

Colorado Swimming, Inc.
Board of Directors Meeting
Sunday December 12, 2021

(These minutes reflect only the topics presented/discussed at this meeting)

Roll Call: Tristan Cross, Barbie Barker, Erik Eikenbary, Vinny Pryor, Ingrid Briant, Bill Bartel, Mark Hesse, Allie Sanchez, Payton Fontenot, Shawn Smith, Mike Dilli, Linda Eaton, Rich LeDuc, Linda Seckinger, Jackie Stiff, Brian Wixted, Lane Bretschneider, Melinda Hunzeker, Lindsy Bradbury, Katherine Sewell, Ken Ebuna

The regular meeting of the Colorado Swimming Board of Directors was called to order at 1:07 pm, in the Hospitality Suite of EPIC, 1801 Riverside Ave., Ft. Collins, CO. Some members attended in person and others attended by ZOOM, the President being in the chair and the Secretary being present.

Any Changes to the Agenda (New Business, Late or Revised Reports): Updated changes to membership (safety marshals) and sanction updates added to agenda.

Adoption of Agenda and Acceptance of Consent Agenda: (pulled reports listed), Officials Report, Governance Report, Finance Report, Age Group Chair Report
Motion to approve and adopt agenda and accept consent agenda was adopted.

Reading, Correction, and Adoption of September 11, 2021 Meeting Minutes:
Motion to approve September 11, 2021 board meeting minutes as corrected was adopted.

Unfinished (Old) Business:

1. **Strategic Plan Status, Approval, Next Steps– Ken Ebuna, Tristan Cross –** Recommendation of Governance Committee is to approve the plan now as a working document and to refer it to the Executive Committee for further evaluation and for delegation and assignment of duties to committees, officers, and/or the board as a whole. There was consensus regarding these next steps. **Motion to approve strategic plan was adopted.**
2. **Update on P&P Project – Barbie Barker –** Task force is still reviewing and organizing the P&P, eliminating inconsistencies and redundancies. A likely March agenda item will be a more detailed update on this project and a P&P tutorial for the board. USA Swimming approved our bylaws and the current approved version is posted on the CSI website.

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New Business:

1. **Management of Future HOD meetings (zoom vs. in person) – Jackie Stiff** - Discussion regarding how to handle credit for in person vs. zoom attendance moving forward. Consensus was to refer this topic to a committee (Erik and Jackie) for further evaluation and they will provide an update and recommendation at the March board meeting.
2. **Updates changes to membership, sanction updates – Jackie Stiff** – Discussion regarding membership changes effective January 1, 2022, specifically that meet marshals must now be members of USA Swimming. We are waiting for more direction from USA Swimming and will stay on top of it. **Motion “that when teams submit sanction motions, they will have to list the Administrative Official or the Administrative Referee so CSI can verify if the individual is correctly certified” was adopted.**
3. **Board Position Appointments – Tristan Cross** – Appointment recommendations for board approval:
Technical Planning: Shawn Smith
Officials: Scott Powell
Safe Sport: Linda Eaton
Operational Risk: Brian Wixted
DEI: Rich LeDuc
Disability: David Brown
Open Water: Meghan Hershey
Records/Times: Linda Seckinger
Club Development: Andy Niemann

Motion to appoint the individuals named above to the listed positions was adopted.

Reports of Board of Directors:

Finance Vice Chair - Jillian Hayes – Discussion regarding new process for approval of expenses via use of Jot Form. This will provide a tracking system for purchases the board makes for budgeted and not budgeted items. Board members will submit Jot Form to the Finance Committee and the responsible Vice Chair. The

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Finance Committee will update our existing Reimbursement Policy to reflect this new procedure.

Age Group Vice Chair – Vinny Pryor – Discussion regarding creating/reviving an Age Group Committee. Consensus was that more concrete information and clearer direction is needed regarding how to move forward. Tristan, Vinny, and Jackie will meet and come up with a more specific recommendation for discussion at the March board meeting. Planning for the 2022 All Star Meet in Des Moines, IA is underway. The meet information just came in and Vinny is finalizing team selection as well as coach and chaperone applications.

Officials - Mike Dilli – Discussion regarding how some meets are going longer than the 4-hour rule. The existing policy for sanction violations was reviewed. The consensus was to follow current policy by drafting appropriate warning letters for sanction violations and for the Sanctions Committee to convene for further discussion and to consider revising our policy to ensure compliance.

Governance Chair – Ken Ebuna – Plans are being finalized for board member orientation, which will be held on January 9, 2022 for those new to the board or those who did not attend last year's orientation. The Governance Committee interviewed board members one on one and conducted written surveys to obtain feedback regarding board performance. The plan is to share this feedback with the board at the March meeting.

Resolutions and Orders: The next scheduled Board meeting will be **March 11, 2022. Reports are due to the CSI Executive Business Manager by March 3, 2022.**

Adjournment: **The meeting adjourned at 2:48 pm.**

Ingrid Briant, Secretary

	COLORADO SWIMMING
	Shared Goals Worksheet
	January 2021

KEY AREA: Competitive Opportunities

STRATEGIC GOAL: COVID Protocol- Rebuilding the sport short term

MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
- rebuild regular competitive schedule to serve majority of CSI athletes	- investigate large scale event regulations at facilities	Technical Planning		Not Yet Started	
-Summer 2021 State Sponsored Meets at 175 athlete max per session,	- investigate mandatory testing options	Technical Planning		Not Yet Started	
- Scheduling facilities based on 175 body count	Schedule facilities on specific dates	Technical Planning		Not Yet Started	
- designing meet structure based on 175	develop template/recommendations	Technical Planning		Not Yet Started	
-determine to be hosted, determine weekends & sites for host	scheduling meeting	Technical Planning		Not Yet Started	

STRATEGIC Gmeets OAL: COVID Protocol- Rebuilding the sport long term

MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Award State Sponsored meets	Bid process, T Planning award	Tech planning	annual	Not Yet Started	
Meet Structure based on new capacity sizes	Develop contingencies for 175-500/session			Not Yet Started	

2021/2022 Scheduling Meeting	April 5-6, 2021	tech planning	done	done	
STRATEGIC GOAL: Build the Base of membership/competition					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Diversity & Inclusion (meet design & grow membership)	Design meet or series of meets with intention of bringing new broader range of athletes into the sport	DEI Chair	Annual in winter	Not Yet Started	
Retention of Age Groupers thru more relevant and marketable competition- specifically 10 & Unders (single age competition)	Create an age group task force/committee to investigate & suggest new competitive structures (SNOW CONE), Adjusting 10 & under qual times	Age Group Chair Age Group Committee? Program Development Committee?	Fall of 2021	Not Yet Started	
Meet Training process -- create a plan and training on running meets	Education or development Committee, officials chair, zone reps to communicate with the zones	Education, officials, Zone Reps	Fall of 2022	Not Yet Started	
STRATEGIC GOAL: Competitive Goals					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
2024 Olympic Trials = Increase participation ex 30 x 18 & Under Qualifying	increasing exposure to LCM competition within the LSC, increase access to LCM, increase awareness of national levels, LSC sponsored LCM Training every year (committee or task force of LCM pools and top meet hosts)	long course pools teams create task force		Not Yet Started	

Men competition success equivalent to Womens- Jr Nationals as benchmark	Address post-high school transition into LCM, Brainstorm ways to foster men focus on LCM			Not Yet Started	
Facilitate Coach Education- Information sharing	Better promotion, better communication, better follow through- Coaches Reps for all ages levels	Coaches Rep		Not Yet Started	
Coach Recognition for performance	More objective criteria of performance at national levels - others LSC who promote achievements more visible within LSC (who, criteria eligible for promotion on website social media)	Board to determine		Not Yet Started	
Re write LSC record board	swim fast!			Not Yet Started	
Find new All-Star Competition	Age group chair leading research, new venue	Age Group Chair		Not Yet Started	

KEY AREA: Development					
STRATEGIC GOAL: Promote the Sport					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Hire Community Outreach Officer	1. Generate Job Description	Governance Committee	21July2021	Pending	Salary/Compensation agreed upon by candidate and BOD - ?? Hourly \$15/hr
	2. Get BOD Approval	Governance Committee	24July2021		
	3. Post Opening	Executive Secretary	1August2021		

	4. Review Applications/Interview Candidates/Select Finalist	Ad-hoc Committee	1August2021-31August2021		
	5. BOD tenders offer/hires	General Chair	15September2021		
				Not Yet Started	
Broadly publicize achievements of LSC/clubs:					
1. Club recognition	Quarterly Summary	Club Head Coach/Club President	MAR/JUN/SEP/DEC		Media posting fees
2. LEAP	Quarterly Summary	Linda Seckinger	MAR/JUN/SEP/DEC		Media posting fees
3. Safe Sport	Quarterly Summary	Safe Sport Chair/Outreach Officer	MAR/JUN/SEP/DEC		Media posting fees
4. Competitive Achievements/Club Excellence	Monthly Summary	AG Chair/SR Chair/Outreach Officer	By 7th of proceeding month		Media posting fees
				Not Yet Started	
Broadly publicize achievements of athletes and coaches:					
1. Competitive Achievements	Monthly Summary	AG Chair/SR Chair/Coach Reps/Outreach Officer	By 7th of proceeding month	Not Yet Started	Media posting fees
2. Academic Achievements	Summary, as needed - Based on Offer	Coach Reps/Athlete Reps/Outreach Officer	Date for submission by 15th of each month	Not Yet Started	Media posting fees
3. Scholarship Recipients (academic and sport)	By Signing Dates - Based on Offer	Coach Reps/Athlete Reps/Outreach Officer	Date for submission by 15th of each month	Not Yet Started	Media posting fees
STRATEGIC GOAL: Build The Base					

MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Develop athlete recruitment program	Building relationships with coach/aquatic community (zone level meetings) New USA Swimming Program -AGE GROUP DEVELOPMENT	AG Chair/SR chair/Coaches Rep/Zones Reps	Around large state events (Swimposium, State Meets)	Not Yet Started	
Offer CLMBS 201	Offer semi-annually	Office/Club Development chair	October/April Annually??	Not Yet Started	
Develop leadership recruitment program	Reach out to club president and/ or head coach for possible candidates, invite local zone to the BOD meeting, community outreach officer presentations Athlete leadership summit	Community outreach officer/ zone reps/ athlete reps/ club presidents/head coach/ governance	quarterly/annually	Not Yet Started	
Develop diversity/disability/inclusion recruitment program(s)	promote outreach programs, Defer to DEI committee, create monthly opportunities for disabled athletes in CSI activities	DEI, Disability chairs, community outreach officer	ongoing efforts	Not Yet Started	
Promote/Partner learn-to-swim programs	Building relationships with lessons programs (athletes as instructors)	head coach/presidents/AG SR chairs/coaches rep/athletes		Not Yet Started	
Partner with summer swim leagues	Build relationships with summer leagues	local area coaches/general chair/community outreach		Not Yet Started	

		officier			
STRATEGIC GOAL: Enhance Communication/Transparency					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Structured contact with club leadership	Survey to be style of contact, meeting with boards or city groups of teams/extend the value and opportunities	office/commu nity outreach officer/govern ance/LSC	Survey Oct 1/ quarterly per zone depending on interest	Not Yet Started	
Structured contact with athletes	athlete survey for best form of communication, social media/ athlete zoom meeting	athlete reps/office/co mmunity outreach officer	Sept survey - leadership summit	Not Yet Started	
Quarterly Town Hall Forum with BOD by Zones	schedule and host	all board members from that zone/general chair	quarterly	Not Yet Started	
Prompt publication/posting of BOD/Committee meetings/actions/agendas	Develop a publication guidelines	Secretary/co mmittee chairs/staff		Not Yet Started	
Develop FAQ section for website with contact info	develop questions, compile list	Question specific responses to board members	maintain FAQ	Not Yet Started	
STRATEGIC GOAL: Increase the number of volunteers in Colorado Swimming					

MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Recruit Officials - Have at least 1official per every 20 swimmers on each team (Recognize teams that are doing a great job at recruiting officials!)	Create a tier system of achievement	Membership Chair/Official s Chair/Club Development Chair	1September2021	Not Yet Started	A. Gold Level Team = 3 officials/20 swimmers - B. Silver Level Team = 2 officials/20 swimmers - C. Bronze Level Team = 1 official/20 swimmers. Compensation?
Recruit Volunteers -- Each LSC board member to bring one "newcomer" to a board meeting and HOD (Watch cost for smaller clubs)	Split board into groups per quarterly meetings	Governance Committee	Quarterly	Not Yet Started	
Increase Participation -- Each team has a minimum of one representative at the House of Delegates (Watch cost for smaller clubs)	Contact clubs that haven't been to HOD in past 3 years	Community Outreach Officer/Zone Reps	Annually - August-September	Not Yet Started	
Engaging Community Service Organizations in volunteering	Conduct informational presentations about CSI to organizations	Community Resource Officer/Zone Rep/Board Member in Organization	Every Zone once each quarter	Not Yet Started	
STRATEGIC GOAL: Facilities ????					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILES TONE	STATUS	NOTES (budget implications)
Try to utilize all pools??				Not Yet Started	
Provide resource for doing meets				Not Yet Started	
Add an awards ceremony to the state championship meets to generate social advertising by parents				Not Yet Started	

Recognize CSI teams (Zones, Camps, All-Stars, etc.) and swimmers (participation at high level meets) on the CSI website in news articles - include pictures!				Not Yet Started	
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KEY AREA: Education					
STRATEGIC GOAL: Determine Membership’s Areas of Interest for Education					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Resource Committee for Clubs - Coaches, Diversity, Safe Sport, Athletes; Create a monthly or bi-monthly presentation for each area - Coaches, Officials, Parents, Athletes, to further their educational interests.	Jot Form to obtain feedback on key areas of interest for all groups involved in Colorado Swimming	CSI Office, CSI Board, Zone Rep, Athlete Rep, committee chairs	Annual	Not Yet Started	
STRATEGIC GOAL: Organize Plan of Scheduled Communications to Membership Categories					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	
Organize and plan posts for monthly even yearly calendar which can help track performance of each post. ook back and analyze which content performed best.	Choose content and format. Organize and plan out posts for the entire month, which could include upcoming meets, officials meetings, pictures of CSI Swimmers, mission statement, etc.	Committee Chairs	Annual	Not Yet Started	
Create a social media calendar	Find a suitable calendar program	Education Committee	Annual	Not Yet Started	
	Create a committee responsible for updating the calendar.	Education Committee	Annual	Not Yet Started	
	Work with chairs and committees to outline topics of interest	Committee Chairs	Annual	Not Yet Started	

STRATEGIC GOAL: Increase Social Media Presence					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Increase social media presence across established platforms.	Establish CSI twitter to supplement other forms of social media	Governance Committee	Ongoing/CSI has twitter. It is @COSwimmin gInc	Not Yet Started	
	Review and Update Website	Governance Committee	Ongoing	Not Yet Started	
STRATEGIC GOAL:					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Provide training and education for Officials to enhance retention and opportunities for advancement.	Keep clubs updated on trainings and opportunities	Officials Committee	Ongoing	Done	None
	Goal is to have 1 official per 20 swimmers on each club	Officials Committee	Ongoing	Done	None
	Encourage each club to have at least 1 Administrative Official	Officials Committee		Done	None
	Increase conversations with coaches/clubs to recruit more Officials	Officials Committee	Ongoing	Working - on going	None
	Started a mentor program for newer Officials	Officials Committee	Ongoing	Done	None
STRATEGIC GOAL: Provide Ongoing Continuing Education for Membership Categories					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)

Offer Continuing Education for Members	Cross promotion of offerings from USA Swimming, ASCA, and other resources	Education Committee	Annual	Not Yet Started	
	Based on feedback from Jot Form, offer educational opportunities covering a variety of topics	Education Committee	Annual	Not Yet Started	
	Periodic/frequent opportunities, not necessarily targeted around Swimposium	Education Committee	Annual	Not Yet Started	

STRATEGIC GOAL: Prioritize SafeSport					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
All CSI Member Clubs be Safe Sport		Safe Sport Committee, Executive Secretary	3-5 years/12 clubs in 2021	Not Yet Started	
Recognized as part of requirements to register				Not Yet Started	
	Most of the requirements can be completed			Not Yet Started	
	without a Safe Sport Presentation			Not Yet Started	

KEY AREA: Leadership					
STRATEGIC GOAL: Develop leadership opportunities for athletes.					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Identify and develop new leaders	Increase athlete attendance at HOD	Senior Vice Chair and Athlete Committee		Not Yet Started	

Develop programs that provide opportunities for advancement and enhancement of leadership skills.	Providing incentives (certificate/awards) to drive motivation to become involved. Helping build resumes. Bring alumni to help encourage participation	Senior Vice Chair and Athlete Committee		Not Yet Started	Leadership committe can assist research other suggested program ideas
Provide “on the job” leadership opportunities apart from training programs.	Leadership Summit, include younger swimmers on the athlete committee to help them give voice and learn about how to become an athlete rep	Senior Vice Chair and Athlete Committee		Not Yet Started	
Promote awareness of opportunities to become a leader and hone leadership skills	Athlete orientation (athlete created), Add to Catch the Spirit Camp	Senior Vice Chair and Athlete Committee, Possibly the Age Group Vice Chair		Not Yet Started	
Mentorship	leadership type awards maybe at the awards banquet	Senior Vice Chair and Athlete Committee		Not Yet Started	
	use athlete committee to pick what athletes sit on each committee, application process			Not Yet Started	
STRATEGIC GOAL: Develop Leadership opportunities for Coaches					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Identify and develop new leaders	Determine areas of interest and strengths of coaches to tap in to help other coaches, having small group sessions	Coaches Rep, Governance Committee, possible other groups		Not Yet Started	

Develop programs that provide opportunities for advancement and enhancement of leadership skills	Develop new opportunities for young coaches and age group coaches to participate in leadership (e.g., Technical Planning group for age group), Provide meetings for new coaches to learn about Colorado Swimming, develop a monthly/regular meeting (zoom) on specific topics of interest. (use survey to get topic ideas time extra)	Coaches Rep, Governance Committe, possible other groups		Not Yet Started	
Provide leadership opportunities	Look for ways to involve coaches at coaches meeting, maybe breakout rooms, find new ways to get more coaches on the zoom or to the meeting. Get coaches involved in standing committees that align with their interests.	Coaches Rep, Governance Committee, possible other groups		Not Yet Started	
Promote awareness of opportunities	Use mentorship program, coach orientation for new coaches to get coaches involved and to bring awareness to opportunities, communicate options (find new options on communication)	Coaches Rep, Governance Committee, possible other groups		Not Yet Started	
Mentorship	Ensure the program is active and functioning, [promote the mentorship programs CSI already has in place, find mentors and match them with mentee, a mentor to introduce new coaches to other coaches	Coaches Rep, Governance Committee, possible other groups		Not Yet Started	
	Mentor of the year, acknowledge people who are excelling			Not Yet Started	
STRATEGIC GOAL: Develop Leadership opportunities for Officials					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILESTONE	STATUS	NOTES (budget implications)

Identify and develop new leaders	Use clubs to identify new possible officials, officials committee to work with officials for future officials committee positions				
Develop programs to retain, develop, and advance leaders	Ensure consistent training, consider an orientation or informational, incentives for training and development of next level officiating	officials committee, clubs			
Promote awareness of opportunities	Clubs provide 1 official to every 20 swimmers, education officials to understand the next steps, levels etc. Update Requirements for advancement and provide at clinics and or clinic announcements	Officials Committee			
Mentorship	Continue to support current mentorship, make sure to evaluate that it is meeting the needs	Officials Committee	Ongoing		

STRATEGIC GOAL: Improve the effectiveness of LSC committees

MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Determine what each committee does and if/how they have met their objectives	Study the current committee structure, description of roles, and appointment process to see if they need to be revised	Governance committee/Di vision Leader	Annual	Not Yet Started	Possibly review Staggered bi-monthly
	Determine who and how the evaluation of LSC committees is accomplished	Governance committee/Di vision Leader	Annual	Not Yet Started	
	Update list of Committees and job descriptions	Committee Chair and Board of Directors	Annual		
Establish clearly defined lines of communication between , committees , LSC board, and membership	Educate committee chairs regarding the expectations of communication from the committee to BOD and members of LSC	Succession Plan and outgoing committee	Ongoing	Not Yet Started	

		chair			
Review and consider reviving dormant committees listed in Policies and Procedures	A review sheet, expectations for committees, suggestions on how often to meet	Leadership Committee present to the board, Governance Committee	July Board Meeting	Not Yet Started	Governance committee to develop review sheet
				Not Yet Started	
Recruiting new committee members	Getting information to members on committees available that may align with interests and skill sets	Committee Chairs, Board of directors, coaches reps, officials chair	Ongoing	Not Yet Started	
STRATEGIC GOAL: Improve the effectiveness of LSC Leadership					
MEASURABLE OBJECTIVE	ACTION STEPS & TASKS	ASSIGNED TO	TARGET DATE/MILEST ONE	STATUS	NOTES (budget implications)
Better define and communicate the roles of the LSC board Members	Insure ongoing/regular updates involving the board members to the roles of the board	Governance committee/board members		Not Yet Started	
Creating succession plan for board members	Intentional recruiting, actively seek people for open positions and insure access to all, insure transitional meeting with new members and outgoing member	Governance/current board members	annual/ongoing	Not Yet Started	
Provide leadership opportunities and growth/learning/awareness	promote ongoing development and growth, Regular leadership moments (help board in leadership capacity), Materials to help enhance awareness, Consider regular bulletin on leadership keys	Leadership Committee, Governance		Not Yet Started	

Maintain orientation program for board members	continue to review orientation and add other important adds needed	Governance	Annual	Not Yet Started	
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2022 USA Swimming Workshop
Thursday, April 21- Sunday, April 24, 2022
[Denver Marriott Tech Center](#)
4900 S. Syracuse Street
Denver, CO, 80237
(303) 779-1100

Deadline for Meeting registration and lodging: April 7, 2022

[USA Swimming Webpage Link](#)

[Meeting Registration Link](#)

[Lodging Link](#)

Or contact the hotel directly (303-779-1100), ask for **USA Swimming room block**

Room Rate: \$119 + taxes/night

Day 1: Thursday, April 21, 2022

Arrivals, Keynote Address, Reception

4:00-5:30 pm Registration

5:30-7:00 pm Welcome/ Keynote: Jon Mann- Aurora Public Schools - Interim Director of Strategy and Innovation

7:00-9:00 pm Social- Light meal/Drinks

9:00 pm Athlete Dessert Bar-Atrium

Day 2: Friday, April 22, 2022

Targeted Education tracks, cross learning

6:00- 7:00 am **Yoga Session at hotel: Athletes and Non-Athletes**

7 am-5 pm **Registration**

7:30-8:30 am **Breakfast Buffet**

8:30-10:00 am **Targeted Learning**

On-line Member Registration- Program overview/training: Patrick Murphy, Denise Thomas, Pam Lowenthal, Eric Stimson, Mary Turner-LSC Registrars/Times officers/Office Staff, others

Coach Certification- Program overview/training: MJ Truex, Maggie Vail-
USADA Education: Stacy Michael, Jennifer Thomas LSC Coach Reps/AG/SR/TPC,

DEI- Moving the DEI needle in your LSC: Leland Brown-DEI Chairs, others

LSC Leaders: facilitate for BOD Effectiveness: Jon Mann-GC/Admin/Program Ops.,
Athlete reps, others

10-10:30 am **Break**

Day 2: Friday, April 22, 2022- continued

- 10:30-Noon **Targeted Learning continues**
On-line Membership Registration- Program overview/training Patrick Murphy, Denise Thomas, Pam Lowenthal, Eric Stimson, Mary Turner - LSC Registrars/Times Officers/Office Staff, others
Coach Certification- Program overview/training MJ Truex, Maggie Vail- LSC Coach Reps/AG/SR/TPC, others
DEI/LSC Leadership- Relationship Building for LSC DEI Action: Leland Brown- DEI Chairs, LSC Leaders, others
Athletes: AEC Committee-Athlete Representation Introduction/ Stacy Michael-USADA Education: Stacy Michael, Jennifer Thomas -athletes Reps
- Noon-1:30 pm **Box Lunch served**
- 1:30-3:00 pm **Targeted Learning continues**
Session A (45 minutes): On-line Member Registration- Understanding the Program: Patrick Murphy, Denise Thomas, Pam Lowenthal, Eric Stimson, Mary Turner - GC/Admin/Program Ops, Staff, others
Session B (45 minutes): Coach Certification- Understanding the Program: MJ Truex, Maggie Vail- GC/Admin/Program Ops, LSC Registrars, Staff, others
On-line Member Registration- Program overview/training Patrick Murphy, Denise Thomas, Pam Lowenthal, Eric Stimson, Mary Turner - LSC Registrars/Times Officers/Office Staff, others
DEI/Coach Rep/Athlete Reps-Training the Trainers on the BOD: Leland Brown- DEI Chairs, athlete reps, Coach rep, others
- 3:00-3:30 pm **Athlete Session- Impactful Athlete Governance-** AEC Committee
Break: Non-Athletes
- 3:30-4:30 pm **Athlete/Non-Athlete Session: Impactful Athlete Governance -** AEC Committee- Athlete rep, GC/Admin, Sr/AG/ TPC, Staff, others
- Dinner on your own with your LSC (perhaps include a neighboring LSC)**
[Nearby Dining Guide](#)

Day 3: Saturday, April 23, 2022

Legislative Review Session, Open Committee Meetings

- 5:30am **Bus to pool**
- 6:00-7:00 am **Athlete/Non-Athlete Swim Workout**
- 7:30 am **Bus returns to hotel**
- 7 am-5 pm **Registration**
- 7:30-8:30 am **Breakfast Buffet served**
- 8:30-10:00 am **Legislative review session: Ryan Gibbons- ZDC, Derek Paul- R & R**
- 10-10:30 am **Break**

Day 3: Saturday, April 23, 2022-continued

10:30- Noon **Legislative review session- continued**

Noon- 1:30 pm **Awards Luncheon**

1:30- 3:00 pm **National Committee Meetings***

- Registration/Membership
- AEC/AAC
- LSC Development
- AG Dev

3-3:30 pm **Break**

3:30-5:00 pm **National Committee Meetings***

- SR Dev
- DEI
- Zone Director Council

*Other committee meetings will be held virtually April 10-20, 2022

Dinner on your own (perhaps network with other LSC positions)

[Nearby Dining Guide](#)

6-9 pm **Athlete Social Event -TBD**

Day 4: Sunday, April 24, 2022

Zone Director Council Programming, Workshop Wrap up

6:00- 7:00 am **Dryland/Strength Session at hotel- Athletes and Non-Athletes**

7:30-8:30 am **Breakfast served**

8:30-10:00 am **Zone Director Council individual Zone meetings**

- Eastern
- Southern
- Central
- Western

10-10:30 am **Break**

10:30-Noon **ZDC combined meeting/ USA Swimming Workshop wrap up**

Townhall, presentation on projects, closing statement on weekend

Noon: Box lunch served/workshop ends



Administrative Vice Chair – Board Report

Barbie Barker
December 2021

Colorado Swimming Bylaws and P&P Task Force:

Committee consisting of Myself, Robert Scandary, Linda Seckinger, Ingrid Bryant, and Jackie Stiff.

The Colorado Swimming Bylaws have been approved by the CSI BOD as well as USA Swimming and have been posted to the CSI website.

Continuing the process of going through the Policies and Procedures with the above task force.

Colorado Swimming website Task Force:

Reorganizing the website to make it more fluid with my committee consisting of myself, Tristan Cross, Linda Seckinger, Ingrid Bryant, and Ken Ebuna.

Looking for an introduction for each of the command buttons which include Clubs, Athletes, Coaches, Officials, Governance, Diversity, Safe Sport and Disability.

Respectfully Submitted,

Barbie Barker
Colorado Swimming
Administrative Vice Chair

Age Group Vice Chair Report

December 12, 2021

Vinny Pryor

Upcoming

2022 Midwest All Stars

As of now, this meet is a go. It will take place 1/15-1/16 in Des Moines, Iowa at the Wellmark YMCA. This will be a substantial upgrade from the pool in Elkhorn. However, it will mean that travel will be more extensive and will have a heavier cost.

Selection

The selection process is ongoing this week (12/6-12/11). I'm currently waiting to make sure out of state meet results are in the SWIMS database. Once the invites have been compiled, they will go out to athletes and there will be a short window in order to accept or decline. Coaching applications will go out the same time the athlete invitations do.

Travel

All 10 & Unders will travel with their parents for the duration of the trip. 11 & Over athletes will travel with the team, but have the option to opt out of staying in the team hotel with team members. 11 & Over athletes, coaches and team staff will fly into Des Moines on Friday, 1/14 and out of Omaha on Sunday, 1/16 (there were no flights from Des Moines on Sunday that could accommodate our needs, so we are taking a bus to Omaha, where we will fly to Denver).

Ongoing

Age Group Development Committee

Tristan, Barbie and I have met to discuss the need, role, and make-up of this committee.



Governance Committee Report – 12/12/2021

Tasks Accomplished Since House of Delegates 06OCT2021

- Committee members: Ingrid Briant, Ken Ebuna, Kelly Eisenhart, Linda Seckinger, Chris Synsvoll
- Committee has met twice - 21OCT & 10NOV – and minutes from our meetings have been submitted for posting on the website and will be available to view by going to the Governance page. We will meet next on 08DEC.
- The committee agreed to meet on the 2nd Wednesday of each month @ 8:30 pm.
- Ken Ebuna was re-elected as Chair
- Preliminary review, initial edits and a proposed draft of Strategic Framework made by subcommittee – NO substantive changes were made as that is NOT the Committee's role; entire committee will review the proposed draft document at its 08DEC meeting
 - Proposed Draft of Strategic Framework was sent to Jane Grosser of USA Swimming for comment
- Reviewed/Discussed BOD Interview responses and BOD assessments; Committee to prepare a report/document to share with the BOD
- Plans are being finalized for upcoming BOD orientation – tentatively, Sunday 09JAN
 - Attendees will be those who are new to the Board, BOD members who did not attend the orientation in 2020, and BOD members who will be helping to present information helpful to new members
 - Suggestions/comments received from 2020 orientation were discussed and changes will be implemented as deemed necessary
 - Consensus was to use the current slide deck with some edits (such as updating the names of current board members). Consensus also reached to make the LSC Leadership training, Roberts Rules training, and Roberts Rules cheat sheet available to new board members.
 - Kelly will be working on an Athletes section in collaboration with the other BOD Athlete representatives
 - BOD Manual will need to be updated to reflect changes occurred since last revision
- Governance Website items
 - Development of CSI Committee Interest Form, Appointed Positions Interest Form?
 - Reviewed examples of each and will revisit
 - Modification of CSI Candidate Slate Interest Form for 2022 – Linda will take the lead once more pressing tasks are completed.
- Discussed the possibility of conducting DEI training for BOD
- BoardEffect Software Platform was discussed - [Board Effect Governance Platform](#)
- Three additional items that will need to be addressed by Committee:
 - Review of both the Bylaws and Policy and Procedures documents coming out of committee
 - Rule regarding the number of people from a club that may be on the BOD
 - Ensuring future slates are clear regarding positions each candidate is running for (e.g., Athlete Rep titles).

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 02, 2021

The effects of COVID-19 continue to impact CSI and clubs with limited competitive events – inter squad or outdoor meets and in water practices being conducted through 2-2-. Indoor & outdoor pools were allowed to open in mid-June 2020 under strict limits and guidelines on facility capacity, health checks, conducting swim practices and competitive events. In closing 2021 we have seen a significant increase in the number of competitive events and athletes participating in competitive events to pre pandemic levels but strict guidelines requiring masks to be worn, check in at the facility, limits on spectators and submission of health check forms depending on event venue and location of the event.

During the three-month period ending 11/30/21 there have been six accidents reported and filed with USA Swimming.

The following accidents for our LSC are:

Competition – laceration back of the heel at the 1st turn of the backstroke

Practice – dryland - possible sprain/fracture to right & left wrists as result of a fall

Practice – athlete fell/slipped getting out of the shower – fell & landed on upper back

Practice – water bottle thrown at swimmer, hit athlete's eyebrow splitting open eyebrow

Competition – swimmer hit left shoulder on pool wall during swim

Practice – dryland – athlete pushed & fell on their shoulder – heard a pop and was in a lot of pain



CSI DEI Committee Report– 12/12/21

Tasks Accomplished Since Last Report

- 1st meeting of the committee
- Athletes, Coaches and Parents that participated or at least signed up to participate in the Western Zone Camp/Summit were invited to be on the Committee.
- CSI gave the committee \$3,000 for the year
- CSI is sponsoring a DEI Meet. Currently on the schedule for consecutive weekends in January
 - Discussed format possibilities and number of athletes expected to participate in the first DEI meet.
 - Made it clear that DEI meet is open to any registered swimmer, regardless of DEI status
 - Touched on what CSI contributes and how those monies can be used
 - Bag tags and t-shirts were suggested as awards
- Touched on Outreach plan for the coming season and discussed different ways to reach out to folks that might be interested. CSI budget is \$20,000, split into 2 parts
 - Gather a list of teams that offer scholarships and post on the website
 - Reach out to school districts to let them know who is offering scholarships in their community
- CSI DEI Logo



Tasks to be Undertaken

- Committee members are asked to look at the Metropolitan Swimming website DEI section for additional resources and programming info to see what makes sense to include for CSI. A google search will bring up the Team Unify website for Metropolitan Swimming
- Committee members are asked to find out of the clubs they represent offer scholarships and what that looks like

- Working on getting a speaker for the Multicultural Meet.
- Committee members are asked if they have a nomination for Fair Game, a series of stories on 9 News Sports devoted to women, LGBTQ+, people of color, and any other underrepresented group in sports. If there is a nomination, we can email it to sports@9news.com



Board Report 12/12/2021

Zone 1 Representative

- The Northern League Winter Districts are scheduled for March 4-6



Finance Vice Chair – 12/11/2021

Tasks Accomplished Since Last Report (10/03/2021)

- The Finance Team – Jillian (Finance Chair), Bill (Treasurer), and Jackie (Business Manager) – have cleaned up the accounting
- The Finance Team has gotten the books ready for the Tax filing
- Jillian and Jackie are underway on the FY 2019-2020 audit. The 2020-2021 audit will be underway after the PY is completed

Tasks to be Undertaken

- Prepare the annual tax filing and get filed – Due date 2/15/2021

Action Items

Finance Committee Meeting Summary (11/16/2021)

- New process for approval of monies
 - Using Jot Form for money requests (purchase of items, reimbursements, etc) – Finance Chair will be the final approval person, if they are unavailable, the Vice Chair will approve in their place
 - This new process will help keep a “paper” trail of approval of items (audit)
- Payroll Changes
 - Starting November 2021 – Office reimbursement process changed
- Accounting Timing Changes
 - September Registration
 - HOD/Awards Banquet

USA Swimming, Colorado Swimming Inc.

Balance Sheet

As of November 30, 2021

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1011.5 WF Checking 4918	94,453.43
1012.1 UBS Investments Original-Select	131,473.33
1012.2 UBS Investments Conserv.-Multi	222,967.87
1013 Transfer for reg 0018	1,914.66
1014 transfer savings 7506	150.00
1015 WF Business HY 1274	106,005.92
1016 Bank of Colorado-PPP	0.00
Total Bank Accounts	\$556,965.21
Accounts Receivable	
1200 Accounts Receivable	139,418.62
Total Accounts Receivable	\$139,418.62
Other Current Assets	
1020.0 Account Receivable	0.00
1205.0 Prepaid Club Expenses	-1,546.71
12100 Inventory Asset	1,696.71
1499 Undeposited Funds	2,013.33
1600.0 Meet Surcharges Receivable	0.00
Inventory Asset-1	1,045.52
Uncategorized Asset	150.00
Total Other Current Assets	\$3,358.85
Total Current Assets	\$699,742.68
Fixed Assets	
1300.0 Computer & Office Equipment	29,525.91
1400.0 Accumulated Depreciation	-29,309.00
Total Fixed Assets	\$216.91
TOTAL ASSETS	\$699,959.59

USA Swimming, Colorado Swimming Inc.

Balance Sheet

As of November 30, 2021

	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	1,569.91
1020.1 US Bank - Kristen Sanchez	10,864.33
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	\$12,434.24
Other Current Liabilities	
2000.5 Accounts Payable	29,592.18
2001.0 USA - Year around athletes	9,822.00
2002.0 USA- FLEX Athlete	830.00
2004.0 USA - Seasonal athletes	1,950.00
2005 USA Single Meet Athlete	0.00
2010.0 USA - Clubs	1,820.00
2030.0 USA - Individuals	9,570.00
2031.0 USA - Sports medicine-nonathlet	0.00
2032.0 USA - Outreach	5.00
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	8,650.00
Total Other Current Liabilities	\$62,239.18
Total Current Liabilities	\$75,094.74
Total Liabilities	\$75,094.74
Equity	
1110 Retained Earnings	152,480.33
2999.0 Net Assets-Unrestricted	382,149.84
3000 Opening Bal Equity	7,008.06

USA Swimming, Colorado Swimming Inc.

Balance Sheet

As of November 30, 2021

	TOTAL
Opening Balance Equity	0.00
Net Income	83,226.62
Total Equity	\$624,864.85
TOTAL LIABILITIES AND EQUITY	\$699,959.59

USA Swimming, Colorado Swimming Inc.

Profit and Loss

October - November, 2021

	TOTAL
Income	
2003.0 USA-Transfers	290.00
3001.0 Swimmer Members-Year	61,766.00
3002.0 Swimmer Members-Flex	3,580.00
3004.0 Swimmer Members-Seasonal	63.00
3010.0 Club Members-Year	3,200.00
3020.0 Individual/Family Members	4,320.00
3030.0 Meet Sanctions	2,725.00
3040.0 Meet Surcharges	43,441.65
3073.0 Interest/Dividends	516.69
3073.5 Unrealized Inv. Gain or Loss	5,515.48
Total Income	\$125,417.82
GROSS PROFIT	\$125,417.82
Expenses	
3042.0 CSI Hosted Meets	0.00
3060.1 All Star Expense	
3060.11 All Star Transportation Charges	11,014.33
Total 3060.1 All Star Expense	11,014.33
3092.1 Hale Adams Memorial Scholarship	0.00
3200.0 Central Office Payroll	9,343.34
3205.0 Central Office Operations	595.71
3205.01 PayPal Service Fee	133.20
Total 3205.0 Central Office Operations	728.91
3205.1 Paychex fees	178.50
3210.0 Payroll Taxes	722.42
3230.0 Computer Internet Expense	641.46
3240.0 Postage	127.99
3250.0 Office Expense	415.37
3267.0 Swimposium/House of Delegates	8,710.94
3267.1 Swimposium/HOD Room Rental	26.80
3267.2 Swimposium/HOD BOD Rooms Charge	1,209.97
Total 3267.0 Swimposium/House of Delegates	9,947.71
3268.0 Awards Banquet	1,189.77
4062.0 Athlete Leadership Summitt	1,729.60
4452.1 Coaches Olympic Trials/Para	-100.00
4500.0 Official's Expenses	318.95
4500.2 Officials National Travel Reimb	-633.00
4500.5 Officials Thank you Gift Cards	150.00
4500.6 Official Meetings	824.25
Total 4500.0 Official's Expenses	660.20
4605 Safe Sport Chair	943.16

USA Swimming, Colorado Swimming Inc.

Profit and Loss

October - November, 2021

	TOTAL
5001.0 Athlete Reimbursement	
5001.2 Summer Reimbursements	0.00
Total 5001.0 Athlete Reimbursement	0.00
5005 Coach Reimbursements	
5005.2 Summer Reimbursement	0.00
Total 5005 Coach Reimbursements	0.00
QuickBooks Payments Fees	4,654.44
Uncategorized Expense	-6.00
Total Expenses	\$42,191.20
NET OPERATING INCOME	\$83,226.62
NET INCOME	\$83,226.62



General Chair- Board Report

Tristan Cross

December 2021

- The 2022 USA Swimming Workshop will be held on April 21-24 in Denver. This workshop, formally known as the Zone Workshop, will be an exciting new opportunity for LSC leaders, coaches, non-athlete and athlete members.
- The individuals listed below were appointed the Colorado Swimming Bylaw and P&P Task Force/Ad Hoc Committee last year to review and ratify our Colorado Swimming Bylaws and P&P's to ensure they fall inline with all USA Swimming directives. This is an ongoing process and this committee continues to meet regularly. Below are the individuals appointed to this committee:
 - Barbie Barker- Committee Lead (Admin Vice Chair)
 - Ingrid Briant (Secretary)
 - Linda Seckinger (Governance Committee and Times Coordinator)
 - Jackie Stiff (Executive Business Manager)
- CSI Credit Card Holders— Jackie Stiff- Executive Business Manager, Vinny Pryor- Age Group Chair, Kristen Sanchez- Event Coordinator, Ingrid Bryant- Head Chaperone/CSI Secretary and Tristan Cross- General Chair.
- Current CSI contract signing authority— Jackie Stiff and Tristan Cross
- Appointment recommendations for Board approval—
 - Technical- Shawn Smith
 - Officials- Scott Powell
 - Safe Sport- Linda Eaton
 - Operational Risk- Brian Wixted
 - DEI- Rich Leduc
 - Disability- David Brown
 - Open Water- Meghan Hershey
 - Records/Times- Linda Seckinger
 - Club Development- Andy Niemann
- Board Meeting Dates for 2022
 - **Dates may change due to BOD and meeting location availability**
 - January TBA- CSI Board Orientation
 - March 13th
 - April 13th- CSI Scheduling Meeting
 - April 21st-24th- USAS Workshop in Denver
 - <https://www.usaswimming.org/coaches/clinics-workshops/zone-workshop>
 - May 14th
 - July 23rd
 - September 10th
 - TBD— USAS Virtual Convention
 - October 1-2— Swimposium and HOD



Officials Committee Report

Colorado Swimming BOD Meeting Dec. 12, 2021

2021 Officials Committee

Mike Dilli Chair, Todd Yee Zone 1, Scott Powell Zone 2, Open Zone 3, Katie McManus Zone 4, Troy Brovold Zone 5, Denise Balicki Seasonal, Officials Coordinator Derigan Silver and Athlete Rep. Emily Aten

REPORT:

2021 is drawing to a Covid close – one positive aspect from the Covid shutdown was the ability to teach Officials Clinics via ZOOM. Colorado Clinics were also attended by several other Western Zone LSCs. The Clinics are recorded and can now be viewed anywhere and used to advance and train many more officials.

The Pioneer Meet was finished last weekend – was a successful Meet with apx 700 swimmers – 2 Pools, Prelims. 1 Pool finals. Meet referees for upcoming CSI sponsored meets: Silver State Todd Yee, Sr State Troy Brovold, AG State Chris Synvold. June CSI Open Scott Powell.

Officials Committee will be looking at ways to improve the Officials portion of the CSI website in 2022.

Action Items – *None:*

Mike Dilli
Colorado Swimming Officials Committee, Chair
Dec. 12th, 2021

Safe Sport Chair Board Report

December 12, 2021

Past Activities:

Compiled list by Zone for Safe Sport Club Coordinators team contacts

Distributed 517 Safe Sport Bag Tags at the ACES High Point Invite

Current/Future Activities:

Distribute Safe Sport Club Coordinator contact list to each relevant Zone member of the Safe Sport Committee. Each Zone member will check the team website for each club in his/her Zone to verify that MAAPP 2.0 is listed on their team website and that the U.S. Center for SafeSport phone number has been updated.

Determine which meets during the SC and LC Seasons to have a Safe Sport tabling event and which Safe Sport Committee members will be there to support the event.

Action Item:

None

Eric Eikenbary
Senior Vice Chair Report
Colorado Swimming Board of Directors
December 12, 2021

REPORT-

- I have been communicating with Rebecca Soni of “RISE Athletes” about available Mindset Development Scholarships for CSI athletes. I have scheduled a phone conversation to learn more about the mental health opportunity.
- Following the Athlete Leadership Summit, we’ve had significant interest from athletes about serving on committees. If you continue to look for an athlete to sit on your committee, please let me know.
- CSI is well represented at Juniors and will certainly have a strong presence both in the water and on deck. Coaches please keep in mind reimbursement forms will be available in March 2022.

No action items

Respectfully -
Eric Eikenbary
Senior Vice Chair



Mission Statement:

Colorado Swimming provides our athlete and swimming community opportunities to succeed.

CSI P.L.E.D.G.E.S to keep swimming fun.

Performance***Leadership***Education***Diversity***Growth***Empowerment***Safety

Vision Statement:

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

**Jackie Stiff
Staff
Dec 2021 (as of 11-30-21)
Board Report**

Membership Type	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021 ytd	2022
Athletes (all types)	6057	6325	7216	7303	8688	8547	9125	8876	8979	7399	7886	5529
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%	-17.6%		
Individuals—coaches, officials, other non-athletes	711	718	697	817	856	930	925	969	1057	917	972	451
Coaches	291	361	379	353	366	430	424	436	494	425	439	159
Officials	239	246	227	310	303	392	402	420	428	366	422	215
Other non-athletes	181	111	98	89	92	139	110	132	159	126	152	87
Y-R Clubs	71	72	69	70	67	64	66	65	67	69	61	40
Season 1 clubs	23	24	20	20	21	21	19	22	24	10	20	
Season 2 clubs	7	5	1	1	3	2	3	4	5	1	1	
Organizations/Leagues		6	5	6	6	6	6	7	5	4	4	
YR athletes (Premium)					7479	7180	7564	7431	7184	6553	5806	5183
FLEX YR athletes									612	392	1099	340
Outreach	119	131	122	84	88	101	90	85	98	52	51	6
Athletes with a Disability	34	37	43		46	71	84	88	119	102	119	96
Open Water Athletes	4	2	28	0	0	0	0	11	0	10	2	
Season 1 athletes	1500	1579	1546	1395	1063	1184	1249	1254	1084	354	928	
Season 2 athletes	243	241	259	112	173	189	199	113	101	38	9	

Changes to Membership Registration: USA Swimming is working on SWIMS 2.0 that will allow individuals to register and update their information on their own versus having to go through the teams/LSC. It is currently slated to be tested after the first of the year and training will begin in April for LSC staff.

Zone Workshop: I will be working this those that are recommended to attend the zone workshop to see if a room is needed. Workshop is at Tech Center Marriott Denver.

Times Coordinator
Records Chair
December 3, 2021

Beginning September 1st, following is the information for the meets held in the LSC.

Meet Results processed – 52
Meet Results not received – 2

Requests are starting to come in for observation of the Girls High School meets so we will be gearing up for that.

Records since September 1 are as follows:

SCY Individual LSC Record – 3

Linda Seckinger
Times & Records Chair