scheduled meeting set on Thursday 13 January 2022 with Department of Sports, CIASA, Sports Minister and Chief Officer regarding the LTS program.

The Pool to School initiative is exciting. This would also include the topic of inclusivity. The Clifton Hunter pool has ability for persons to go into the pool using gradual sloping. The Lions Pool does not have that facility and having a lift in the pool is not possible at the moment.

Kathy informed the meeting that Madga Embury Brown is someone to contact regarding the inclusivity initiative.

CIOC

Steve informed the meeting that a meeting request has been sent to CIOC for meet and greet meeting to introduce Jacky and himself as the new CIASA President.

Facilities

Steve referred to his latest report. The update is that currently we are working on a Proposal B for placing the pool on the walking track by the Lions Pool. However, Proposal A is still on the table.

Club reports

SSC

Marz tabled her report. Stingray have a new logo and had their AGM in November. Stingray Swim Club elected a new Board. Marz and Lynne remain as President and Vice President.

Chlian enquired as to where the counter paddles are located. This has to be looked into further as currently their location is not known.

Marz spoke of the Emmanuel Brown Memorial Swim, which has been written up under Open Water for the minutes of the meeting.

Steve requested that all clubs speak to their Board about a potential date for a swim in the Brac in 2022. Steve also informed the clubs that a livestream system has been purchased by CIASA so that we can livestream all meets. This would enable the meets to be kept on U tube and be accessed after the meet for research purposes by the coaches, swimmers and general interest.

Chilian requested that a list of the members be sent to the Treasurer , along with confirmation of payment of CIASA fees. This request was directed specifically to SMS and CBAC.

There were no further comments from the other club, other than what was tabled in their reports.

Martin is to discuss with CBAC about Masters CIASA membership fees.

Clubs left 8.39pm

Technical Director Report

Jacky tabled his report. Currently we have two qualifiers for the World Championships which will take place in May 2022 in Japan.

The Technical Report is attached.

Treasurer's Report

Alex tabled his report. Alex plans to put together a budget with input from each committee. Chilian confirmed that we are in the process of updating signatory details with Butterfield Bank. Membership fees were addressed with Clubs present.

Representative Team Committee

Andrea tabled her report. Discussion surrounded the approval of the RTC committee. Andrea is proposing to expand the committee. Sandy Hew brings a wealth of knowledge as her involvement in aquatics spans through many years and through different lenses. Kathy Corley is former board member of Swim Ontario in Canada and has relocated to Cayman to be closer to her daughter. She has vast experience in many aspects of aquatics and it would be a great perspective to bring someone who has that kind of experience. Adam Butler, the other proposed member of the RTC Committee, also a Director of CIASA, will co-chair the committee.

The other committee members are returning members.

After discussion, and a motion duly moved and approved, the RTC committee as read was approved. The RTC committee consist of:

Helen Dakers (returning) Donna Graham (returning) Dominic Ross (returning) Michelle Bailey (returning) Ciara Nash (returning) Sandy Hew (new) Kathy Corley (new) Jacky Pellerin (TD) Andrea Kilam-Higgo (Chair) Adam Butler (transitional Chair) 2. Proposed date of next RTC meeting: January 2022 3. Action Items for January (in conjunction with TD)

Discussion also surrounded the teams and publishing of the names on the Junior and Development Teams and the maintenance of these teams. The board also emphasised that it is important to ensure the definition of the teams and how persons are named, should be clearly explained. This information should be on the website.

Fund Development

A report was sent to the Board prior to the meeting for the record.

Booster Group

Sarah tabled her report. Sarah has spoken to Grand Old House for dates for an awards brunch. The dates are either 13 February or 27 February 2022.

After discussion it was agreed to have the gala on Sunday 27 February 2022.

Sarah asked for a list of sponsors. Chilian will send the one that is on file currently.

Sarah informed the meeting that she is looking at movie or documentary suggestions as a fundraiser. Chilian enquired on the cinema and Covid restrictions. It was agreed that enquiries would be made with Westin to have an outdoor movie venue or Dart (via Kathy).

The nominations for CIASA volunteers was circulated prior to the meeting. It was agreed that in the interest of time, an email would be sent to the Board regarding the nominees.

Public Relations/Media

Kathy tabled her report and welcomes feedback and suggestions and ideas from the Board.

Education and Training

Adam tabled his report and informed the meeting that his plan is to meet with Andrea and Jacky to discuss further ideas. Chilian asked that we think of education for athletes for non physical topics such as nutrition, mental wellness, camps, synergy of the clubs, clinics. We look forward to having some ideas on paper for the next board meeting.

Legal Affairs

There were no updates.

Strategic Plan and Strategy

There were no updates.

Any Other Business

There were none.

Next Meeting

The next meeting will take place on Tuesday 8 February 2022.

Adjournment.

The meeting adjourned at 10.05pm.



Stephen Broadbelt
Chairman of Meeting

DocuSigned by:



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Chilian Wong-Ellison
Secretary of Meeting