

Sierra Nevada Swimming
Board of Directors meeting
Date: 11/10/2015



Reported by:

Recommended Action: Information Only Briefing Item Recommended Motion

Background/Discussion:

Attended annual Aquatic Sports Convention in Kansas City.

Attended eleven sessions from Wednesday through Saturday.

Western Zone GC meeting, USAS Governance Committee, LSC Governance Committee, LSC Development, GC luncheon, Analytics in Swimming, Western Zone meeting parts 1 & 2, USAS HOD parts 1 & 2, Foundation Luncheon

Board Action: Approved As Recommended
 Approved With Modification
 Other

Passed on: _____

USAS Convention 2015

GC meeting: Wed. 5:30

Intro's

Sr zones –
good meet, 1170 athletes, 5654 splashes, no bid for 2017 yet

GC meeting tomorrow. How the meeting will run
3 breakouts at 8:00: athletes, officials, coaches.
Nominations tomorrow, bids for 2017

AG zones:
662 athletes, 3384 splashes, 25+ records, 83 officials
No bid (SN – CCA??)

GC meeting 2016: in Denver to coincide with USAS meetings that weekend
April 22-24 in Denver (GC-Kirk, registrar-Mark, safe sport-Rebecca, times-Denna)

Zone officials fund, mentor program:
13 LSC's used the program at AG meet only 1 person used program at Sr meet
Establish expectations of what Mentors will provide and what mentees need to have coming in

2016 Sectional meets
Dec – East LA (sc)
Fed Way (lc)

Summer:
Mount Hood
Roseville

2016 Sr zones: Aug 3-7

Preview of Salt Lake City not available today
Notes: committee wants one contact person per LSC now, creating an Olympic village for all
(want information, special things from LSC) need two athletes who will be on the team who will
bring things back to the teams – Kathy Vahn meet director

WZ board of review. Gave brief overview of the reviews that happened in the past year
Gave information on how the process works

USAS Governance committee: Thur. 10:00 am

1. Presentation: task force – role of governance and leadership of LSC and zone
 - a. Design Group International – work with USAS for 1.5 yrs
 - b. Technical Change – solutions to known problems (who fixes it and who pays for it)
 - c. Adaptive change -
 - d. Dynamic/interactive process
 - e. Diverse collection of data
 - f. Athlete centric
 - g. Find themes not just data points
 - h. (Moral will to actually act – statement from presenter)
 - i. Q: what is the time frame to conclusion: A: depends, round one ends Jan 16, round two continues through fall 16
 - j. LSC's will be able to work directly/deeper level with DGI
 - k. Task force members assigned to specific zones
 - l. Look for survey link on “daily psych sheet” for convention
 - m. Survey housed on USAS website and go out in several ways
2. Business meeting:
3. Open forum:
 - a. Explanation of national committees
 - b. How to get appointed to a national committee:
 - i. Applications online: look for background that will assist USAS
 - ii. First find chairs for committees
 - iii. Expanding committees to include more people but not too large
 - iv. Task force: how to be appointed, it is on application for committee
 - v. If you don't get on committee you may be chosen for task force
 - vi. Oct. 15 deadline for applying for committees
 - c. Athlete rep from Florida: would like to see Sr athlete rep work with GC when appointing athletes to committees at the LSC level
 - d. Wisconsin swimming: how can we best form a governance committee at the LSC level
 - i. DENNA: put together the items that we have changed (committees, order of BOD meetings, safe sport coordinator position a board member not at-large, etc) that need to be adjusted in by-laws so that they can be voted on at the HOD in 2016
 - e. SS has developed a model to educate swimmers on how to be leaders and go back to LSC and educate. This model can/should be used by other national committees
 - i. Discussion on how this program would work with other committees

Governance committee tasks:

1. BOD education and training
 - a. Orientation/handbook
 - b. LSC leadership course
 - c. Transition meeting
 - d. Retreat
2. BOD strategic planning
 - a. Act as keepers of the strategic plan
 - b. Insure accountability to deadlines
 - c. Assist board members in task completion
 - d. Update board at meetings about the strategic plan progress
3. BOD assessments
 - a. Conduct nonpartisan assessment of BOD members progress and commitment
 - b. Consider suitability for re-election
 - c. Lead board see assess on regular schedule
 - d. Eval an recommend necessary changes
 - e. Asses board structure
 - f. Assess board process
 - g. Assess board guiding docs
 - h. Survey membership on board
4. BOD docs
 - a. Eval and recommend necessary changes to brd guiding docs
 - b. Provide up to date brd member handbook
 - c. Guardians of docs
5. Resources for your brd
 - a. USAS LSC leadership course
 - b. LSC portal on USAS site

LSC Development:

Arlene: come away with one thing – LSC meetings

1. Reflect on LSC meetings: good/bad
2. Why do I leave LSC meetings feeling it was a total waste of time: listed 7 reasons why
3. Why meetings:
4. What to insure meetings are more productive:
 - a. Prep – 30%
 - b. Meeting – 40%
 - c. Follow up – 30%
5. Pre-meeting tasks
6. Post meeting tasks – report card
7. After meeting – make notes and action list, follow up with participants who made commitment, send out correspondence, thank everyone
8. What's trending:
 - a. annual calendar with dates for bod and hod
 - b. Consent agenda
 - c. Strategic plan
 - d. More frequent face to face meetings
 - e. Have a meal or snacks
 - f. BOD governance/breakout
 - g. Face to face transitional meeting for outgoing and incoming bod members – includes new board member orientation
 - h. Brd presidents round table
 - i. Add a fun component to meeting
 - j. Schedule meetings when they are no distractions
 - k. Educational component

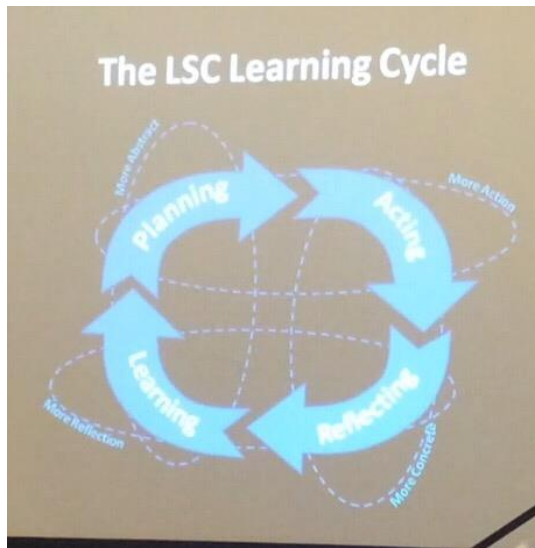
Jane Grosser: Committees

1. Biggest asset or biggest liability
 - a. Committees should:
 - i. Formulate/align with mission
 - ii. Fund appropriately
 - iii. Oversight/direction
 - iv. Empowerment/ownership
 - v. Evaluate/update
 - vi. Board responsibility
 - b. Standing committees, executive committee, task force/ad hoc committee, governance committee

Dale Neuburger: Planning and Evaluation

2. Planning: not a one time event

3. Evaluation as a learning tool
 - a. Why should LSC plan
 - i. Provide direction
 - ii. Reduce uncertainty
 - iii. Set standards
 - iv. Minimize waste and redundancy
 - b. Planning cycle
 - c. Planning, monitoring, evaluation triangle
4. Purpose of evaluation
 - a. Accountability
 - b. Learning



Bob Crunstedt: LSC brand

1. Why establishing a brand is important
2. Q to ask
3. 10 tips
4. Case study: MN swimming
5. Why brand:
 - a. Promise to members
 - b. Tells what to expect
 - c. Tells what stand for
 - d. Creates community
6. Q's to ask
 - a. Mission, core values
 - b. Products, programs, services
 - c. Benefits, features
 - d. Who is audience
 - e. What is important to audience
7. Tips

GC luncheon

1. Tony Young, Indiana Sport Development Director, presented a growth model and video made for Indiana Swimming
2. Greg Evershed, Alaska GC, presented analytics for GC report
3. Athlete rep presented videos, (contact her about coming to SN)

Analytics in swimming – Tom A.

1. Create list of how LSC/Club measures success:
2. Club reports – old style: data analysis
3. Reports – new style
 - a. No webinar, no handbook, just play with it...
 - b. Provides ave. rate of improvement for a variety of criteria
 - c. Provides membership info for a variety of criteria
 - d. Provides time standard achievements for a variety of criteria
4. Larry Herr: what's next; PowerBI.com
 - a. Showed power point that is not available
 - b. Will be interactive and allow for drilling down from Olympic swims to age-group on the national level
5. Presented data on Olympic swims, gold medal count vs other sports vs
6. Rio goal setting by times to achieve gold, silver, bronze
7. 18-un world rankings
8. Over all world rankings
9. Compare individuals to others by event at specific age
10. New dashboard will allow to do coaching stats, OT Q's, club size, time/place stats for specific meets

Western Zone Meeting: Thur., 7:00 pm

Approve min. – approved

AG zones – Linda Eaton

Meet director introduced to explain volunteer program, open water, made money

Bids for 2017 AG and Sr zones meets

CCA/SN Age-Group Zones - approved

Clovis Sr Zones – approved

Sr zones – Linda Eaton

Data, recognition to admin and officials

Feedback from diverse group showed that the meet is hitting the target audience as intended

Meeting was interrupted because the voting was done inappropriately

Broke into groups

PART 2

1. Vote:

- a. accept WZ min. 2014
- b. Accept Maui min.
- c. Vote for accepting of nominees
- d. Meet bids
- e. Approve legislation:
 - i. R-1 failed
 - ii. K-3 failed
 - iii. K-4 failed
 - iv. K-5 passed
 - v. R-4 passed
- f. Pause: presentation by Athletes council
- g. Presentation by DGI
- h. Legislation continued:
 - i. R-2 was tabled, discussion ensued that it could not be moved from table
 - ii. R-5 passed
 - iii. R-6 passed
 - iv. R-7 failed
 - v. R-8 passed
 - vi. R-9 passed
 - vii. R-10 failed
- i. Officers reports

- i. Ben: zone financially strong, meets well represented
 - ii. Jackie: athletes activities at convention
- j. Break – vote for non-coach director, champ coordinator
 - i. Results: Dave, Denna
- k. Back to reports
 - i. Jim: officials; created task forces, how to encourage participation in mentor program, what is included
 - ii. John: time standards;
 - iii. Jay: disability; creating task force – needs people; Open Water; need funding (Ken – create Zone team for AG and SR – create SR zone open water meet)
 - iv. Ken: diversity; information about committee and camp
- l. Utah presentation for 2016 AG zones
- m. Dave final thoughts

HOD pt one

Awards and recognition proceeded by state of swimming by president

HOD Pt two

Reports:

1. Membership
2. Insurance
3. Foundation
 - a. Research what is available to LSC from foundation
 - b. How can we (LSC) use programs in our communities
4. Credentials report
5. ED –State of the sport
6. Voting