

**CSI Board of Directors
Saturday, May 4, 2019**

Call to Order: 11:17 a.m.

Roll Call: Andy Niemann, Dale Ammon (phone-in), Robert Scandary, Bill Bartel, Jackie Stiff, Mike Dilli, Linda Eaton, Brian Wixted, Char Sorensen, Vinny Pryor

GUEST: Ingrid Briant

Adoption of Agenda and Acceptance of Submitted Reports: Consent agenda items approved; Agenda adopted.

Reading, Correction, and Adoption of Previous Meeting Minutes and Budget: March meeting minutes were approved as presented M/S/P

Report of Officers

General Chair-Andy Niemann – see attached report

Administrative Vice Chair-Dale Ammon - see attached report

Finance Vice Chair-Jillian Hayes - no report

Senior Vice Chair-Jim Nickell - no report

Age Group Vice Chair-Tristin Cross - see attached report

Secretary - Robert Scandary – no report

Treasurer- Bill Bartel – no report

Report of Staff

Executive Secretary - Jackie Stiff –see attached report

Membership/Registration-Jackie Stiff – see attached report

Records/Times-Linda Seckinger – no report

Report of Representatives, Committees, and Coordinators

Seasonal Club Representative - Karoline Roome – no report

Coach Representatives - Steve Hanson, Damon Garrison– no report

Athlete Representatives - Kristin Hultgren, Miriam Skari, Sean Carr, Sophia Bradac, Adam Austin, Annabel Lewis

Technical Planning - Shawn Smith – see Exec. Secty report and Unfinished (Old) Business

Officials - Mike Dilli – see attached report

Geographic Zone Representatives - Rich LeDuc, Vinny Pryor, Heather Flint, TBA, Luke Schumm – no report

Safe Sport-Linda Eaton – see attached report

Operational Risk - Brian Wixted– no report

Diversity - Sean Hatzenbuehler– no report

Disability - Char Sorenson

Open Water - Grant Holicky– no report

Club Development - Rose Snyder– no report

Unfinished (Old) Business:

1. By Laws and Policies & Procedures Update (Administrative Review Board is not currently in our By Laws) – Update respective of current By Law transition to new USA template; Request a meeting with the BOD to update members of current progress; conference call BOD meeting slated for July 2, 2019, at 8:00 p.m. M/S/P
2. Leap Policies & Procedures changes (tabled from December) – TABLED as no coaches in attendance to provide information to BOD
3. Liaison position Update – Conversation around this position, Staff vs Independent Contractor; Liaison position to initially be reimbursed based upon travel expenses, meals, and necessary expenses to perform role for CSI; As these duties become more defined, the BOD will enter into discussion regarding other reimbursement options M/S/P

CSI Board of Directors

Saturday, May 4, 2019

4. Meet Entry fines – clarify language – *“A \$200.00 per swimmer fine will be assessed to the team for new entrants submitted between Saturday at 11:59 p.m. MT and Monday at 11:59 p.m. MT. After Monday at 11:59 p.m. T, no further entries will be accepted”*; M/S/P
5. Other Old Business

New Business

1. Geographical Boundaries evaluation - TABLED
2. Swimposium Update – USA Swimming will be sponsoring a portion of CSI Swimposium this October; Clark Hammond, Rules and Regulations Chair, Russell Mark, Missy Hymen, and Brendon Hanson are slated to present
3. Technical Planning – Meet scheduling concern – A blanket non-compete clause is asked to be in meet information for other CSI meets that fall on weekends of **CSI Sponsored** meets; *“A swimmer who has achieved a [NAME of CSI SPONSORED MEET] conflicting Qualifying Time for an event may not enter in that event in this meet.”*
4. USA Swimming New Policy – Minor Athlete Abuse Prevention Policy (MAAPP) – All teams must have an annual presentation to their respective athletes and membership of this policy. Please see USA Swimming website for further information. M/S/P
5. Policy for Western Zone Select Camp Reimbursement – Motion to accept the following language regarding reimbursement – *“CSI will reimburse selected athletes up to \$200.00 towards flights to attend the Western Zone Select Camp.”* M/S/P

Resolutions and Orders - none

Adjournment - 12:34 p.m. M/S/P

Age Group Vice-Chair- Board Report

Tristan Cross

May 2019

2019 Catch the Spirit Camp:

- o 76 Swimmers/~65 parents attended
- o Great group of speakers:
 - Sports Psychologist - Dr. Artur Poczwardowski, Prof DU Psychology Dept.
 - College Swimming - Woody Woodard (CSU)
 - Sports Nutrition- Julie Sinkovitz (CSU)
- Energetic & experienced group of Colorado coaches getting more involved with CSI Age Group:
 - o Allie Jacobs- FAST
 - o Brett Kelley - TOPS
 - o Troy Buglio- JH
 - o Ken Light- FLFN
 - o Abby Hanson- Sopris
- Feedback:
 - o We received many positive comments about the speakers from the parents. They were all very engaged and each speaker offered a slightly different view/topic for each presentation.
 - o The athletes also seemed to enjoy all three speakers, as well as the in water portions with our five Colorado coaches.
 - o Following the clinic, I have received quite a few emails and phone calls from parents thanking me for the enjoyable experience.

2019 Western Zone Age Group Swimming Championship (Mt. Hood, OR):

- o Team Selection Tier Structure:
 - The selection tier process will be the same as last year. The deadline for athletes to qualify for the team and RSVP is July 1st.
- o The JotForm for athlete RSVPs will be posted and distributed soon. As well as the link for online registration. The JotForm for the coaches application and chaperone application will be posted and distributed in the next week.
- o Currently, Kristen is working on securing the flight and our charter buses for the trip. As well as, the food and other related items. As soon as these items are closer to being finalized, we will publish more information for the LSC.

Potential Options for future All-Star meets-

- o Pacific Coast All Star Meet-
 - The Pacific Coast All Star meet is held at the beginning of January for two days between the All-Stars from Southern California Swimming, Pacific Swimming, Pacific Northwest Swimming, and Oregon Swimming. Meet sites rotate through the team member LSC's. Eight swimmers per gender in the 11-12 and 13-14 Age Groups are selected. The 2020 Pacific Coast All Star meet will be hosted by the Oregon LSC.
 - The Southern California LSC representatives have responded to me positively about Colorado participating in next year's meet. They are adding it to the agenda for their executive board meeting in May for approval. I will send out more information soon.

COLORADO SWIMMING – Posting

Role: Aquatic Facility Development Consultant/Liaison

Duties of Role:

- 1) Knowledge of CSI Community Engagement mission and vision for future competitive aquatic facility development and potential programming support. Participate in Community Engagement where appropriate to this mission.
- 2) Attend and participate in the Reunion Community Development committee/board meetings relevant to the development, execution, and potential collaboration of CSI with Reunion community Athletic Development
- 3) Collaborate with Colorado Swimming BoD and USA Swimming in a minimum of the following activity...
 - a) Build a pool value tools and workshop value items
 - b) Identify with USA Swimming Training and Camp Programming activities that may be supplemental to the Olympic Training center activities.
 - c) Assist in Program development ideas for the Pool complex at Reunion.
 - d) Work with Colorado Swimming to evaluate and develop CSI Interactive programming for each Calendar year and also both local practice time competitive programming for the facility based on the Competitive Quad Calendar.
 - e) Work with the COO of USA Swimming, Mike Unger, (and the CEO Tim Hinchey) when appropriate to create regional and national events for programming into the Reunion Facility.

Role Span: 4-5 years beginning in 2019

Compensation Options:

- 1) Stipend Monthly for work done to support the design, build, and programming facilitation of the new Reunion competitive aquatic facility.
- 2) (or) Payment of Travel expenses (Travel to/from meetings, (Mileage), meals at meetings, any Project developmental expenses necessary to perform Consultation/Liaison role for Colorado Swimming and the Reunion Aquatic Facility Project.

Colorado Swimming Board Report - Disability Committee
May 2019

Char Sorensen, Disability Chair

1. Time Standards for Disability/Impaired Athletes was released at the beginning of 2019. These standards were used in State, Zone and Sectional meets for Short Course Championships throughout The Western Zone with great success. Please continue to use the Standards, and the Disability Course information that is on the website.

I ask that when you have any new impaired athlete join your team, to please let me know so that I can offer help, refer you, the coach or the athlete and/or parent to **Nathan Manley:**

nathan.manley@usoc.org / 719-866-4058, the head coach for U.S. Para Swimming and to **Queenie Nichols**, queenie.nichols@usoc.org / 719-866-3214 Director of U.S Paralympics Swimming. The would like to know so as to keep the data base of impaired/Para athletes current. **The athlete's information will be kept confidential and no attempt to contact the athlete will be made unless the coach, parent or athlete requests the contact.**

2. Colorado High School Swimming has been informed of the Time Standards adopted by USA Swimming for Para Athletes and they are using the same time standards for Qualifying times for Championship meets in both Boys and Girls Swimming starting in the fall of 2019 and going forward.
3. Queenie Nichols can help coaches with college applications and opportunities for impaired and Para swimmers. The athletes do not need to have been formally classified to be involved in College sports. Contact her at queenie.nichols@usoc.org / 719-866-3214. I have two attachments which may be helpful as you work with athletes at the high school level and above.
4. Upcoming meet for Impaired athlete is the Jimi Flowers on May 31-June 2, 2019 in Colorado Springs at the Olympic Training Center Information is at <https://www.teamusa.org/US-Paralympics/Sports/Swimming/Competitions>. Scroll down to meet packet and click on.

Levels for athletes are recreation and above

5. Coaches and Teams, if you have officials who would like to participate in the training to be a Para Trained Official, the information is on the same website <https://www.teamusa.org/US-Paralympics/Sports/Swimming/Competitions> . Click on the pate and scroll down to Officials Application and click on the website which follows.
6. Wounded Warriors will be held in Tampa Bay on June 29, 2019. I was appointed Competition Director/Meet Referee again this year. Officials from Colorado that will be joining me are Doug Everett, Lisa Cardillo, Linda Eaton and Katrina Millett.
7. I was appointed as International Swim Official for ParaPans in Lima, Peru this August 18-31, 2019

8. I have included the following attachments: Development of a Swimmer, U.S. Para Swimming FAQ Regarding a Non Collegiate Training Experience, U.S. Paralympics Competing in a Varsity Collegiate Training as a Para Swimmer, Motivational Time Standards for Impaired Swimmers who are not classified, National Time Standards for 2019 for Classified Para Athletes

Administrative Vice Chair Report
CSI Board of Directors Meeting
May 4, 2019

Updates:

- 1) CSI Bylaws Template Transfer Project – Significant progress has been made to the Transfer of the current CSI Bylaws to the New USA Swimming Bylaw Template. A draft transfer of all articles has from the CSI Current Bylaws to the new USA CSI Template has been done by Dale Ammon and Jackie Stiff. The Review committee (with added members Linda Seckinger, Robert Scandary, and Ingrid Briant) have met on several occasions to set the project guidelines and have completed the review of the about half the Bylaw Articles. Over the next two months work should be completed on the transfer. We will propose all the decisions that need to be approved by both the BoD of CSI and the CSI HOD in the Fall to complete the Project of CSI Bylaws update to the new Template.
- 2) CSI Role Proposal at the request of the BoD has been developed and will be shared at this May 4th meeting, discussed, and considered for action within CSI.
- 3) MAAPP – (Minor Athlete Abuse Prevention Policy) Required compliance by June 23, 2019. CSI will identify what changes must take place within our local education and P&P 's (as requested by USA Swimming) to assure we are in compliance with this set of Updates.
- 4) The CSI Officials committee has requested that we consider selected updates to the P&P for Officials at this Board Meeting.
- 5) I attend the April 2019 USA Swimming BoD meeting via Zoom Conference call on April 26, 2019. I also attended the Winter USMS BoD meeting in March 2019 in Tampa, FL as the USA Swimming Liaison to the USMS Board of Directors.

Actions to be Taken:

- 1) CSI Role Proposal Discussion and vote by the BOD to accept the role description, Posting Time for acceptance of candidates, and then selection of Candidate for fulfillment of this role.
- 2) MAAPP Discussion to assure understanding of new process and identification of any questions that need to answered and possible actions to be taken by the CSI BoD.

- 3) Identify what the CSI Officials Committee is looking to be added to their Officials P&P's and put them on the agenda for discussion and possible decision by the BoD.

CSI Board of Directors Meeting Minutes

Date: March 2, 2019

Roll Call: Andy Neimann, Dale Ammon, Tristin Cross, Robert Scandary, Bill Bartel (remote), Steve Hanson, Damon Garrison, Kristin Hultgren, Sophia Bradac, Miriam Askari, Jackie Stiff, Shawn Smith, Mike Dilli, Linda Eaton, Brian Wixted, Sean Hatzenbuehler, Rich LeDuc, Vinny Pryor
Guests: Kelly Leid, Reunion Center Developer; Eric Fehr, Ingrid Briant

Call to Order: 3:08PM

Approval of Minutes: September 8, 2018 **M/S/P**
December 12, 2018 **M/S/P**

Reports of Officers:

General Chair – Andy Neiman – report attached
Administrative Vice Chair-Dale Ammon- report attached
Senior Vice Chair-Jim Nickell – no report
Age Group Vice Chair - Tristin Cross - report attached
Secretary- Robert Scandary – no report
Finance Vice Chair – Jillian Hayes – report attached
Treasurer – Bill Bartel – no report

Reports of Committees and Coordinators:

Seasonal Club Representative – Karoline Roome – no report
Coach Representatives – Steve Hanson, Damon Garrison – no report
Athlete Representatives – no report
Technical Planning – Shawn Smith – no report
Officials Chair – Mike Dilli – report attached
Geographic Zone Representatives – no report
Membership/Registration Coordinator – Jackie Stiff – report attached
Safe Sport Chair – Linda Eaton - report attached
Operational Risk Chair – Brian Wixted - no report
Diversity Chair – Sean Hatzenbuehler – no report
Disability Chair – Char Sorenson – no report
Open Water Chair – Grant Holicky – no report
Records/Times – Linda Seckinger – no report
Club Development – Rose Snyder – no report

Unfinished (Old) Business:

1. Update on Commerce City Pool – Kelly Leid, Exec.VP of Oakwood Homes Co., presented updates of the Reunion Center development project in the Commerce City area. Kelly is asking CSI to take a leadership role in the planning for the Water House (pool) component, with possible financial buy-in and equity sharing as this portion of the project progresses. Conversation ensued within CSI after the presentation concluded.
A motion was made for the CSI Executive Committee to develop a job description, compensation package, and communication requirements for an individual representing CSI to take the role of advisor for the Water House project. The Executive Board will bring this proposal to the BOD at our May BOD meeting. **M/S/P**
2. ByLaws and Policy&Procedures Update – A subcommittee has been formed to attend to these important projects for CSI. Robert Scandary volunteered to assist in these projects. Updates will be presented at the May BOD meeting.
3. LEAP P&P Changes (tabled from Dec. BOD meeting) – Information respective of this will be brought forward at the May BOD meeting.

Action Items:

1. Tristin Cross presented information with regard to the previous All Star meets. Colorado has dominated these meets for the past several years and believes that a more competitive meet would be more beneficial for our swimmers. Conversation among board members was shared, and ultimately Tristin had requested assistance in seeking a more competitive meet in addition to him looking for other meet opportunities himself. The results of these pursuits will be reported at the May BOD meeting. No other action requested.
2. Robert Scandary requested reimbursement for the costs of a ream of paper and a printer cartridge for BOD business. **M/S/P**
3. Mike Dilli asked for any interested CSI athletes to apply for a position on the Officials Committee. The application is attached to his report. No other action requested.
4. Linda Eaton asked for the opportunity to have a session at Swimposium for Kid Power, a presentation on empowering our athletes to better deal with bullying. No other action requested.

New Business:

1. Shawn Smith requested permission to submit a bid to co-host the 2021 Four Corners Sectional Meet. CSI would partner with Jenks, OK, in bidding for this meet. Conversation among members ensued, with a motion being made to permit this bid. **M/S/P**
2. Mike Dilli presented concerns related to the continuing problem of late entries for meets. A number of members entered into this conversation and presented a variety of possible solutions to remedy this time consuming issue. Ultimately, a motion was made to include the following (or similar) language into CSI sponsored meet information documents: **M/S/P**
"A \$200.00 team fine will be levied for each late entry swimmer that occurs after the deadline for psych sheet review until Sunday, at 11:59pm current Mountain Time. After that time (Sunday @ 11:59pm MT) no further entries will be accepted. (* defined as 48 hours from the timestamp on the email that includes the psych sheets)"*

Resolutions and Orders: None

Adjournment: 4:32pm **M/S/P**



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
May 2019 (as of 5-1-19)
Board Report

Membership Type	2010	2011	2012	2013	2014	2015	2016	2017	2018 ytd	2019 ytd
Athletes (all types)	5870	6057	6325	7216	7303	8688	8547	9125	8876	7468
National percentage growth	0.3%	1.5%	3.3%	about 13%	-0.2%	-.99%	-.3%	5.54%	- 2.2%	
Colorado percentage growth	1.8%	3.2%	4.4%	14%	1.2%	8.4%	-5.1%	6%	- 2.8%	
Individuals—coaches, officials, other non-athletes	684	711	718	697	817	856	930	925	969	932
Coaches	264	291	361	379	353	366	430	424	436	439
Officials	279	239	246	227	310	303	392	402	420	391
Other non-athletes	141	181	111	98	89	92	139	110	132	132
Y-R Clubs	69	71	72	69	70	67	64	66	65	66
Season 1 clubs	24	23	24	20	20	21	21	19	22	13
Season 2 clubs	5	7	5	1	1	3	2	3	4	
Organizations/Leagues			6	5	6	6	6	6	7	5
YR athletes (Premium)						7479	7180	7564	7431	6923
FLEX YR athletes										348
Outreach	164	119	131	122	84	88	101	90	85	66
Athletes with a Disability	34	34	37	43		46	71	84	88	109
Open Water Athletes	0	4	2	28	0	0	0	0	11	
Season 1 athletes	1657	1500	1579	1546	1395	1063	1184	1249	1254	131
Season 2 athletes	234	243	241	259	112	173	189	199	113	

Reimbursements: All have been mailed. We had 15 coaches and 97 Traditional reimbursements and 10 at large athletes.

Technical Planning updates:

- A \$200.00 per swimmer fine will be assessed to the team for new entrants submitted between Saturday at 11:59pm MT and Monday at 11:59pm MT. After Monday at 11:59pm MT no further entries will be accepted. (New wording for entry fine)
- Approval of a blanket non-compete clause to be in meets that fall on weekends of CSI Sponsored meets. – Most conflicts fall on CSI LC OPEN, SENIOR MEET, 13 & Over LC STATE and 12 & Under LC State.
 - o A Swimmer who have achieved a **meet name conflicting** Qualifying Time any given event may not swim that event in this meet.
- Will Reevaluate order of meets in Oct 2019 and the decision made by the coaches at the fall coaches meeting will be the order that is used for the following quad.
- LC qual times adjusted slightly for LC the SCY times are the same as the spring meets.
- 2020 State Meet Schedule change- We have adjusted the Long Course State meets and the CSI after discussion with coaches at the April Coaches Meeting

Policy for Western Zone Select Camp Reimbursement:

- We need to add a statement that CSI reimburses athletes who are selected and attend the western zone select camp.
 - o CSI will reimburse athletes selected up to \$200 towards flight to attend the Western Zone Select Camp.

General Chair 5/2019

- A.) Coaches meeting on April 3rd was well attended. Thank you to Jackie, Shawn and Damon for organizing, planning and running the meeting. Changes were made to the schedule for 2020. Meet scheduling and formats were presented and discussed for the future. Decisions on these matters will be made at the coaches meeting in September for the upcoming quad. Any and all ideas and proposals going forward can be submitted to the CSI office, coach reps and technical planning chair prior to the meeting.
- B.) Western zone workshop taking place at the DTC May 9-11.
- C.) Dale, Jackie and I meet to discuss the CSI representative role with the Reunion pool project. Please look this over prior the meeting. Our goal is to finalize this information and get it out by the end of the month.

Officials Committee Report

Colorado Swimming BOD Meeting May 4, 2019 –

2019 Officials Committee

Mike Dilli Chair, Todd Yee Zone 1, Scott Powell Zone 2, Suzi Mishmash Zone 3, Terry Kidd Zone 4, Troy Brovold Zone 5, Erika Anderson Seasonal, Officials Coordinator Mike Urbanowicz and Athlete Rep. Isabella Wederquist

2019 CSI Meet Referees:

SC 14U Jos – Derigan Silver
SC Silver State – Mike Urbanowicz
SC Senior State – Ben Ayotte
CSI Long Course Open – Mike Dilli
LC 14U Jos – Terry Kidd
LC Senior Meet – Scott Powell
Seasonal State – Erika Anderson
Pioneer Open -

REPORT-

The Officials Committee had several outstanding Athletes apply for the Athlete Representative Member on the Officials Committee; Isabella Wederquist from Falfins Swim Team was selected to be the Athlete representative on the Officials Committee.

From reports to officials Silver State, Sr. State and Jos were successfully run – with compliments to officials.

Committee is reviewing the number of officials as trainers, how to improve the list and training.

ACTION ITEMS:

None -

Mike Dilli
Colorado Officials Committee, Chair
May 4th, 2019

10:55 AM

05/02/19

Accrual Basis

Colorado Swimming, Inc.
Profit & Loss Budget vs. Actual
 October 2018 through March 2019

	Oct '18 - Mar 19	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
2003.0 · USA-Transfers	425.00	420.00	5.00	101.2%
3001.0 · Swimmer Members-Year	81,406.00	71,500.00	9,906.00	113.9%
3002.0 · Swimmer Members-Flex	3,480.00			
3004.0 · Swimmer Members-Seasonal	360.00	200.00	160.00	180.0%
3010.0 · Club Members-Year	4,020.00	4,800.00	-780.00	83.8%
3020.0 · Individual/Family Members	9,720.00	8,700.00	1,020.00	111.7%
3025.0 · USA Swimming LEAP Funds	2,500.00	0.00	2,500.00	100.0%
3030.0 · Meet Sanctions	5,335.00	4,500.00	835.00	118.6%
3035.0 · Registration Fine	1,500.00	600.00	900.00	250.0%
3040.0 · Meet Surcharges	100,758.25	96,000.00	4,758.25	105.0%
3042.1 · CSI Hosted meet Income	0.00	0.00	0.00	0.0%
3051.0 · State 14&U Revenue				
3051.01 · State Surcharge	12,336.00	10,055.00	2,281.00	122.7%
3051.0 · State 14&U Revenue - Other	20,520.00	15,000.00	5,520.00	136.8%
Total 3051.0 · State 14&U Revenue	32,856.00	25,055.00	7,801.00	131.1%
3053.0 · State Sr. Meet Revenue				
3053.2 · State Sr. Meet Winter SCY				
3053.25 · Sr. Meet Surcharge	6,888.00	6,000.00	888.00	114.8%
3053.2 · State Sr. Meet Winter SCY - Other	11,620.00	9,000.00	2,620.00	129.1%
Total 3053.2 · State Sr. Meet Winter SCY	18,508.00	15,000.00	3,508.00	123.4%
3053.3 · State Sr. Meet Winter LCM	333.00			
Total 3053.0 · State Sr. Meet Revenue	18,841.00	15,000.00	3,841.00	125.6%
3055.0 · Silver State Revenue				
3055.01 · Silver State Surcharge	10,260.00	10,000.00	260.00	102.6%
3055.0 · Silver State Revenue - Other	16,585.00	13,000.00	3,585.00	127.6%
Total 3055.0 · Silver State Revenue	26,845.00	23,000.00	3,845.00	116.7%
3056.2 · Long Course State Revenue 12&U				
3056.23 · Summer State Meet Entry Fees	0.00	0.00	0.00	0.0%
3056.24 · Summer State Meet Surcharge	0.00	0.00	0.00	0.0%
Total 3056.2 · Long Course State Revenue 12&U	0.00	0.00	0.00	0.0%
3057.2 · Long Course State Revenue 13&O				
3057.23 · LC Senior Summer Meet Entry	0.00	0.00	0.00	0.0%
3057.24 · LC Senior Summer Meet Surcharge	0.00	0.00	0.00	0.0%
Total 3057.2 · Long Course State Revenue 13&O	0.00	0.00	0.00	0.0%
3059.0 · Seasonal State/Summer Revenue				
3059.22 · Seasonal State Entry fees	0.00	0.00	0.00	0.0%
3059.23 · Seasonal State Meet Surcharge	0.00	0.00	0.00	0.0%
3059.0 · Seasonal State/Summer Revenue - Other	0.00	0.00	0.00	0.0%
Total 3059.0 · Seasonal State/Summer Revenue	0.00	0.00	0.00	0.0%

10:55 AM

05/02/19

Accrual Basis

Colorado Swimming, Inc.
Profit & Loss Budget vs. Actual
 October 2018 through March 2019

	Oct '18 - Mar 19	Budget	\$ Over Budget	% of Budget
3060.0 · All Star Revenue	21,910.00	20,000.00	1,910.00	109.6%
3066.0 · Western Zones Revenue	0.00	0.00	0.00	0.0%
3073.0 · Interest/Dividends PaineWebber	25,015.68	6,502.00	18,513.68	384.7%
3073.5 · Unrealized Inv. Gain or Loss	-30,377.91	7,500.00	-37,877.91	-405.0%
3075.0 · Other Income	575.00	0.00	575.00	100.0%
3268.1 · Awards Banquet Income	-33.00	180.00	-213.00	-18.3%
Total Income	305,136.02	283,957.00	21,179.02	107.5%
Gross Profit	305,136.02	283,957.00	21,179.02	107.5%
Expense				
Merchant deposit fees	10,171.05	0.00	10,171.05	100.0%
3042.0 · CSI Hosted Meets				
3042.2 · Pool Rental	0.00	0.00	0.00	0.0%
3042.3 · Hospitality	0.00	0.00	0.00	0.0%
3042.4 · Awards	0.00	0.00	0.00	0.0%
3042.5 · Paid jobs	0.00	0.00	0.00	0.0%
Total 3042.0 · CSI Hosted Meets	0.00	0.00	0.00	0.0%
3051.1 · State 14U Expense				
3051.11 · Age Group State Awards	2,834.77	0.00	2,834.77	100.0%
3051.1 · State 14U Expense - Other	30,039.23	0.00	30,039.23	100.0%
Total 3051.1 · State 14U Expense	32,874.00	0.00	32,874.00	100.0%
3053.1 · State Sr. Meet Expense				
3053.11 · Sr. Meet Winter SCYState Awards	361.92	0.00	361.92	100.0%
3053.1 · State Sr. Meet Expense - Other	0.00	0.00	0.00	0.0%
Total 3053.1 · State Sr. Meet Expense	361.92	0.00	361.92	100.0%
3055.1 · Silver State Expense				
3055.11 · Silver State Awards	1,427.81	0.00	1,427.81	100.0%
3055.1 · Silver State Expense - Other	0.00	0.00	0.00	0.0%
Total 3055.1 · Silver State Expense	1,427.81	0.00	1,427.81	100.0%
3056.1 · Long Course State Expense				
3056.11 · Long Course State Meet Awards	0.00	0.00	0.00	0.0%
3056.22 · Bag Tag Orders	0.00	0.00	0.00	0.0%
3056.1 · Long Course State Expense - Other	0.00	0.00	0.00	0.0%
Total 3056.1 · Long Course State Expense	0.00	0.00	0.00	0.0%
3057.5 · Long Course State 13&O Expenses				
3057.51 · LC State 13 & Over Awards	0.00	0.00	0.00	0.0%
3057.5 · Long Course State 13&O Expenses - Other	0.00	0.00	0.00	0.0%
Total 3057.5 · Long Course State 13&O Expenses	0.00	0.00	0.00	0.0%
3058.1 · Open Water	0.00	0.00	0.00	0.0%

10:55 AM

05/02/19

Accrual Basis

Colorado Swimming, Inc.
Profit & Loss Budget vs. Actual
 October 2018 through March 2019

	Oct '18 - Mar 19	Budget	\$ Over Budget	% of Budget
3059.1 · Seasonal State/Summer Expense				
3059.11 · Seasonal State Meet Awards	0.00	0.00	0.00	0.0%
3059.2 · Bag Tag Orders	0.00	0.00	0.00	0.0%
3059.1 · Seasonal State/Summer Expense - Other	0.00	0.00	0.00	0.0%
Total 3059.1 · Seasonal State/Summer Expense	0.00	0.00	0.00	0.0%
3060.1 · All Star Expense				
3060.11 · All Star Transportation Charges	9,914.26	11,000.00	-1,085.74	90.1%
3060.12 · All Star Gear Orders	10,998.21	10,000.00	998.21	110.0%
3060.13 · All Star Lodging	5,468.84	5,000.00	468.84	109.4%
3060.14 · All Star Chaperone BG Checks	158.00	200.00	-42.00	79.0%
3060.15 · All Star Incidentals and Food	6,516.55	7,500.00	-983.45	86.9%
3060.16 · All Star Age Group Coordinator	1,200.00	1,350.00	-150.00	88.9%
3060.17 · All Star Other Expenses	3,753.74	2,000.00	1,753.74	187.7%
3060.18 · All Star Meet Entry	3,571.71	4,000.00	-428.29	89.3%
Total 3060.1 · All Star Expense	41,581.31	41,050.00	531.31	101.3%
3066.1 · Western Zones Expense				
3066.11 · Zones Transportation	4,550.00	18,000.00	-13,450.00	25.3%
3066.12 · Zones Lodging	0.00	0.00	0.00	0.0%
3066.13 · Zones Gear Orders	0.00	0.00	0.00	0.0%
3066.14 · Zones Chaperone BG Checks	0.00	0.00	0.00	0.0%
3066.15 · Zones Incidentals and Food	0.00	0.00	0.00	0.0%
3066.16 · Zones Age Group Coordinator	0.00	0.00	0.00	0.0%
3066.1 · Western Zones Expense - Other	0.00	0.00	0.00	0.0%
Total 3066.1 · Western Zones Expense	4,550.00	18,000.00	-13,450.00	25.3%
3067.0 · CSI Sponsored Meets	1,500.00	1,500.00	0.00	100.0%
3092.1 · Hale Adams Memorial Scholarship	0.00	0.00	0.00	0.0%
3200.0 · Central Office Payroll	22,118.56	21,750.00	368.56	101.7%
3205.0 · Central Office Operations				
3205.01 · PayPal Service Fee	836.28	0.00	836.28	100.0%
3205.0 · Central Office Operations - Other	3,082.70	5,100.00	-2,017.30	60.4%
Total 3205.0 · Central Office Operations	3,918.98	5,100.00	-1,181.02	76.8%
3205.1 · Paychex fees	634.93	600.00	34.93	105.8%
3210.0 · Payroll Taxes	4,949.60	1,675.10	3,274.50	295.5%
3230.0 · Computer Internet Expense	1,871.95	1,000.02	871.93	187.2%
3240.0 · Postage	850.00	1,500.00	-650.00	56.7%
3250.0 · Office Expense	956.99	3,000.00	-2,043.01	31.9%
3253 · Accounting	477.63	500.00	-22.37	95.5%
3255.0 · Bad Debts	66.00	0.00	66.00	100.0%
3265.0 · CSI Regular Meetings	320.98	250.00	70.98	128.4%
3266 · Workshops	1,005.03	1,400.00	-394.97	71.8%
3267.0 · Swimposium/House of Delegates				
3267.1 · Swimposium/HOD Room Rental	597.50	0.00	597.50	100.0%
3267.2 · Swimposium/HOD BOD Rooms Charge	2,639.96	134.98	2,504.98	1,955.8%
3267.0 · Swimposium/House of Delegates - Other	8,155.92			
Total 3267.0 · Swimposium/House of Delegates	11,393.38	134.98	11,258.40	8,440.8%

10:55 AM

05/02/19

Accrual Basis

Colorado Swimming, Inc.
Profit & Loss Budget vs. Actual
 October 2018 through March 2019

	Oct '18 - Mar 19	Budget	\$ Over Budget	% of Budget
3268.0 · Awards Banquet				
3268.2 · Awards Ceremony Venue Rental	0.00	0.00	0.00	0.0%
3268.0 · Awards Banquet - Other	0.00	0.00	0.00	0.0%
Total 3268.0 · Awards Banquet	0.00	0.00	0.00	0.0%
3269.0 · Annual Athlete Swim Clinic	-0.30	0.00	-0.30	100.0%
3300.0 · Convention Expense				
3300.1 · Convention Lodging	513.00	0.00	513.00	100.0%
3300.2 · Convention Transportation	0.00	0.00	0.00	0.0%
3300.3 · Convention Per Deim	0.00	0.00	0.00	0.0%
3300.4 · Convention Group Dinner	932.70	0.00	932.70	100.0%
3300.5 · Convention Registration	0.00	0.00	0.00	0.0%
3300.0 · Convention Expense - Other	0.00	0.00	0.00	0.0%
Total 3300.0 · Convention Expense	1,445.70	0.00	1,445.70	100.0%
4000.0 · General Chair Expenses	40.39	750.00	-709.61	5.4%
4450.0 · Coach's Chair	405.00	0.00	405.00	100.0%
4500.0 · Official's Expenses				
4500.1 · Officials InState Travel	802.38	500.00	302.38	160.5%
4500.2 · Officials National Travel Reimb	9,427.12	6,400.00	3,027.12	147.3%
4500.3 · Meet Supplies & Rule Books	4,917.50	500.00	4,417.50	983.5%
4500.4 · National Official Evaluator	0.00	0.00	0.00	0.0%
4500.5 · Officials Thank you Gift Cards	2,426.85	1,680.00	746.85	144.5%
4500.6 · Official Meetings	17.74	200.00	-182.26	8.9%
4500.7 · Officials Badge Order	249.37	1,000.00	-750.63	24.9%
4500.0 · Official's Expenses - Other	0.00	0.00	0.00	0.0%
Total 4500.0 · Official's Expenses	17,840.96	10,280.00	7,560.96	173.6%
4501.0 · Officials CSI Sectionals Travel				
4501.3 · Sectionals Transportation	0.00	0.00	0.00	0.0%
4501.0 · Officials CSI Sectionals Travel - Other	0.00	0.00	0.00	0.0%
Total 4501.0 · Officials CSI Sectionals Travel	0.00	0.00	0.00	0.0%
4505.1 · Olympic Trials/PARA Trials	0.00	0.00	0.00	0.0%
4550.0 · Age Group	0.00	0.00	0.00	0.0%
4600.0 · Technical Chair	375.74	200.00	175.74	187.9%
4605 · Safe Sport Chair	1,532.75	2,500.00	-967.25	61.3%
4607 · Diversity Chair	734.80	1,500.00	-765.20	49.0%
4705.0 · Record's Chair	0.00	250.00	-250.00	0.0%
4706.0 · Athlete Rep	0.00	0.00	0.00	0.0%
5001.0 · Athlete Reimbursement				
5001.1 · Spring Reimbursements	0.00	0.00	0.00	0.0%
5001.2 · Summer Reimbursements	0.00	0.00	0.00	0.0%
Total 5001.0 · Athlete Reimbursement	0.00	0.00	0.00	0.0%
5005 · Coach Reimbursements				
5005.1 · Spring Reimbursement	0.00	0.00	0.00	0.0%
5005.2 · Summer Reimbursement	0.00	0.00	0.00	0.0%
Total 5005 · Coach Reimbursements	0.00	0.00	0.00	0.0%

10:55 AM

05/02/19

Accrual Basis

Colorado Swimming, Inc.
Profit & Loss Budget vs. Actual
 October 2018 through March 2019

	Oct '18 - Mar 19	Budget	\$ Over Budget	% of Budget
5012.0 · Outreach Assistance to Clubs				
5012.1 · Scholarship Assistance	0.00	0.00	0.00	0.0%
5012.2 · Meet Fees/Gear Assistance	0.00	0.00	0.00	0.0%
Total 5012.0 · Outreach Assistance to Clubs	0.00	0.00	0.00	0.0%
6000.0 · Age Group Camp-Catch the Spirit	1,107.50	0.00	1,107.50	100.0%
6101.0 · Zone 1 - Camp	0.00	0.00	0.00	0.0%
6104.0 · Zone 4 - Camp	0.00	0.00	0.00	0.0%
6105.0 · Junior National Camp	4,929.83	4,000.00	929.83	123.2%
6106.0 · Zone 5 - Camp	0.00	0.00	0.00	0.0%
6505 · Capital Acquisition	0.00	0.00	0.00	0.0%
7000.0 · Other Expense	0.00	0.00	0.00	0.0%
Total Expense	169,442.49	116,940.10	52,502.39	144.9%
Net Ordinary Income	135,693.53	167,016.90	-31,323.37	81.2%
Net Income	135,693.53	167,016.90	-31,323.37	81.2%

Safe Sport Chair Board Report

Linda Eaton

March 4, 2019

Past Activities:

March/April: The following teams are now Safe Sport Recognition certified: Elevation Athletics, ACES, Cheyenne Mountain Aquatics, and Colorado Torpedoes. Foothills and Woodmoor are close to achieving the SSR certification (need parents and athletes to do the online Athlete Protection Training). ALPS has had their Safe Sport Presentation and is working toward the SSR certification. Pueblo Swim Club (already had the Safe Sport Presentation for their athletes and parents) is getting ready to begin the process as is La Junta and Full Armor.

Note: Per the Western Zone Safe Sport Chair, Colorado Swimming is leading the pack in the Western Zone for clubs obtaining Safe Sport Recognition certification. A big thanks to the coaches of those teams embracing the program and getting the work done to accomplish that status.

Attended the CSST Spring meet and made contacts with coaches and Board Presidents for SS presentations. Also met new Safe Sport Club Coordinators.

Contacted Jan Henry with Kidpower to give her some ideas on what we might be looking for in an Athlete activity for the Fall Swimposium. Also asked for a cost breakdown. It has been determined that Liz Hahn, USA Swimming Safe Sport Senior Manager, may be the best fit as a Presenter for what we want. Talks are ongoing to discuss a workshop.

On-going Activity: Continue to schedule meetings with LSC clubs/teams to review their Safe Sport policies and procedures; provide club specific PDF templates for assisting them in obtaining Safe Sport Recognition Club status. Provide a Safe Sport table at key geographically placed LSC meets (2019 CUDA/STAR meet already on the list). Handle Safe Sport issues as they arise.



Minor Athlete Abuse Prevention Policy



THIS POLICY APPLIES TO:

- All USA Swimming non-athlete members and adult athlete members;
- Participating non-members (e.g., meet marshals, meet computer operators, timers, etc.);
- LSC and club adult staff and board members; and
- Any other adult authorized to have regular contact with or authority over minor athletes.

Collectively "Applicable Adult(s)"

GENERAL REQUIREMENT

USA Swimming member clubs and LSCs are required to implement this Minor Athlete Abuse Prevention Policy in full. The Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all athletes, parents, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club.

ONE-ON-ONE INTERACTIONS

I. Observable and Interruptible

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) must occur at an observable and interruptible distance from another adult unless meeting with a Mental Health Care Professional and/or Health Care Provider (see below) or under emergency circumstances.

II. Meetings

- a. Meetings between a minor athlete and an Applicable Adult may only occur if another adult is present and where interactions can be easily observed and at an interruptible distance from another adult, except under emergency circumstances.
- b. If a one-on-one meeting takes place, the door to the room must remain unlocked and open. If available, it must occur in a room that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- c. Meetings must not be conducted in an Applicable Adult or athlete's hotel room or other overnight lodging location during team travel.

III. Meetings with Mental Health Care Professionals and/or Health Care Providers

If a Mental Health Care Professional and/or Health Care Provider meets with a minor athlete in conjunction with participation, including at practice or competition sites, a closed-door meeting may be permitted to protect patient privacy provided that:

- a. The door remains unlocked;
- b. Another adult is present at the facility;
- c. The other adult is advised that a closed-door meeting is occurring; and
- d. Written legal guardian consent is obtained in advance by the Mental Health Care Professional and/or Health Care Provider, with a copy provided to the club.

IV. Individual Training Sessions [Recommended]

Individual training sessions outside of the regular course of training and practice between Applicable Adults and minor athletes are permitted if the training session is observable and interruptible by another adult. Legal guardians must be allowed to observe the training session.

SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS

I. Content

All electronic communication from Applicable Adults to minor athletes must be professional in nature.

II. Open and Transparent

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), the minor athlete's legal guardian must be copied. If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult must



copy the minor athlete's legal guardian on any electronic communication response to the minor athlete.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult must copy another adult.

III. Requests to Discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the club, LSC or by an Applicable Adult subject to this Policy. The organization must abide by any such request that the minor athlete not be contacted via electronic communication, or included in any social media post, absent emergency circumstances.

IV. Hours

Electronic communications must only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or during competition travel.

V. Prohibited Electronic Communication

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from minor athletes, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact as opposed to regular contact. Existing social media connections with minor athletes must be discontinued. Minor athletes may "friend" the club and/or LSC's official page.

Applicable Adults with authority over minor athletes must not send private, instant or direct messages to a minor athlete through social media platforms.

TRAVEL

I. Local Travel

Local travel consists of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s).

Applicable Adults must not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must always have at least two minor athletes or another adult in the vehicle, unless otherwise agreed to in writing by the minor athlete's legal guardian.

[Recommended]

Legal guardians must pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

II. Team Travel

Team travel is travel to a competition or other team activity that the organization plans and supervises.

- a. During team travel, when doing room checks two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments must be maintained.

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete's legal guardian must provide written permission in advance and for each competition for the minor athlete to travel alone with said Applicable Adult.

Team Managers and Chaperones who travel with the club or LSC must be USA Swimming members in good standing.

- b. Unrelated non-athlete Applicable Adults must not share a hotel room, other sleeping arrangement or overnight lodging location with an athlete.



Minor athletes should be paired to share hotel rooms or other sleeping arrangements with other minor athletes of the same gender and of similar age. When a minor athlete and an adult athlete share a hotel room or other sleeping arrangement, the minor athlete's legal guardian must provide written permission in advance and for each instance for the minor to share a hotel room or other sleeping arrangement with said adult athlete.

- c. Meetings during team travel must be conducted consistent with the One-on-One Interactions section of this Policy (i.e., any such meeting must be observable and interruptible). Meetings must not be conducted in an individual's hotel room or other overnight sleeping location.

LOCKER ROOMS AND CHANGING AREAS

I. Requirement to Use Locker Room or Changing Area

The designated locker room or changing area must be used when an athlete or Applicable Adult changes, in whole or in part, into or out of a swimsuit when wearing just one suit (e.g., deck changing is prohibited).

II. Use of Recording Devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a minor athlete or an Applicable Adult is prohibited.

III. Undress

An unrelated Applicable Adult must not expose his or her breasts, buttocks, groin or genitals to a minor athlete under any circumstance. An unrelated Applicable Adult must not request an unrelated minor athlete to expose the minor athlete's breasts, buttocks, groin or genitals to the unrelated Applicable Adult under any circumstance.

IV. One-on-One Interactions

Except for athletes on the same team or athletes attending the same competition, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area, except under emergency circumstances. If the organization is using a facility that only has a single locker room or changing area, separate times for use by Applicable Adults must be designated.

V. Monitoring

The club must regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by use of the following methods:

- a. Conducting a sweep of the locker room or changing area before athletes arrive;
- b. Posting staff directly outside the locker room or changing area during periods of use;
- c. Leaving the doors open when adequate privacy is still possible; and/or
- d. Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.

Every effort must be made to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and, if the minor athlete does not return in a timely fashion, to check on the minor athlete's whereabouts.

VI. Legal Guardians in Locker Rooms or Changing Areas

Legal guardians are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a coach or administrator in advance.



MESSAGES AND RUBDOWNS/ATHLETE TRAINING MODALITIES

- I. Definition: In this section, the term “Massage” refers to any massage, rubdown, athletic training modality including physical modalities (e.g., stretching, physical manipulation, injury rehabilitation, etc.) and electronic or instrument assisted modalities (e.g., stim treatment, dry needling, cupping, etc.).
- II. General Requirement
Any Massage performed on an athlete must be conducted in an open and interruptible location and must be performed by a licensed massage therapist or other certified professional. However, even if a coach is a licensed massage therapist, the coach must not perform a rubdown or massage of an athlete under any circumstance.
- III. Additional Minor Athlete Requirements
 - a. Written consent by a legal guardian must be obtained in advance by the licensed massage therapist or other certified professional, with a copy provided to the club.
 - b. Legal guardians must be allowed to observe the Massage.
 - c. Any Massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the Massage in the room.
 - d. [Recommended] Any Massage of a minor athlete must only occur after a proper diagnosis from a treating physician and be done in the course of care according to the physician’s treatment plan