

Colorado Swimming, Inc.
Board of Directors Meeting
Saturday, December 12, 2020

Call to Order: 10:07AM and ZOOM Meeting

Roll Call: Tristan Cross, Barbie Baker, Jillian Hayes, Erik Eikenbary, Robert Scandary, Bill Bartel, Mike Novell, Shawn Smith, Mike Dilli, Linda Eaton, Jackie Stiff, Linda Seckinger, Brian Wixted, Shar Sorensen, Rich LeDuc, Meghan Hershey, Lane Bretschneider, Lindsy Bradbury, Bob Jenkyns, Ken Ebuna, Jason Lupo, Ingrid Briant

Any Changes to the Agenda (New Business, Late or Revised reports): Addition to Agenda:

1. Jackie - Discussion on handling concerns related to hosting swim meets, venues, etc. during COVID
2. Shawn - Philosophy of COSI related to COVID meets

Adoption of Agenda and Acceptance of Consent Agenda: (pulled reports listed): No reports were pulled. Motion to accept agenda as modified **M/S/P**

Reading, Correction, and Adoption of September 12, 2020, Meeting Minutes: M/S/P

Report of Board of Directors (voting members)

General Chair - Tristan Cross

Administrative Vice Chair – Barbie Baker

Finance Vice Chair - Jillian Hayes

Senior Vice Chair - Eric Eikenbary

Age Group Vice Chair - Vinny Pryor

Secretary - Robert Scandary

Treasurer - Bill Bartel

Coach Representatives – Mike Novell, Luke Schumm

Athlete Representatives - Miriam Skari, Huarui Lai, Elizabeth Brock, Allie Sanchez

Safe Sport - Linda Eaton

Technical Planning - Shawn Smith

Officials - Mike Dilli

Report of CSI Staff

Executive Secretary - Jackie Stiff

Membership/Registration - Jackie Stiff

Records/Times - Linda Seckinger

Report of Ex Officio Members (non-voting members)

Past General Chair - Andy Niemann

Seasonal Club Representative - Cody Allen

Seasonal Athlete Representatives - Adam Austin, Lila Renke

Geographic Zone Representatives - Rich LeDuc, Lane Bretschneider, Cheryl Thomas-Gilmore, Lindsy Bradbury, Bob Jenkyns

Operational Risk - Brian Wixted

Diversity - Rich LeDuc

Disability - Char Sorensen

Colorado Swimming, Inc.
Board of Directors Meeting
Saturday, December 12, 2020

Open Water – Meghan Hershey
Club Development - Andy Niemann
Governance Chair – Ken Ebuna

Unfinished (Old) Business: None

New Business:

1. Athlete Leadership Summit - Would COSI commit \$2,000 to host this event if USA Swimming awards COSI our grant application for matching funds?

Erik shared the results of his conversation with USA Swimming that suggested another Athlete Leadership Summit was in the planning phase, and that matching funds would be available from USA Swimming. Conversation continued from Board to learn more details on what this summit might provide our COSI swimmers. A motion was made to have COSI allocate \$2,000.00 for this summit with the provision that USA Swimming provide matching funds. Erik understood that if USA Swimming didn't match COSI's funds, the money from COSI would not be allocated, and he would need to approach the Board with another proposal for funding. **M/S/P**

2. Possible legal implications for BOD with respect to competitions.

Ken initiated the conversation on this item. He felt that COSI might be in a litigious situation if community, county, or state health protocols were not adequately enforced at a COSI sanctioned meet that resulted in someone contracting COVID. A great deal of discussion and opinions were shared between Board members on this topic. COSI requires that the host team's request must specify that they will adhere to the current health requirements of their area before a sanction would be approved. That assurance also authorizes the Meet Director to enforce that these requirements are diligently being addressed. As each facility and/or county may have different requirements, it was felt that, with due diligence and acting in a responsible fashion to ensure that the safety of everyone was being addressed, that COSI would not be in a legal situation.

3. How COSI should respond to complains/concerns from patrons for COSI sanctioned meets.

Jackie initiated the discussion for this item. A number of Board members provided their respective opinion, and, ultimately it was suggested that the Executive Secretary respond as best she could with the information that she had respective of the meet in question. Additionally, it was felt that she should also refer the complaining/concerned party to the meet host so they could address specific questions related to their desire to host meet(s), county restrictions/requirements, facility issues, etc. Shawn felt that this discussion effectively covered the agenda item that he had added.

Resolutions and Orders: Next meeting will be on **March 6, 2021**. Written reports from each Board member/representative are due to Jackie Stiff by **Monday, February 22, 2021**.

Adjournment: **11:11AM M/S/P**

Age Group Vice Chair Report

December 12, 2020

Vinny Pryor

Updates Since Last Meeting

Midwest All Stars

- Iowa Swimming went forward with planning an in-person meet in Des Moines.
- Outlook was positive based on their successful running of the US Open there.
- The meet went as far as putting an event lineup together before the state of Iowa shut down swimming at the club level and the meet had to be cancelled.
- Since we were too far into the timeline and since no other LSCs had expressed interest as prospective hosts, the meet was postponed until 2022.

Swimposium Clinic

- The virtual talk with Katie Hoff went well. Her talk was a mix of advice, anecdotes, and videos.
- We had a strong turnout and many of the athletes were particularly engaged in the Q & A at the end of the hour.

Moving Forward

Team Colorado Recognition

- Since 14 & Under Colorado Athletes have now missed out on 3 different Team Colorado opportunities, I'm going to work towards something that will at least recognize those athletes that would have otherwise been a part of those missed opportunities (Select Camp, Zones, All Stars)
- Building on those athletes already selected for the Select camp last March, I'm going to look at a way to "select" a group of athletes that would include athletes that would have made Zones and/ or All Stars.
- I'd like to be able to provide these athletes with similar apparel to what they would have received at these events and on these trips. This will take some time finding an appropriate total number of athletes that we can still make work within our budget reductions for the year.



Administrative Vice Chair Report – 12/9/2020

Tasks Accomplished Since Last Report

- **November 19th 2020** - The Colorado Swimming Bylaw and P&P Task Force/Ad Hoc Committee was reinstated and is to begin reviewing and ratifying our Colorado Swimming bylaws and P&P's to ensure they fall in line with all USA Swimming directives.
- **December 2nd 2020** - First virtual meeting to begin review of Bylaws.
 - Adding an Addendum to the document to track any changes and updates. This new tracking became effective as of December 2nd, 2020.
 - Reverting Ex Officio Members back into the Bylaws
 - Discussed Athlete Representatives - Junior Rep, Senior Rep and At Large Reps (2)

Tasks to be Undertaken

- Review and update the Policy and Procedures

Action Items

- None at this time.

Disability Report

Dec. 12, 2020

Old Business

Due to Covid 19, **all meets** that are impaired specific, including World Series, Nationals and Trials have been postponed until further notice. **All classification** is also postponed until further notice.

Move United, formally called **Adaptive Sports**, has rescheduled events for July 2021. Location TBA

If you have an impaired athlete who would like impaired specific dry-land training, or if you need ideas or support with your impaired athletes, please contact Nathan Manley, Head Coach for the USPara Swim Team in Colorado Springs at Nathan.Manley@usopc.org

At the following link, <https://www.teamusa.org/US-Paralympics/Sports/Swimming/Coaches/Education> you will find more information for impaired swimmers on your team including:

*Coaches and officials with your team will also benefit from supplemental online resources which address some of the unique aspects of teaching, training and competition for athletes with unique abilities.

* Introduction to Para Swimming Course produced by U.S. Paralympics Swimming

*Introduction to Officiating Swimmers with Disabilities Course produced by U.S. Paralympics Swimming.

*[Officials Open Book Test](#)

*IPC Introduction to Para Sport Course

New Business/Action Item:

I will start a review related to athletes with impairments (disabilities) to determine if and how we are supporting the athletes who have registered with Colorado Swimming. I will review athlete registration for the past 5 years (the years I have been the Disability Chair) to look at the following information

- to see how many athletes are registered each year.
- to see if athletes are retained for multiple years
- to see if athletes move teams
- to contact coaches if athletes leave after 1, 2 or more years and try to determine a reason as to why they leave a team
- to see if they are competing in meets and at what level
- to see if Coaches are comfortable in coaching athletes with Disabilities based on information they get from me, websites on USA and Para links, and contacts with USP Disability Coach at USOPC Training Center
- to see if coaches need additional resources
- to see if coaches need resources for teams/club/parents to support Disability Athletes
- questions or further information as it becomes available

Process:

I have received from Jackie the registration lists from the last 5 years.

I will compose a questionnaire to send to clubs/coaches with the above information

I will submit results to the Colorado Swimming Board of Directors by Aug 2021

Char Sorensen

Disability Chair

CSorensen2@msn.com

303-947-0172



Mission Statement:

Colorado Swimming is dedicated to competitive excellence in our sport.
We P.L.E.D.G.E to keep swimming fun.
Performance***Leadership***Education***Diversity***Governance***Excellence

Vision Statement:

Colorado Swimming aspires to enable our members to achieve excellence in the sport of swimming and in life.

**Jackie Stiff
Executive Secretary
Dec 2020 (as of 12-3-20)
Board Report**

Membership Type	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020 ytd	2021 ytd
Athletes (all types)	6057	6325	7216	7303	8688	8547	9125	8876	8979	7193	3517
National percentage growth	1.5%	3.3%	about 13%	-0.2%	-.99%	-.3%	5.54%	- 2.2%	-.066		
Colorado percentage growth	3.2%	4.4%	14%	1.2%	8.4%	-5.1%	6%	- 2.8%	1.1%		
Individuals—coaches, officials, other non-athletes	711	718	697	817	856	930	925	969	1057	868	363
Coaches	291	361	379	353	366	430	424	436	494	416	169
Officials	239	246	227	310	303	392	402	420	428	362	126
Other non-athletes	181	111	98	89	92	139	110	132	159	120	83
Y-R Clubs	71	72	69	70	67	64	66	65	67	69	42
Season 1 clubs	23	24	20	20	21	21	19	22	24	10	
Season 2 clubs	7	5	1	1	3	2	3	4	5	1	
Organizations/Leagues		6	5	6	6	6	6	7	5	4	1
YR athletes (Premium)					7479	7180	7564	7431	7184	6607	3155
FLEX YR athletes									612	392	343
Outreach	119	131	122	84	88	101	90	85	98	55	19
Athletes with a Disability	34	37	43		46	71	84	88	119	102	46
Open Water Athletes	4	2	28	0	0	0	0	11	0	10	
Season 1 athletes	1500	1579	1546	1395	1063	1184	1249	1254	1084	353	
Season 2 athletes	243	241	259	112	173	189	199	113	101	38	

Lobbyist Updates: Most up to date information to be given at the meeting.

Registrations: Numbers for 2020 and possibly 2021 registration years will be lower than in previous years.

Latest Survey Results: The COVID-19 task force put together a new survey. Survey results will be placed in the board report folder on Wednesday Dec 9th.

Google Drive and Emails: If you haven't logged into your google email or began using the google drive, please contact me. We have started multiple folders to share information. I am also happy to give a zoom tutorial.



Finance Vice Chair – 12/04/2020

Tasks Accomplished Since Last Report (10/06/2020)

- The Finance Team – Jillian (Finance Chair), Bill (Treasurer), and Jackie (Exec Secretary) – have cleaned up the accounting
- The Finance Team has gotten the books ready for the Tax filing

Tasks to be Undertaken

- Prepare the annual tax filing and get filed – Due date 3/15/2020

Action Items

- Need an athlete rep for the finance committee.
 - No action items needed at this time, so the committee did not meet before this board meeting.

USA Swimming, Colorado Swimming Inc.

BALANCE SHEET

As of September 30, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1011.5 WF Checking 4918	174,733.76
1012.1 UBS Investments Original-Select	110,323.94
1012.2 UBS Investments Conserv.-Multi	201,291.92
1013 Transfer for reg 0018	-106,691.68
1014 transfer savings 7506	300.08
1015 WF Business HY 1274	103,593.62
1016 Bank of Colorado-PPP	0.00
Total Bank Accounts	\$483,551.64
Accounts Receivable	
1200 Accounts Receivable	92,178.75
Total Accounts Receivable	\$92,178.75
Other Current Assets	
1020.0 Account Receivable	0.00
1205.0 Prepaid Club Expenses	-1,546.71
12100 Inventory Asset	1,546.71
1499 Undeposited Funds	5,793.88
1600.0 Meet Surcharges Receivable	0.00
Inventory Asset-1	5,108.39
Total Other Current Assets	\$10,902.27
Total Current Assets	\$586,632.66
Fixed Assets	
1300.0 Computer & Office Equipment	29,525.91
1400.0 Accumulated Depreciation	-28,760.00
Total Fixed Assets	\$765.91
TOTAL ASSETS	\$587,398.57

USA Swimming, Colorado Swimming Inc.

BALANCE SHEET

As of September 30, 2020

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 *Accounts Payable	421.32
Total Accounts Payable	\$421.32
Credit Cards	
1020 US Bank - Jackie Stiff's Card	3,250.44
1020.1 US Bank - Kristen Sanchez	0.00
1020.2 US Bank - Tristan Cross	0.00
1020.3 US Bank - Ingrid Briant	0.00
1020.4 US Bank - Vinny Pryor	0.00
Total Credit Cards	\$3,250.44
Other Current Liabilities	
2000.5 Accounts Payable	29,592.58
2001.0 USA - Year around athletes	7,796.92
2002.0 USA- FLEX Athlete	2,720.00
2004.0 USA - Seasonal athletes	11,820.00
2005 USA Single Meet Athlete	110.00
2010.0 USA - Clubs	0.00
2030.0 USA - Individuals	10,708.00
2031.0 USA - Sports medicine-nonathlet	0.00
2032.0 USA - Outreach	65.00
2036.0 USA - Lifemember	0.00
2090.0 Other current payables	0.00
2100.0 Payroll Taxes Payable	0.00
2110 Direct Deposit Liabilities	0.00
2600.0 Advance Swimmer Registration	0.00
2602 Advance Swimmer Flex Registrati	0.00
2605.0 Advance Seasonal Registration	0.00
2610.0 Advance Club Registration	0.00
2620.0 Advance Fam/Ind Registration	0.00
2700.0 Deferred Sanction Revenue	0.00
2800.0 HOD attendance Deposit	0.00
Total Other Current Liabilities	\$62,812.50
Total Current Liabilities	\$66,484.26
Total Liabilities	\$66,484.26
Equity	
1110 Retained Earnings	93,894.12
2999.0 Net Assets-Unrestricted	382,149.84
3000 Opening Bal Equity	7,008.06

USA Swimming, Colorado Swimming Inc.

BALANCE SHEET

As of September 30, 2020

	TOTAL
Opening Balance Equity	0.00
Net Income	37,862.29
Total Equity	\$520,914.31
TOTAL LIABILITIES AND EQUITY	\$587,398.57

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - September 2020

	TOTAL
Income	
2003.0 USA-Transfers	2,427.92
2525 COVID-19 Income	1,785.21
3001.0 Swimmer Members-Year	96,658.00
3002.0 Swimmer Members-Flex	6,750.00
3004.0 Swimmer Members-Seasonal	2,939.00
3010.0 Club Members-Year	12,180.00
3020.0 Individual/Family Members	11,246.00
3030.0 Meet Sanctions	4,765.00
3035.0 Registration Fine	800.00
3036.0 Late Payment	40.00
3040.0 Meet Surcharges	120,366.00
3051.0 State 14&U Revenue	18,368.75
3051.01 State Surcharge	14,310.00
Total 3051.0 State 14&U Revenue	32,678.75
3053.0 State Sr. Meet Revenue	
3053.2 State Sr. Meet Winter SCY	13,780.00
3053.25 Sr. Meet Surcharge	9,060.00
Total 3053.2 State Sr. Meet Winter SCY	22,840.00
Total 3053.0 State Sr. Meet Revenue	22,840.00
3055.0 Silver State Revenue	14,720.00
3055.01 Silver State Surcharge	10,890.00
Total 3055.0 Silver State Revenue	25,610.00
3060.0 All Star Revenue	22,655.73
3066.0 Western Zones Revenue	265.00
3073.0 Interest/Dividends	17,250.50
3073.5 Unrealized Inv. Gain or Loss	7,275.29
3075.0 Other Income	250.00
3268.1 Awards Banquet Income	11,187.00
6110 PPP-Loan	9,619.69
Sales	929.50
Sales of Product Income	2,798.35
Total Income	\$413,316.94
Cost of Goods Sold	
2900.0 Award Inventory	3,383.85
50000 Cost of Goods Sold	3,750.01
Inventory Shrinkage	-123.37
Total Cost of Goods Sold	\$7,010.49
GROSS PROFIT	\$406,306.45

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - September 2020

	TOTAL
Expenses	
3051.1 State 14U Expense	29,721.14
3051.11 Age Group State Awards	2,957.61
Total 3051.1 State 14U Expense	32,678.75
3053.1 State Sr. Meet Expense	22,317.27
3053.11 Sr. Meet Winter SCYState Awards	472.73
Total 3053.1 State Sr. Meet Expense	22,790.00
3055.1 Silver State Expense	24,218.18
3055.11 Silver State Awards	1,391.82
Total 3055.1 Silver State Expense	25,610.00
3056.1 Long Course State Expense	0.00
3056.11 Long Course State Meet Awards	165.33
Total 3056.1 Long Course State Expense	165.33
3057.5 Long Course State 13&O Expenses	
3057.51 LC State 13 & Over Awards	115.27
Total 3057.5 Long Course State 13&O Expenses	115.27
3059.1 Seasonal State/Summer Expense	
3059.11 Seasonal State Meet Awards	514.87
Total 3059.1 Seasonal State/Summer Expense	514.87
3060.1 All Star Expense	
3060.11 All Star Transportation Charges	9,829.98
3060.12 All Star Gear Orders	11,258.60
3060.13 All Star Lodging	5,714.28
3060.14 All Star Chaperone BG Checks	200.00
3060.15 All Star Incidentals and Food	7,491.49
3060.16 All Star Age Group Coordinator	4,048.45
3060.17 All Star Other Expenses	143.18
3060.18 All Star Meet Entry	3,677.50
Total 3060.1 All Star Expense	42,363.48
3067.0 CSI Sponsored Meets	1,557.98
3200.0 Central Office Payroll	48,584.38
3205.0 Central Office Operations	2,712.26
3205.01 PayPal Service Fee	1,528.22
Total 3205.0 Central Office Operations	4,240.48
3205.1 Paychex fees	523.50
3210.0 Payroll Taxes	3,545.53
3225.0 Computer Expenses	3,161.44
3230.0 Computer Internet Expense	3,274.80
3240.0 Postage	805.00
3250.0 Office Expense	402.33

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - September 2020

	TOTAL
3253 Accounting	730.00
3255.0 Bad Debts	109.00
3265.0 CSI Regular Meetings	390.22
3266 Workshops	2,258.00
3267.0 Swimposium/House of Delegates	1,608.89
3267.1 Swimposium/HOD Room Rental	12,369.27
3267.2 Swimposium/HOD BOD Rooms Charge	2,045.82
Total 3267.0 Swimposium/House of Delegates	16,023.98
3268.0 Awards Banquet	16,986.46
3269.0 Annual Athlete Swim Clinic	3,040.60
3300.0 Convention Expense	342.00
3300.1 Convention Lodging	-342.00
Total 3300.0 Convention Expense	0.00
4000.0 General Chair Expenses	78.90
4450.0 Coach's Chair	660.18
4500.0 Official's Expenses	102.13
4500.1 Officials InState Travel	1,164.68
4500.2 Officials National Travel Reimb	6,968.76
4500.3 Meet Supplies & Rule Books	1,604.61
4500.5 Officials Thank you Gift Cards	3,741.18
4500.6 Official Meetings	10.70
4500.7 Officials Badge Order	546.39
Total 4500.0 Official's Expenses	14,138.45
4550.0 Age Group	23.02
4600.0 Technical Chair	143.67
4605 Safe Sport Chair	1,547.68
4607 Diversity Chair	902.90
5001.0 Athlete Reimbursement	
5001.1 Spring Reimbursements	27,688.76
5001.2 Summer Reimbursements	0.00
Total 5001.0 Athlete Reimbursement	27,688.76
5005 Coach Reimbursements	
5005.1 Spring Reimbursement	7,557.24
5005.2 Summer Reimbursement	0.00
Total 5005 Coach Reimbursements	7,557.24
5012.0 Outreach Assistance to Clubs	
5012.1 Scholarship Assistance	550.00
5012.2 Meet Fees/Gear Assistance	30.00
Total 5012.0 Outreach Assistance to Clubs	580.00
5205.0 Olympic Year Pool Rental	1,960.00
6105.0 Junior National Camp	4,116.67

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - September 2020

	TOTAL
6110.0 COVID-19 Payout	23,399.00
6110.1 COVID Expenses	12,250.00
6500 Investment Management Fees	3,611.97
7000.0 Other Expense	27,272.09
Merchant deposit fees	7,153.34
QuickBooks Payments Fees	5,488.89
Total Expenses	\$368,444.16
NET OPERATING INCOME	\$37,862.29
NET INCOME	\$37,862.29



General Chair- Board Report

Tristan Cross

December 2020

- In mid-November, I created and appointed the Colorado Swimming Bylaw and P&P Task Force/Ad Hoc Committee. Its purpose is to immediately begin reviewing and ratifying our Colorado Swimming Bylaws and P&P's to ensure they fall inline with all USA Swimming directives. Below are the individuals appointed to this committee:
 - Barbie Barker- Committee Lead (Admin Vice Chair)
 - Ingrid Briant (Governance Committee Member)
 - Linda Seckinger (Governance Committee and Times Coordinator)
 - Robert Scandary (Secretary)
 - Jackie Stiff (Executive Secretary)
- The CSI Covid-19 task force has continued to meet weekly to discuss the current state of the situation in our LSC and work towards effective solutions. Our focus continues to be centered around increasing communication, assistance and pathways to getting back to our normal way of operating. We are continuing to create objectives and provide feedback for our lobbyists, Nexus Policy Group. The different perspectives, talents and locations of our task force members has been extremely valuable as we navigate through the current crisis.
- As stated above, Colorado Swimming is continuing to work closely with the Nexus Policy Group to further advance the accessibility of pools for all teams throughout our state. As well as continuing to increase the communication and negotiations with the Colorado state government, school districts throughout Colorado and also local/state health departments throughout our LSC.
- Board Meeting Dates for 2021
 - March 6th
 - May 15th
 - July 24th
 - September 11th
 - TBD— USAS Convention
 - October 2nd-3rd— Swimposium and HOD in the Denver Metro Area

Zone 2 Rep Board Report
Lane Bretschneider
December 4, 2020

Past/Current Activities:

- Have reached out to coordinate with VMAC on getting an application submitted from the host team for the 2021 Zone 2 Age Group Meet.
- Waiting on confirmation from VMAC that we have our 2022 dates for the Zone 2 Age Group meet reserved.

Upcoming Activities:

- Will be reaching out to Zone 2 teams between this board meeting and next to be a better resource and liaison for anything they'd like to bring up to the board. I'm hoping to gain a better understanding of how each team is faring currently under restrictions and ultimately brainstorm any solutions where teams could potentially help each other.

Action Items:

- None at this time.



Governance Committee Report – 12/04/2020

Tasks Accomplished Since Last Report (10/06/2020)

- Planned/Developed/Conducted Board of Directors Orientation (11/21/2020) in conjunction with General Chair [SF Key Area: Education/SG - Create Board Orientation]
 - Determined topics to be covered, timeframe necessary, and date for orientation
 - Pre-orientation online training to be completed by all BOD members
 - LSC Leadership Training
 - Robert's Rules Made Simple
 - PowerPoint presentation created and presenters determined
 - Assisted with conduct of Orientation
 - Updated Board of Directors Manual
 - Thanks to Ingrid Briant and Ken Ebuna for spearheading the PP and Manual efforts, respectively
 - Conduct autopsy of BOD Orientation to help improve upon for next year [SF Key Area: Education/SG - Create Board Orientation]
 - Was orientation useful? What topics should be added or deleted? Was amount of time sufficient? What topic/training was most beneficial? Etc.
 - Created/Distributed Jot Form Survey to Orientation Participants
- Planning/Developing BOD Strategic Framework Planning Session in conjunction with General Chair [SF Key Area: Governance/SG - Enhance the LSC board development procedures]
 - Reviewed latest Strategic Plan 2014-2019
 - Confirmed date (1/9 @ 0900) and booked Jane Grosser, USA Swimming LSC Services Senior Manager, to assist with process of creating new/revised five-year strategic plan
- Continued to field governance questions from BOD officers/members/committees
- Elected new chair – Ken Ebuna; chair is elected each year after HOD election

Tasks to be Undertaken

- Meet with General Chair and Jane Grosser (late NOV/early DEC) to discuss/determine format for upcoming January Strategic Framework Planning session and how Committee can best assist [SF Key Area: Governance/SG - Enhance the LSC board development procedures]
- Plan/Develop/Conduct Strategic Framework Planning Session [SF Key Area: Governance/SG - Enhance the LSC board development procedures]
- Continue to update Board Manual and make necessary changes to Policy & Procedures [SF Key Area: Governance/SG Enhance transparency of the Board of Directors]
- Review Policy & Procedures manual for other possible revisions [SF Key Area: Governance/SG Enhance transparency of the Board of Directors]
- Explore creation of Governance tab for the website [SF Key Area: Governance/SG Enhance transparency of the Board of Directors]
- Post upcoming elections for October 2021 along with job descriptions and solicit interest from membership [SF Key Area: Governance/SG - Enhance the LSC board development procedures]
- Meet BOD members individually or in small groups to discuss strengths/weaknesses of the board [SF Key Area: Governance/SG - Enhance the LSC board development procedures]

Action Items

- Discuss adoption of proposed change to Colorado Swimming's Vision Statement. However, a review of the current Mission & Vision statements may be undertaken at the Strategic Framework Planning session, so this may not be necessary, at this time.



CSI Open Water Report- 12/12/2020

Tasks Accomplished (8/8/20-8/9/20)

- Planned and hosted the 2020 CSI Open Water Championship
 - 178 participants and 250 spectators over the course of two days
 - 197 entries
 - 22 teams represented

Tasks to be Undertaken

- Develop and run an Open Water Swim Camp for Colorado
- Add the CSI Open Water to the award distribution
- Address Rich LeDuc open water application/reservation with the Board

Action Items

- None at this time

INTEROFFICE MEMORANDUM

TO: THE BOARD OF DIRECTORS OF COLORADO SWIMMING INC

FROM: BRIAN W. WIXTED, ORGANIZATIONAL RISK & OPERATIONS SAFETY COORDINATOR

SUBJECT: ORGANIZATIONAL RISK & OPERATIONS SAFETY REPORT

DATE: DECEMBER 4, 2020

The effects of COVID-19 continue to impact CSI and clubs with no or limited competitive events – inter squad or outdoor meets and in water practices being conducted through November 2020. Indoor & outdoor pools were allowed to open in mid-June under strict limits and guidelines on facility capacity, health checks, conducting swim practices and competitive events.

During the period 7/1/20 - 11/30/20 I have been notified of two accidents, requested but did not receive the requested reporting from USA Swimming for the quarter and year to date reporting of submitted accident reports by LSC for 11/30/20.

The following accidents for our LSC are:

10/17/20 – athlete – meet – hit head on the pad/wall prior to starting the next leg of the IM.

10/15/20 – athlete – meet – hit his face on the end of the pool during race – cut in the side of lip.

Continue to monitor accident reports to determine any needed changes in safety procedures in monitoring organizational and safety risk.



Board Report 12/3/2020

Diversity, Equity and Inclusion Chair

- Trying to fill out the CSI DEI Committee. All Zones represented. Could use an Outreach and/or para athlete or parent. Interested parties are requested to contact the CSI DEI Chair at diversityequityinclusion@swimcolorado.org
- Per the request of the Western Zone DEI Committee, as well as folks from other LSC's, petitioned the Governance Committee to change the CSI Bylaws to include DEI as a voting member.
- Per the request from USA Swimming DEI, exploring ways to cultivate a DEI Community Voices platform, possibly through the CSI facebook page. The goal of this is to provide an opportunity for folks to connect, talk about their struggles as well as successes, etc. Once established, this could become a place for presentations, workshops and speakers that have previously been ongoing at the national level.

Action Item:

Actively looking for an athlete to serve as a representative for the DEI LSC at the Western Zone DEI Meetings. The meetings are typically the first Monday in every month at 8pm.

Interested parties are requested to contact the CSI DEI Chair at diversityequityinclusion@swimcolorado.org

Officials Committee Report

Colorado Swimming BOD Meeting December 12, 2020

2021 Officials Committee

Mike Dilli Chair, Todd Yee Zone 1, Scott Powell Zone 2, Suzi Mishmash Zone 3, Katie McManus 4, Troy Brovold Zone 5, Erika Anderson Seasonal, Officials Coordinator Derigan Silver and Athlete Rep. Open

REPORT:

Officials Committee will be adding 2 new members for 2021 – New Officials Coordinator will be Derigan Silver (TOPS), new Zone 4 Rep. will be Katie McManus (Aspen). We will be looking for a new Athletes Representative in January as Isabelle Wederquist has graduated and is in college. I would like to thank Mike Urbanowicz, current Officials Coordinator and Terry Kidd, current Zone 4 Officials Rep. for their years of service and advice. Isabelle was a great addition to the Officials Clinic and provided great input.

We ran ALL Clinics this fall - as usual connected to Swimposium - Since our Clinics we via ZOOM we allowed Alaska - Wyoming - and New Mexico to attend. We had about 175 attendees at these Clinics with 140 or so from Colorado – a great turnout.

PROBLEM - getting them trained on DECK - Officials Committee decided to allow DECK TRAINING for Stroke and Turn at Swim Practices - if the Coach and Teams would allow - Trainers must be Deck Referee Level and/or approved by the Zone Reps (or me). We decided to allow 10 of the required 24 hours deck time to apply - We will also allow Starter Training if approved by the coaches during practice.

No Action Items – at this time

Mike Dilli
Colorado Swimming Officials Committee, Chair
Dec. 12th, 2020

Safe Sport Chair Board Report

Linda Eaton

December 12, 2020

Past Activities:

Sent out reminders to clubs regarding MAAPP requirements for this coming season's registration. Let them know of the separate sign in now available for their club portal that is restricted to the Safe Sport section of their club portal. Completed a Zoom Safe Sport presentation for Durango Swim Club (their first one was more than a year ago). They are now our 14th LSC team to be Safe Sport Recognition certified.

Current Activities:

Continue contacting clubs that are close to having enough points to be Safe Sport Recognition certified for any help they may need. USA Swimming Safe Sport would like those clubs that are close to having enough points to accomplish that goal by the end of the year. Created a 20-minute Safe Sport presentation that combines MAAPP and USA Swimming Safe Sport requirements that can be easily presented on a Zoom call for athletes and parents. Working on setting up Zoom Safe Sport presentations for FST (Dec) and DSA. Am updating Safe Sport files for DSA to post on their website and then enter into their Safe Sport club portal.

Contacted Rich LeDuc (Zone 1) and Lindsy Bradbury (Zone4) asking for help to identify a Parent or Coach from each of their Zones to join the Safe Sport Committee. Have not heard back from them yet.

Added Elizabeth Brock as the Athlete Representative to the Safe Sport Committee. Will hold a committee meeting once Elizabeth has finished with her Finals (Dec 17th). Main agenda item for the meeting will be going over the 20-minute MAAPP/Safe Sport presentation so they can connect via Zoom meetings with their respective clubs who have not participated in a MAAPP/Safe Sport presentation.

Have purposefully held off sending out the new Safe Sport education materials (Coaching Boys into Men; Athletes as Leaders) until the Safe Sport Committee is in place to be a contact point for their respective Zones.

Action Item: None

Eric Eikenbary
Senior Vice Chair Report
Colorado Swimming Board Meeting, Dec. 12, 2020

REPORT-

- It is hard to express the disappointment among the Senior swimmers in CSI. The void of competition is demotivating swimmers. Thank you to all the coaches, parents, volunteers, teammates and families that continue to encourage and motivate swimmers through these uncharted waters (pun intended).
- We have an Athlete Representative Zoom meeting tentatively scheduled for Wed, Dec. 9.
- Teams are trying to be creative with sanctioned competitions, but it is a very tough task with only 10 swimmers permitted at a time. CSI officials have been helpful and are willing to help.
- I have reached out to Morgan Weinberg at USA Swimming inquiring about an Athlete Leadership Summit. USA Swimming is offering the Athlete Leadership Summit grant again this year and I would like CSI to apply. The application deadline is January 20, 2021. USA Swimming will match funds up to \$2,000 for LSCs that are awarded one of the nine grants. In January 2020 we applied for a grant to host a summit and were denied. Have any CSI board members ever written grants and would be willing to review and help edit the application?

ACTION ITEM:

Would CSI commit \$2,000 to host an Athlete Leadership Summit, if the grant application for matching funds is awarded to CSI by USA Swimming?

Respectfully Submitted -
Eric Eikenbary
Senior Vice Chair

Technical Planning Report 12-12-20

1. CSI Winter Championships was cancelled due to capacity restrictions associated with switch to COVID Level Red in Larimer County.
2. TYR Pro Series announced in three sites January 14-17. Main Site is San Antonio (invitation only), Irvine and Richmond secondary sites.
3. Sectional Board currently investigating options for Phoenix host. May be multi-site event. Pacific Northwest Sectional does not seem likely to happen in Fed Way facility, if held, meet will probably need a change of venue.
4. CSI Spring sponsored meets all in question based on capacity restrictions in Colorado.

Respectfully,
Shawn Smith

Times/Records Coordinator Report
December 2020

To date there have been 47 sanctioned meets uploaded into the SWIMS Database and there are three that are scheduled for competition so far in the month of December. There are three sanctioned meets that were held in November that I am still waiting results for.

Eighteen and over swimmers are searching for times from meets that they have swum for college consideration and the main reason their times do not show up is due to them turning 18 and not completing their APT with the 30 day time period. Following is the latest report of Colorado swimmers that have swims that are not uploaded because of expired APT's. (Athlete Protection.)

Mathieson, Reagan Lindsey	100 FR SCY	10/25/20	56.89
Mathieson, Reagan Lindsey	100 BK SCY	10/25/20	01:04.7
Mathieson, Reagan Lindsey	100 BR SCY	10/25/20	01:20.3
Mathieson, Reagan Lindsey	100 FL SCY	10/25/20	01:05.3
Mathieson, Reagan Lindsey	200 IM SCY	10/25/20	02:21.0
Brand, Carter J	100 FR SCY	10/18/20	51.61
Brand, Carter J	100 BR SCY	10/18/20	01:08.4
Castaneda, Noah Henry	100 FR SCY	10/18/20	54.82
Castaneda, Noah Henry	100 BK SCY	10/18/20	01:02.9
Castaneda, Noah Henry	100 BR SCY	10/18/20	01:14.1
Oneil, Rylee Alexis	100 FR SCY	10/24/20	53.26
Oneil, Rylee Alexis	200 BK SCY	10/25/20	02:07.8
Oneil, Rylee Alexis	200 BR SCY	10/24/20	02:24.9
Oneil, Rylee Alexis	100 FL SCY	10/25/20	56.29
Oneil, Rylee Alexis	200 FL SCY	10/24/20	02:04.1
Oneil, Rylee Alexis	400 IM SCY	10/23/20	04:35.8
Vargas, Adrian	50 FR SCY	10/23/20	22.28

The numbers reflect the fact that there are too many swimmers who are not APT compliant and swimming in sanctioned meets. According to USA Swimming we are trending in the wrong direction. There were 256 swims invalidated with 76 swimmers affected for the month of October. September had 145 swims with 40 athletes.

Remember that in accordance with Article 202.5.1 of the USA Swimming Rules and Regulations, as a condition of sanction, no swimmer who is not a member of USA Swimming shall be allowed to compete.

No update on records at this time as the USA Swimming web site is not connecting to the records page through the LSC Portal.

Linda Seckinger



Board Report 12/3/2020

Zone 1 Representative

- The Northern League had a meeting at the beginning of December with another scheduled for the end of January, due to current COVID Restrictions.
- Teams that are in the water are all limited to 10 swimmers at the moment. Not all teams are in the water.
- No meets were put on the calendar. The Northern League is waiting to see what the LSC does.
- Traditional format of camp has included an Olympian, due to Covid and the approaching Olympics it was proposed to have the NCS Coaches run camp. It was suggested that camp could be 1 hour to accommodate more kids.
- Northern League Clubs were asked to ask their clubs if anyone would be interested in Zone 1 Safe Sport Coordinator.
- Northern League Clubs were asked to provide info as to whether they are currently offering scholarships.
- Northern League Clubs were asked to find a DEI Athlete to represent the LSC on the Zone DEI Committee