



South Carolina Swimming Board of Directors Meeting – January 3, 2024, 7:00 pm (via Google Meet)

Attendees

General Chair – Aimee Onoszko	Admin Vice Chair – Natalie Fennell – not present	Senior Vice Chair – Jon Mengerling	Secretary – Karen Cattaneo	Age Group Vice Chair – Nate Murray	Finance Chair – Mike O’Shaughnessy	Technical Planning – Karl Kozicki – not present
Governance – Robert Lesh	Treasurer – Joyce Dodd	Coaches Representative – Mike Lane- not present	Diversity, Equity and Inclusion – Martha Chiwanza	Safe Sport Chair – Ed Cullen	Legislation Chair– Jay Boudreau – not present	Sports Development Director – Chip Holland
Sanctions – Karen Alexander	Officials Chair – Aimee McMillian	Senior Athlete Rep – Caden Wolf	Junior Athlete Rep – Jake Root – not present	Athlete at Large – Lily Gault Abdella	Athlete at Large – Avery Frece	Disability Chair – Annette Francescotti – not present
Communication Chair – Lindsey Little – not present	Guest – Pam Swander					

The meeting was called to order at 7:00 pm with the reading of mission, vision, core values, and duty to serve (care, loyalty and obedience).

Reading, Correction and Adoption of Minutes – October Board of Directors and House of Delegates – no corrections; unanimously approved

Report of Officers, Committees and Coordinators

Senior chair – Big Show – Chip and Big Show have been meeting with Lindsey Little and Will York with regards to Open Water meets; formalized Open Water Zones procedures will be ready to present to the board in April; Open Water meet will be in KY; Fall Select camp was held in Lake Echo, Southern Pines, NC, Sept. 9th; on race day, some swimmers did not get to compete due to weather; collaborating with coaches from NC to make selection process sound

National reimbursements are coming in; using direct deposit for payment – working out well for families



Age Group Chair – Nate Murray – Age Group committee has been quiet for the past couple of months; keeping an eye on meet results and looking at numbers for the Age Group state meet; starting to get zones logistics together (getting to Texas); Arena is now the sponsor; state theme this year is “A Day at the Circus”; Nate is working on design for t-shirt

Athlete Committee – Caden Wolf, Avery Frece – would love to see a theme at the Senior state meet, specifically for Senior Recognition (finals); will work with Big Show and Chip Holland to finalize details; nothing else new at this time; next meeting is coming up in a couple of weeks

Safe Sport Chair – Ed Cullen – The Summerville YMCA just completed the Safe Sport Certification

Diversity, Equity, Inclusion – Martha Chiwanza – working on getting an Athlete hosted DEI meeting; looking to do different activities (kahoots, ice breakers) – February 25th from 6-7 pm (tentatively); want to give athletes a voice; also starting to work with the Carolina Diversity camp (working with Jamie Bloom from NC); the camp will be held in April

Official’s committee – Aimee McMillian – working on getting officials recertified; no other news at this time

Finance Committee – Mike O’Shaughnessy looking at investment accounts with regards to how to best utilize funds for the LSC; next meeting is scheduled in two weeks

Reports from the Mighty Mid Conference – Pam Swander/Chip Holland – Conference focusing on Governance of small to mid-size LSC’s; DEI talk was very intriguing; USA Swimming rep, Leland Brown, defined Diversity through CAP -Connect and build relationships through swimming; Accepting others through listening; Provide –to help reach a consensus on what is needed for all to achieve.; Governance – went through a SWAM analysis; Communication strategies - social media – using Threads platform – can share links through other sites

**See also attached notes – “Mighty Mids Fall Workshop” – pages 5-6

Unfinished business

2024 Senior LSC Championship - Still no bid for this meet; Aimee O has met with others from USA Swimming, Southern Zone, etc. – we should offer the meet, but we are within the rules to NOT have the meet; one idea suggested to us was to offer a stipend to a club to host the meet;

Discussion – financial challenges to moving the meet to earlier in the summer (two teams host large meets at the end of June); had about 240 swimmers last year participating; idea to have clubs send in a proposal of what they would need financially, to host the meet; another idea is to have a meet – but short course (meters or yards); (maybe check in with Augusta or Savannah)



Aimee O – will coordinate a communication to the LSC – short course yards meet; if no takers, then, we will table the meet until next year; February 1st would be the cut off. Motion was made; seconded and approved.

Other – None

New Business

Financial Report – Mike O’Shaughnessy/Joyce Dodd – Financially, we did recover with bulk registration numbers; \$35K receivables; 12% higher than last year; we are on target with where we were a year ago; very close to budget – are about 105% with respect to expenditures; Net Operating Revenues are about 4% higher

2024 Registration Summary Report – Karen Alexander – compared to this time last year (1800 premium athletes), now have over 2200; have a lot of swimmers that have come back to club swimming; 3660 athletes and non-athletes currently registered

2024-2025 Bid calendar – will meet to discuss on March 12th; Karl will have a preliminary calendar ready for discussion (including protected dates)

All State Banquet – will be held in Columbia, April 13th – Saturday evening event at 701 Whaley; a towel is the gift for the qualifying athletes; want input from the athlete committee on color, style, etc.

Nominating committee – April Elections – up for election: General Chair, Admin Vice Chair, Officials Chair, Senior Vice Chair, Coach’s Representative, Finance Vice Chair and Admin Board of Review; the nominating committee will meet in two weeks to discuss

Other Business from Floor – none

Sport Development Director – Chip Holland – Carolina Crown Update – will be held in Clover, April 28th (outdoors – weather permitting); working on publishing the meet information/timeline, etc. Partnering with the DEI camp on April 27th; SC will also have access to the Fort Mill Aquatic Center, in case of inclement weather; great social media presence at the high school state meet; have a good relationship with the high school league – successful state meet; held a developmental select (one day) camp in



November in Anderson; had roughly 35 swimmers in attendance; lot of social media hype coming up with championship meet season starting in February; will have applications for zone teams and camps ready in the next few weeks; working to host a Fitter and Faster camp at Columbia College in April; up another 5% with social media engagement

Approval of applications for Group Membership – none at this time

Resolutions and Orders – none at this time

Next Board Meeting – Tuesday, March 12th via Google Meet

Motion to adjourn – meeting adjourned at 8:25 pm



“Mighty Mids Fall Workshop”

November 4-5, 2023,

Olympic & Paralympic Training Center in Colorado Springs, CO

The following are my notes from the Mighty Mids Fall Workshop.

❖ During a discussion of DEI (Diversity, Equity, and Inclusion), it was noted that perhaps a better way to have a successful DEI program is to view it as Connect, Accept, Provide (CAP). In essence, the first step is to Connect with each other, find out what makes the other party tick, etc. to find a common ground. Next, accept that they own their views much like we own our personal views and find a way to not judge the differences between each other. Lastly, provide by finding a way to work with the other party to help reach a consensus on what is needed for all to achieve.

❖ A significant portion of the workshop dealt with “Recruiting and the Board Cycle.”

- **Identify** what the LSC needs are (talents, personality types, diversity [regional, club sizes, socioeconomic], etc.) • **Cultivate & Recruit** – one page description of duties would aid in these steps.
- **Orient** the new Board members (be sure to include existing/on-going members to ensure continuity)
- **Activate** by putting the newly formed Board to work.
- **Educate** both the Board and LSC on matters of importance to the LSC.
- **Rotate** – succession planning.
- **Evaluate** – are the Board actions achieving the goals?
- **Celebrate** successes on both personal and LSC levels.

❖ Part of the discussions was about the “SWAM” analysis. More specifically, evaluate the LSC or issue(s) being faced on the following parameters:

- **Strength(s)/Stars** – what are the positives of the actions of the Board, LSC, and/or teams. • **Wind at your back** – what propels you forward?
- **Anchors** – what is holding you back?
- **Mines** – what obstacles are you facing? It was interesting to compare some of our perspectives with other LSCs. A lot of similarities as we examined our views on what is being done in LSCs of similar size across the USA Swimming world.



❖ Next up was a discussion on Succession Planning. Much like the “Recruiting and the Board Cycle”, this involves the need to:

- Identify needed skills and representation (geographically, socio-economically, etc.)
- Orientation – should include the following:
 - Overview of the organization, history, and structure
 - Vision, Mission, Core Values, Purpose
 - Financial Documents & Monthly Reports
 - Board roles and engagement of Committees
 - Strategic planning (should be reviewed as a part of every Board meeting)
- Identify Term Limits (not only those as required by the By Laws, but also in areas that might be beneficial to the LSC)

Thank you for the opportunity to attend. Submitted by Pam Swander and Chip Holland