



## Sierra Nevada Swimming Strategic Planning 2021-22 Season

### Annual Board Meetings

January-22                      Workshop and Orientation

### Board Of Director Meetings

Board Meetings are held on the third Thursday of each month. These meetings are open to all members of Sierra Nevada Swimming.

Sept 30	Open Board Meeting
Oct 21	Open Board Meeting
Nov 18	Open Board Meeting
Dec 16	Open Board Meeting
Jan 20	Open Board Meeting
Feb 17	Open Board Meeting
Mar 17	Open Board Meeting
Apr 21	Open Board Meeting
May 19	Open Board Meeting
June 16	Open Board Meeting
July 19	Open Board Meeting
Aug 25	Open Board Meeting

### House Of Delegates Meetings

Sierra Nevada Swimming typically holds one meeting per year. Due to continued transitions due to COVID, it is recommended to hold two HOD meetings. The July meeting will include the budget/fees/elections. The October meeting will include Rules and Regs updates, Officials Trainings, Athlete Committee workshop and more.

Aug 31-21	House Of Delegates Meeting (delayed due to COVID)
Oct 13-21	Special Meeting-Updated Budget Approval
July 19-22	House of Delegates Meeting
Oct TBD-22	House of Delegates Meeting

### **Athlete Committee Meetings**

The Athlete Committee includes four Board members (Senior Rep, Junior Rep, two at large) as well as up to two representatives from each club. The committee will also be creating 2-4 College/Post grad representatives to be a part of the committee.

The committees will be finalized in October of each year. All participants will be invited to online monthly ZOOM meetings as well as an in-person Leadership Camp in February/March of 23.

Sundays prior to BOD meetings

### **Leadership Camp**

The camp will include up to two athletes from each team in SNS. The camp will include:

- In person workout
- Review of SNS  
Committee Orientation Session
- Robert's Rules Review

### **Standing Committee Meetings**

At least once per quarter for committees that meet once a month. Additional standing committees will meet at needed. This includes all of the SNS Standing Committees.

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- Governance Committee
- Audit Committee
- Finance Committee
- Operational Risk Committee
- Athlete Committee
- Executive Committee (will meet in between scheduled BOD meetings as needed)

### **Additional Committees**

Additional committees will meet at least once a quarter. These include:

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- Official Committee
- Age Group Committee
- Technical Planning Committee
- Personnel Committee

### **Ad-Hoc Committees**

Ad Hoc Committees will be formed to work in specific areas in SNS. In 2021-22, this will include (but not limited to:)

- Website Update
- Western Zone Meet Committee

**Agenda-Monthly (items for BOD and Committees) for 2021-22**

Sept-21	Annual Budget/Meet and Event Schedule
Oct 21	Committee Assignments-Athletes/Membership
Nov-21	AUP-USA Swimming
Dec-21	Rules and Regulations Review/Annual Staff Reviews
Jan 22	Board Orientation and Workshop
Feb-22	Policies and Procedures Review-SNS
Mar-22	LSC Championships/6 Month Check-in Budget and Programs
April-22	Committee Presentations
May 22	Summer Programs and Meet Review
June 22	One/Two Year Budgets Proposed to Board
July 22	House of Delegates/Meet Schedule 2022-23
Aug 22	Transition of Board

**Board Workshop-Jan 2022**

- Create priorities for BOD/Sierra Nevada Swimming
- Review job descriptions for staff/Board members
- Review of meeting schedule
- Long Term Planning

**Preparation for Jan 2022 Workshop**

- Updated Board of Directors Manual
- Updated P&P
- Updated P&P-Financial
- Updated Rules and Regulations
- One/two/three year plans for each division (these will be collected by General Chair)
- Finance Committee-submit updated investment strategy plan for 2022/2023
- Full committees for every division/program for Sierra Nevada Swimming  
-Successors for BOD positions will most likely come from these committees

## **Strategic Planning**

### **3 Year Plan**

The goal of Sierra Nevada Swimming is to develop a quad plan that leads into the Olympic Games. Due to the adjustment of the 2021 Games-the plan will be adjusted to a three year plan.

Planning will begin at the grass root level and build into a formal plan as soon as January 2022. This is an endeavor that the current staff and Board members are participating in.

#### **Planning-2021**

Develop a balanced budget (approved in October 2021) following COVID restrictions.

Develop updated job descriptions for BOD and staff.

Develop a Personnel Committee. Updated employee documents.

Develop an annual Board Retreat and Orientation.

Fill all Committees to create pipelines of future Board Members for SNS.

Add DEI to the SNS Board of Director (done in October)

Develop an annual Athlete Leadership Camp/Workshop

Updated website for improved communication to the membership.

#### **Planning-2022**

Develop a new investment strategy to include a 1/2/3 year plan.

Develop a senior meet schedule for 1/2/3 years leading into Olympic Trials.

    Create support for Senior meets hosted in SNS

Develop a financial plan to fund athletes/officials for 2024 Trials (has already begun)

Develop a 1/2/3 year plan for SNS equipment.

#### **Planning-2023**

Board workshop-new General Chair for SNS (will take over the direction of SNS)

Additional Planning is underway.

#### **Planning 2024**

Olympic Year-Planning is underway.

