

Colorado Swimming, Inc.
Board of Directors Meeting

Saturday, July 25, 2020

Call to Order: 11:02AM and ZOOM meeting

Roll Call: Tristan Cross, Dale Ammon, Erik Eikenbary, Vinny Pryor, Robert Scandary, Bill Bartel, Steve Hanson, Miriam Skari, Mike Dilli, Linda Eaton, Jackie Stiff, Linda Seckinger, Andy Niemann, Char Sorensen, Rich LeDuc, Lane Bretschneider, Lindsay Bradbury, Bob Jenkyns, Jason Lupo, Ken Ebuna, Ingrid Briant

Any Changes to the Agenda (New Business, Late or Revised reports): Zone Boundaries, Administrative Review Board

Adoption of Agenda and Acceptance of Consent Agenda: (pulled reports listed): Officials, Senior Vice Chair, Executive Secretary, Administrative Vice Chair, Zone 2. **As amended M/S/P Reading, Correction, and Adoption of June 16, 2020, Meeting Minutes: M/S/P**

Report of Board of Directors (voting members)

General Chair - Tristan Cross

1. 2014 Strategic Plan Review Update - TBA
2. Technical suit restriction for 12 Under swimmers; effective September 1, 2020 (USA Swimming) – CSI has not seen anything specific coming from USA Swimming or suit manufacturers to further detail this new rule. Approved 12 Under technical suit information coming from USA Swimming.

Administrative Vice Chair - Dale Ammon

1. Policy & Procedures Update – Dale presented the changes to the LSC P&P, most coming from the required LSC By-Law revisions that were done in October 2019. **M/S/P**
2. By-Law Updates – As USA Swimming Corporate By-Laws have included new items and language, these became housekeeping items for the inclusion in our LSC By-Laws, with the caveat that the actual language and placement will occur as USA Swimming clarifies and provides these to the LSCs. No vote needed.
3. Cloud Storage for CSI BOD – tabled to September 2020

Finance Vice Chair - Jillian Hayes

1. Profit and Loss Statement
2. CSI Balance Sheet Information
3. Budget Request Form

Senior Vice Chair - Eric Eikenbary

1. Facebook Page Proposal – Eric presented his proposal to help increase club membership by the development and use of a Facebook page. The Facebook page would initially target parents, presenting club information. Conversation ensued that presented additional considerations and ideas for this to proceed. Eric volunteered to oversee the website once it was developed. Motion was made to create a CSI Facebook page to generate CSI swim club membership. **M/S/P**
2. Athletic Leadership Summit – tabled to September 2020

Age Group Vice Chair - Vinny Pryor

1. Western Zone Team selection process – tabled to September 2020

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Secretary - Robert Scandary

Treasurer - Bill Bartel

Coach Representatives - Steve Hanson, Luke Schumm

Athlete Representatives - Kristin Hultgren, Sophia Bradac, Huarui Lai, Miriam Skari

Safe Sport - Linda Eaton

Technical Planning - Shawn Smith

Officials - Mike Dilli

1. High School Observed Meets – Mike shared information as to the number of requests for observed HS meets (approximately 40 per year). Linda Seckinger added that a 10-day pre-meet request and a minimum of 300 swimmers were the requirements to having a meet approved. Conversation continued regarding this process, and ultimately concluded with Mike suggesting that only the following HS meets be USA observed: Coaches Invite, League/Conference Championships, and HS State Meet. Lastly, Mike stated that he would come to the September board meeting with a recommendation for BOD consideration. Mike also announced that Gregg Gracheck would be taking over the task of assigning USA officials to HS approved meets.
2. Provisional Officials – not many requests have been received for the use of Provisional Officials. A recertification and Provisional Officials Clinic will be offered on August 5th, at 7:00PM. More information to come.
3. Virtual Meets – no clubs have indicated that they will be pursuing this option at this time.

Report of CSI Staff (non-voting members)

Executive Secretary - Jackie Stiff

1. HOD Update – In-person conference (at this time); to be held on October 4th at the Colorado Springs Marriott; no beverages or snacks; social distancing restrictions
2. Awards Banquet Update – no banquet this year; 2020 award winners will be invited to the 2021 banquet
3. Swimposium Update – Virtual Swimposium; virtual break-out rooms will be available for official's clinics and coaches' meetings; single-use Zoom conference; may need multiple days to complete Swimposium
4. Lobbyist Update – working hard and communicating with Adam (Governor's Office) regarding our desire to open pools; requesting that the Gov Team and Public Health evaluate pools in a different manner; also working with School Districts to pursue opening of their pools; request any information from BOD that would aid lobbyists in our collective efforts to opening pools be sent to Jackie
5. Sanctioning and Waiver Proposal – Jackie presented the language that she and Ingrid Briant put together based off of the USA Swimming's liability template. A motion was made to accept the statement for sanctioning approval liability as presented

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and that it be included in all future meet announcements and sanction requests.

M/S/P

Waiver – Conversation about who would have the responsibility of requiring that these be signed by meet participants (swimmer, volunteer, or an official) at a CSI sanctioned meet; conversation went to who would be the custodian of these signed forms. It was decided that clubs (coaches) would include signed athlete forms with each swimmer's meet registration, the Meet Referee would get officials' forms signed, and the Meet Director or Entry Chair would pursue the volunteers' forms. One concern that surfaced was how to deal with a swimmer, volunteer, or official that failed to sign a waiver and still participated in the meet.

6. New CSI laptop computer – Jackie requested approximately \$2800.00 for the purchase of a new laptop computer, monitor, and docking station for the CSI Office as the current computer has had a recoverable crash. **M/S/P**

Membership/Registration - Jackie Stiff

Records/Times - Linda Seckinger

Report of Ex Officio Members (non-voting members)

Past General Chair - Andy Niemann

Seasonal Club Representative - Cody Allen

Seasonal Athlete Representatives - Adam Austin, Lila Renke

Geographic Zone Representatives - Rich LeDuc, **Lane Bretschneider**, Cheryl Thomas-Gilmore, Linds Bradbury, Bob Jenkyns –

Lane reviewed his request to extend the hosting of meets to honor previous years arrangements; supported by BOD as state meet hosts were extended to the next year due to Covid issues.

Operational Risk - Brian Wixted

Diversity - Rich LeDuc

Disability - Char Sorensen

Open Water - Grant Holicky

Club Development - Andy Niemann

Governance Chair - Jason Lupo

Unfinished (Old) Business:

1. HOD Update
2. Awards Banquet Update
3. Swimposium Update

New Business:

1. CSI By-Law Changes – see above
2. Policy & Procedures Changes – see above
3. Sanctioning and Waiver Proposal – see above

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4. Aquatics Coalition – USA Swimming website contains information for LSCs in videos, documents, etc. to aid, support, and assist them through these difficult times.
5. Purchase new CSI Laptop computer – see above
6. Zone boundaries – Several clubs have requested Zone boundaries be changed so that they could be attached to this new Zone. These requests have come to CSI as a result of competitiveness level or proximity. After a lengthy conversation, it was determined that Zone boundaries would not be changed and that these requesting clubs could attend the meets offered in their requested Zone by paying the dues to join that Zone.
7. Administrative Review Board – Previous and recent background information was shared with the Board. USA Swimming had stated that they would be disseminating a template and more information regarding the Admin. Review Board. This item was tabled until that information is received and can be reviewed for inclusion in our LSC By-Laws

Resolutions and Orders:

1. Written reports from each Board member/representative are due to Jackie Stiff by **August 31, 2020**
2. Budget Requests are due to Jillian by **August 3, 2020**
3. LEAP 3 – Exec. Secretary (tabled to September 2020)

Adjournment: 1:44PM M/S/P

Administrative Chair Report – July 2020
Colorado Swimming BoD Meeting
July 12, 2020

Report Topics...

- 1) CSI Covid Task Force
- 2) USA Swimming Corporate Bylaw Update
- 3) Update to Admin Vice Chair Job Description
- 4) Update to CSI P&P Document
- 5) Participation in LSC Conference Calls Weekly/Bi-Weekly

Covid Task Force –

After sharing the idea of holding a Task team to identify key issues and solutions for CSI during the Covid Virus process in the US. A Team of various CSI members worked together each Tuesday to identify and evaluate the challenges, work with various audiences and discussion solutions. The Task team crafted a letter to the CO Governor and selected County Health Agencies and commissioners. We worked with the ACES Lobbyist Initiative in support of their efforts to impact the Governor and their office's decisions to reopen Pools in the State. Advancements were made with the Governors office over the course of reopening and also with various county agencies throughout the state. We presented key initiatives to the CSI BoD and gained agreement to interview a Lobbyist for advancing CSI issues to reopening and maintenance of open status should a resurgence of the Virus were to return in the Fall and Winter of 2020. The Goal is to get Pools into their own categories, To work with School Districts and any others that influence our indoor facilities, and to expand capacity at all facilities so that competition can take place as soon as possible knowing we have the challenges of social distancing and maintenance of facilities and athlete health and safety.

The Interview committee completed identification of a Lobbying firm and the goals and strategies were discussed and implemented over the past three weeks. We secured a meeting with the Governor's team and met in the first week of working together. Engagements have also happened between the firm and other lobbyists for target groups (schools districts, CHSAA, and others.) Updates are given each week to the Covid Task Force and to the BoD when they meet. The CSI Executive Secretary is the key point of contact for all parties in this CSI Lobbying Initiative.

USA Swimming Corporate Bylaw Updates –

USA Swimming announced newly implemented Corporate Bylaw changes voted on April 24, 2020. These changes impact the following items;

- 1) **Effective immediately**, extends the requirement for non-athlete membership to individuals serving on the board of directors of any member club. (Bylaw 2.6.6)
- 2) **Effective January 1, 2021**, All clubs must have (i) at least one member coach, plus a Board of Directors or other governing body, or (ii) at least two member coaches to ensure that there are at least two adult authorities at each member club for communication and accountability purposes. (Bylaw 2.6.12)
- 3) **Effective immediately**, explicitly provides for electronic meetings and voting by the House of Delegates. (Bylaws 6.2.1 and 6.2.5)
- 4) **Effective September 26, 2020**, aligns athlete's representation on committees with USOPC Bylaws. (Bylaws 5.1 (D); 5.2; 5.3; 5.4.1; 5.5.1; 5.6.1; 5.7.1 (A))

In consultation with the USA Swimming Legal Department (Abby Howard) it was determined that since these changes are to the Corporate Bylaws of the Greater organization, then they are adopted as the date identified into the LSC Bylaws as well without the need to have a HoD vote for approval. The exact language of each of the above changes will be coming out from USA Swimming shortly and we can make the Bylaw changes to the CSI Bylaws accordingly with that new language.

Admin Vice Chair Job Description –

Completed a re-written job description for the Administrative Vice Chair role in CSI. This was submitted to the Governance Committee for their addition to the CDI Job Descriptions data set.

Update to CSI P&P Document –

At this meeting of the BoD, we will be moving to approve a new P&P document for CSI. This document has additions from the old CSI Bylaws document that were not moved into the new CSI Bylaw Template. The Bylaw committee identified these additions as a necessary update to the P&P document to retain key information about roles, definitions, and other key content that was important to retain in the operating documents of CSI, but were no longer allowed in the new Bylaws Template. These items are listed in “RED” in the P&P Document attached to the BOD Meeting.

This document also contains changes and additions that have been approved in CSI BoD meetings since the 2019 HOD meeting. These changes are also listed in “**RED**”

The Officials Section of the P&P document has several changes/additions to criteria. These were added at the request of the Officials Chair and the Officials Committee. These additions are in **“Red”** located in the Officials section of the document.

There were some items that existed in the P&P document already that better fit in new areas so that they correspond to the additional information that was added from the Old Bylaw template. No content was changed, just moved. This content is listed in **“BLUE”** letters for identification.

LSC Conference calls by USA Swimming -

USA Swimming sponsored LSC conference calls since the start of the Covid 19 shutdown of swimming. This group was designed to keep communication going for all LSC's along with identifying key issues needing to be addressed across the country while in the down time, but also to identify needs as it relates to competition and ultimately reopening. This was a weekly call for about two months and then it moved to a bi-weekly call. Many topics were discussed on these calls including updates to support for the LSC's, Changes in the calendar for competition, decisions regarding re-opening and support tools to assist LSC's work to re-open when the time is appropriate. The LSC GC, Admin Chair, and Executive Secretary all were involved in these conference calls.

ACTIONS TO BE TAKEN:

- 1) Approval of the new P&P document with additions and changes.
- 2) Discussion of the Corporate Bylaws changes and how they will be addressed in the LSC Bylaw document.

USA Swimming, Colorado Swimming Inc.

BALANCE SHEET

As of June 30, 2020

	TOTAL		
	AS OF JUN 30, 2020	AS OF JUN 30, 2019 (PY)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
1011.5 WF Checking New	59,657.55	64,686.39	-5,028.84
1012.1 UBS Investments Original-Select	101,276.19	220,504.27	-119,228.08
1012.2 UBS Investments Conserv.-Multi	191,335.86	208,354.84	-17,018.98
1013 Transfer for registration	7,959.00	151.00	7,808.00
1014 transfer savings account	150.07	150.03	0.04
1015 WF Business High Yield	103,141.01	49,056.29	54,084.72
1016 Bank of Colorado-PPP	0.00		0.00
Total Bank Accounts	\$463,519.68	\$542,902.82	\$ -79,383.14
Accounts Receivable			
1200 Accounts Receivable	41,462.36	80,679.35	-39,216.99
Total Accounts Receivable	\$41,462.36	\$80,679.35	\$ -39,216.99
Other Current Assets			
1020.0 Account Receivable	29,616.58	29,616.58	0.00
1205.0 Prepaid Club Expenses	41.00	41.00	0.00
12100 Inventory Asset	449.76	130.40	319.36
1499 Undeposited Funds	2,360.99	16,074.27	-13,713.28
1600.0 Meet Surcharges Receivable	0.00	0.00	0.00
Inventory Asset-1	-433.02		-433.02
Uncategorized Asset	7,150.00		7,150.00
Total Other Current Assets	\$39,185.31	\$45,862.25	\$ -6,676.94
Total Current Assets	\$544,167.35	\$669,444.42	\$ -125,277.07
Fixed Assets			
1300.0 Computer & Office Equipment	34,425.32	34,350.37	74.95
1400.0 Accumulated Depreciation	-24,940.00	-24,940.00	0.00
Total Fixed Assets	\$9,485.32	\$9,410.37	\$74.95
TOTAL ASSETS	\$553,652.67	\$678,854.79	\$ -125,202.12

USA Swimming, Colorado Swimming Inc.

BALANCE SHEET

As of June 30, 2020

	TOTAL		
	AS OF JUN 30, 2020	AS OF JUN 30, 2019 (PY)	CHANGE
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 *Accounts Payable	421.32	421.32	0.00
Total Accounts Payable	\$421.32	\$421.32	\$0.00
Credit Cards			
1020 US Bank - Jackie Stiff's Card	1,237.57	719.89	517.68
1020.1 US Bank - Kristen Sanchez	400.29	-2,499.71	2,900.00
1020.2 US Bank - Tristan Cross	0.00	0.00	0.00
1020.3 US Bank - Ingrid Briant	0.00		0.00
1020.4 US Bank - Vinny Pryor	-750.62		-750.62
Total Credit Cards	\$887.24	\$ -1,779.82	\$2,667.06
Other Current Liabilities			
2000.5 Accounts Payable	29,592.58	29,592.58	0.00
2001.0 USA - Year around athletes	-23,457.08	-11,030.00	-12,427.08
2002.0 USA- FLEX Athlete	1,370.00	1,400.00	-30.00
2004.0 USA - Seasonal athletes	4,770.00	18,840.00	-14,070.00
2005 USA Single Meet Athlete	0.00	0.00	0.00
2010.0 USA - Clubs	20.00	-210.00	230.00
2030.0 USA - Individuals	2,786.00	6,392.00	-3,606.00
2031.0 USA - Sports medicine-nonathlet	0.00	0.00	0.00
2032.0 USA - Outreach	25.00	65.00	-40.00
2036.0 USA - Lifemember	0.00	0.00	0.00
2090.0 Other current payables	0.00	0.00	0.00
2100.0 Payroll Taxes Payable	0.00	0.00	0.00
2110 Direct Deposit Liabilities	0.00	0.00	0.00
2600.0 Advance Swimmer Registration	576.00	0.00	576.00
2602 Advance Swimmer Flex Registrati	470.00	0.00	470.00
2605.0 Advance Seasonal Registration	0.00	0.00	0.00
2610.0 Advance Club Registration	0.00	0.00	0.00
2620.0 Advance Fam/Ind Registration	132.00	12.00	120.00
2700.0 Deferred Sanction Revenue	0.00	0.00	0.00
2800.0 HOD attendance Deposit	5,400.00	5,700.00	-300.00
Total Other Current Liabilities	\$21,684.50	\$50,761.58	\$ -29,077.08
Total Current Liabilities	\$22,993.06	\$49,403.08	\$ -26,410.02
Total Liabilities	\$22,993.06	\$49,403.08	\$ -26,410.02

USA Swimming, Colorado Swimming Inc.

BALANCE SHEET

As of June 30, 2020

	AS OF JUN 30, 2020	TOTAL	
		AS OF JUN 30, 2019 (PY)	CHANGE
Equity			
1110 Retained Earnings	108,527.73	141,732.29	-33,204.56
2999.0 Net Assets-Unrestricted	382,149.84	382,149.84	0.00
3000 Opening Bal Equity	6,238.45	3,092.12	3,146.33
Opening Balance Equity	0.00	0.00	0.00
Net Income	33,743.59	102,477.46	-68,733.87
Total Equity	\$530,659.61	\$629,451.71	\$ -98,792.10
TOTAL LIABILITIES AND EQUITY	\$553,652.67	\$678,854.79	\$ -125,202.12



Board Report /13/20
Zone 1 Rep.

FAST is planning to host a meet on 8/1.

Colorado Swimming – Treasurer Report

7/23/2020

I have reviewed the Balance sheet and P/L statements as provided by Jillian and confirm that we are still on track with our updated Covid-19 Budget from April 12 at which time we estimated a \$39,733 profit before the Covid-19 team payouts.

Please note we liquidated 40k from our investment accounts in order to retain the cash balances needed for operations as per the motion at our last board meeting.

Regards,

Bill Bartel
Colorado Swimming Treasure

2020-2021 Budget Request Form

Due August 3, 2020

Budget Line Item: _____

Prior Fiscal Year Budget: _____

Current Fiscal Year **Requested** Budget:

Based on a **NORMAL** Fiscal Year – _____

Based on a **MODIFIED** Covid Fiscal Year – _____

Based on a **FULL** Covid Fiscal Year (Similar to 2019-2020) – _____

Justification for budget of \$_____:

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Please email this form to Jillian Hayes at jillian.hayes1992@gmail.com on or before August 3, 2020.

The proposed budget will be emailed to everyone no later than August 10, 2020 along with all proposed budget request forms for the board to look over before the board meeting being held on August 12, 2020. Please look over the information before coming to the board meeting, as we are only going to discuss major changes that have been requested.

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: JUNE 30, 2020

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

During the quarter ended 6/30/20 I have not been notified of any accidents and did not receive the requested reporting from USA Swimming for the quarter and year to date reporting of submitted accident reports by LSC for 6/30/20.



Board Report 7/13/2020
Diversity and Inclusion Chair

- Looking to have a DEI Committee. Email went out to all clubs seeking members, including athletes.
- DEI Survey for all Clubs to identify trends, locations, etc. There is a strong push to encourage parents and swimmers to check the appropriate boxes. A survey at this time may provide a more accurate picture of the DEI athletes in Colorado than what the 2019 Demographics Report conveys.
- Swimmers with disabilities are also an area of particular interest
- With help from USA Swimming DEI, we have identified 3 areas to start to pursue possible pilot program opportunities.
 1. Parent and/or Athlete Focus Groups
 2. Athletes with Autism
 3. LSC and individual club Scholarship opportunities, incentivized and actual use.
- Within each of these categories, there are or will be additional support mechanisms from USA Swimming
- There is the possibility of hosting and/or attending Multi-Cultural Meets in the Western Zone as early as 2022. The Western Zone is requesting that LSC's fund a portion of the travel for these meets. Planning is ongoing, at the DEI Sub-Committee Level.

From: [CHAR SORENSEN](#)
To: [Jackie Stiff](#)
Subject: Re: July 25th Board Meeting 11am
Date: Wednesday, July 8, 2020 1:50:15 PM

July 2020
Board report Disability

No Report

Char Sorensen
Disability Chair

On Jul 8, 2020, at 10:04 AM, Jackie Stiff <csiswimoffice@swimcolorado.org> wrote:

Dear BOD,

This is a reminder that we are having a Meeting on July 25th at 11am. Reports are due July 13th. Please let me know if you are a voting member and cannot make it. We would like to make sure we will have a quorum.

Here is the zoom information:

Jackie Stiff CO is inviting you to a scheduled Zoom meeting.

Topic: July 25th Board Meeting

Time: Jul 25, 2020 11:00 AM Mountain Time (US and Canada)

Join Zoom Meeting

[https://us02web.zoom.us/j/82663096619?](https://us02web.zoom.us/j/82663096619?pwd=N1ZNWNhhdnVLT2RQMGo1MEZFM0ZwZz09)

[pwd=N1ZNWNhhdnVLT2RQMGo1MEZFM0ZwZz09](https://us02web.zoom.us/j/82663096619?pwd=N1ZNWNhhdnVLT2RQMGo1MEZFM0ZwZz09)

Meeting ID: 826 6309 6619

Password: 570057

One tap mobile

+13462487799,,82663096619#,,,,0#,,570057# US (Houston)

+14086380968,,82663096619#,,,,0#,,570057# US (San Jose)

Dial by your location

+1 346 248 7799 US (Houston)

+1 408 638 0968 US (San Jose)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 312 626 6799 US (Chicago)

+1 646 876 9923 US (New York)

+1 301 715 8592 US (Germantown)

Meeting ID: 826 6309 6619

Password: 570057

Find your local number: <https://us02web.zoom.us/j/kdG2sUrLf1>

Jackie Stiff

Colorado Swimming

Executive Secretary

PO BOX 816

Frederick, CO 80530

720-616-7937

SwimColorado.org



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
July 2020 (as of 7-10-20)
Board Report

Membership Type	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020 ytd	2021 ytd
Athletes (all types)	6057	6325	7216	7303	8688	8547	9125	8876	8979	7193	177
National percentage growth	1.5%	3.3%	about 13%	-0.2%	-.99%	-.3%	5.54%	- 2.2%	-.066		
Colorado percentage growth	3.2%	4.4%	14%	1.2%	8.4%	-5.1%	6%	- 2.8%	1.1%		
Individuals—coaches, officials, other non-athletes	711	718	697	817	856	930	925	969	1057	868	34
Coaches	291	361	379	353	366	430	424	436	494	416	22
Officials	239	246	227	310	303	392	402	420	428	362	6
Other non-athletes	181	111	98	89	92	139	110	132	159	120	7
Y-R Clubs	71	72	69	70	67	64	66	65	67	69	
Season 1 clubs	23	24	20	20	21	21	19	22	24	8	
Season 2 clubs	7	5	1	1	3	2	3	4	5	NA	
Organizations/Leagues		6	5	6	6	6	6	7	5	4	
YR athletes (Premium)					7479	7180	7564	7431	7184	6556	79
FLEX YR athletes									612	381	94
Outreach	119	131	122	84	88	101	90	85	98	55	4
Athletes with a Disability	34	37	43		46	71	84	88	119	102	
Open Water Athletes	4	2	28	0	0	0	0	11	0		
Season 1 athletes	1500	1579	1546	1395	1063	1184	1249	1254	1084	271	
Season 2 athletes	243	241	259	112	173	189	199	113	101	N/A	

Website/trademark updates: All the trademark items have been filed and we now have possession of coloradoswimming.org. As soon as the no transfer period is removed, I will transfer to Colorado Swimming's Google Domain and we will use coloradoswimming.org for the all-star zone page. That way we can easily give out that information and if people find the other site it is easy to get them back to swimcolorado.org.

MI Sports Fundraiser: Shirts have been ordered and delivered, we sold about 150.

BUDGET MEETING: Will be 7pm on August 12th, budget requests will be due to Jillian on Monday Aug 3rd.

Virtual Swimposium: Testing out Breakout rooms to be able to offer several small group discussions at the same time. We may want to look into adding another host to our account to allow for more than one meeting at a time. I believe it is about \$90ish per year. I will have to look up what we paid last year.

In-person HOD: We will be having, if all requirements of social distance remain at the levels they are now, an in-person HOD on Oct 4th at 9:00am at the Marriott Colorado Springs.

Awards Banquet: Idea to have all award recipients be invited to the 2021 banquet OR Have a virtual banquet for up to 100 people.

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

Sanctioning: USA Swimming published its new required items. In the required items is a sample of a liability statement. Ingrid adapted the statement (see below) and recommends that we also have a signed liability statement. I have updated all of our documents to reflect new guidelines.

We have taken enhanced health and safety measures to reduce the spread of COVID-19; however, we cannot guarantee that you will not be exposed to COVID-19. An inherent risk of exposure to COVID-19 exists in any public place where people are present. COVID-19 is an extremely contagious disease that can lead to severe illness and death. According to the Centers for Disease Control and Prevention, senior citizens and guests with underlying medical conditions are especially vulnerable. Physical presence at the meet may increase the risk of contracting COVID-19. Meet participants and spectators voluntarily assume all risks related to exposure to COVID-19 and voluntarily accept sole responsibility for any personal injury, illness, permanent disability or death that may result.



General Chair- Board Report

Tristan Cross

July 2020

- Below is the list of weekly meetings I've been participating in. This increased amount of communication has been hugely beneficial to keep CSI at the forefront of the Covid-19 situation. They have also helped our LSC to be at the forefront of being proactive.
 - Tuesday's at 12:30pm- CSI Task Force Meeting
 - Thursday's at 9:00am- CSI Coaches Coffee Talk
 - Every other Thursday at 10:00am- USA Swimming/LSC Leadership Meeting
 - Plus regular meetings with other coaches from around CSI and other LSC leaders from around the country.
- As listed above, the CSI Covid-19 task force has continued to meet weekly, or as frequently as necessary, to discuss the current state of the situation in our LSC. Our focus has continued to be centered around increasing communication, creating solutions, assistance and pathways to getting back to our normal way of operating. One of our most recent tasks has been creating the direction and setting the expectations for our newly hired lobbying firm. The different perspectives and location of the task force members has been very valuable as we navigate through the current crisis.
- As discussed at our June 16th board meeting, the lobbyist interview sub-committee (Tristan Cross, Dale Ammon, Ingrid Bryant, Shawn Smith, Tom Byorick and Jackie Stiff) recommended the hiring of Nexus Policy Group to the CSI Board. So far they have been fantastic allies in our efforts to expand the competitive swimming opportunities within CSI.
 - Since our 6/16 board meeting, Nexus has been working extensively with Jackie to gather the information necessary to further our situation. We have also had two strategy meetings as a group; as well as a Zoom meeting with Adam Zarrin (policy advisor to Gov. Polis). Our meeting with Adam Zarrin was very positive. We were able to make significant progress towards advancing the competitive swimming opportunities for CSI and showing that CSI should be recognized as experts in aquatics operation in the state of Colorado. Additional documents on the safety and benefit of competitive swimming have been created and sent to Adam Zarrin to present to Gov. Polis; along with all of the relevant documents from USA Swimming.
- Below are the general objectives we have passed along to Kayla Tibbals and Patrick Boyle, partners at Nexus Policy Group. These objectives may evolve or change as progress is made throughout the Covid-19 crisis.
 - **Nexus Policy Group Objectives:**
 1. **Get State policy to reflect Larimer County and Douglas County variances.**
 1. Initial focus on 1 person per 28 sq ft metric.
 2. Recognize square footage in indoor pool capacity calculation.
 2. **Get indoor pools separated from gyms, yoga studios, etc. in the Public Health Order.**
 3. **Get Colorado school districts actively engaged in the discussion of re-opening pools and understanding the safety and overall benefit of competitive swimming. *This is crucial as outdoor pools begin closing in the fall.***
- Board Meeting Dates for 2020:
 - We will continue to hold periodic emergency CSI board meetings in response to any developments or announcements regarding the current Covid-19 situation. Please be on the lookout for these meeting announcements.
 - September 12th
 - September 24-26th— USAS Convention- Will be held remotely
 - October 3-4th— Swimposium and HOD- More details to follow

July 25th Board of Directors Meeting Board Report
Huarui Lai

Dear board members,

It's great to see that more teams are making progress in finding ways to stay connected or are safely getting back into practice in the pool during this unprecedented time. While it has been great getting back in the water, I know my team, and many others, are still placing heavy emphasis on safety protocols to ensure that all athletes, coaches, and families stay safe, which is more important than ever as the state is slowly reopening and monitoring the situation.

CSI and board members, athletes, parents, coaches, and officials have been compiling resources, assisting teams when possible, and doing whatever is possible to ensure a safe return to swimming and pool usage. I've been very fortunate to participate in COVID-19 task force meetings to see the changes and actions that the board is working on, and provide an athlete perspective on any necessary topics.

Again, thank you for organizing meetings to discuss the current situation and ways the board can support athletes, coaches, and teams at this time.

Thank you,
Huarui

Age Group Vice Chair Report

July 25, 2020

Vinny Pryor

Camps/ Meets

- Nothing new to report. I haven't considered the possibility of rescheduling the Select Camp, given where we are in terms of facility restrictions.
- Initial talk of meetings to discuss moving the 2021 All Star meet to a different location have been halted, likely due to COVID circumstances. There hasn't been any word on that meet since January/ February.
- The only competition still tentatively scheduled, as far as I know and as of 7/13/20, is the Western Zone Open water meet, which we have traditionally not attended as an LSC team. Given the uncertainties of this "season" and the logistical challenges (i.e. social distancing) that we would face, it's not something I recommend, even if this event were to take place.



Board Report
Zone 4- Western Slope
July 13, 2020

Scheduled Meets in the Western Slope

[CSI Open Water Championships- AVON](#)

08/08/2020 to 08/09/202

-Waiting for USA Open Water Sanctioning

Officials Committee Report

Colorado Swimming BOD Meeting July 25, 2020

2020 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

2020 CSI Meet Referees:

SC 14U Jos – Robert Scandary
SC Silver State – Jeremy Cooper
SC Senior State – Troy Brovold
MEET STATUS CANCELED
CSI Long Course Open – David Brown
LC 14U Jos – Linda Seckinger
LC Senior Meet – Derigan Silver
Seasonal State – Erika Anderson
Pioneer Open – TBD

REPORT:

Will implement after Meets start:

- A) Start a Mentor program – Use Sr. Officials at Meets to advise/help and answer questions for officials at all positions.
- B) Offer online (Zoom) Clinics to help Officials who cannot travel to a Clinic on given dates

Officials Committee will recommend an extension of all official's credentials and training – after we see Meets starting – possibly 2020 is a “mulligan”

2020 Officials Workshops from USA Swimming:

Virtual Meet Format – Zoom Meeting June 24th – Scott Powell, Mike Dilli and Linda Seckinger

All workshops cancelled/postponed -

Open Water – David Brown,

Mentoring (for evaluators), **was held Virtually** - Scott Powell, Linda Seckinger

Referee Workshop – TBD

ACTION ITEMS: Coaches input

1 – High School Observed Meets – what is important for the USA Swimming Athletes

2- When Meets Start – in any form - what/how can officials help facilitate what the coaches need –

3 - USA Swimming will use Provisional Officials for a short period of time – Jan 1.. Coaches or 180 athletes – take clinic test and short deck training – CSI interest?

4 – Virtual Meets – CSI any interest?

Mike Dilli

Colorado Swimming Officials Committee, Chair

July 25th, 2020

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - June 2020

	OCT 2019 - JUN 2020	TOTAL	
		OCT 2018 - JUN 2019 (PY)	CHANGE
Income			
2003.0 USA-Transfers	1,167.92	1,110.00	57.92
3001.0 Swimmer Members-Year	78,030.00	85,160.00	-7,130.00
3002.0 Swimmer Members-Flex	4,180.00	6,150.00	-1,970.00
3004.0 Swimmer Members-Seasonal	1,134.00	7,015.00	-5,881.00
3010.0 Club Members-Year	6,620.00	5,395.00	1,225.00
3020.0 Individual/Family Members	9,120.00	11,484.00	-2,364.00
3025.0 USA Swimming LEAP Funds		2,500.00	-2,500.00
3030.0 Meet Sanctions	3,740.00	7,595.00	-3,855.00
3035.0 Registration Fine	800.00	1,600.00	-800.00
3036.0 Late Payment	45.00		45.00
3040.0 Meet Surcharges	113,624.00	140,000.25	-26,376.25
3042.1 CSI Hosted meet Income		29,320.00	-29,320.00
3051.0 State 14&U Revenue	18,368.75	20,520.00	-2,151.25
3051.01 State Surcharge	14,310.00	12,336.00	1,974.00
Total 3051.0 State 14&U Revenue	32,678.75	32,856.00	-177.25
3053.0 State Sr. Meet Revenue			
3053.2 State Sr. Meet Winter SCY	13,780.00	11,620.00	2,160.00
3053.25 Sr. Meet Surcharge	9,060.00	6,888.00	2,172.00
Total 3053.2 State Sr. Meet Winter SCY	22,840.00	18,508.00	4,332.00
3053.3 State Sr. Meet Winter LCM		333.00	-333.00
Total 3053.0 State Sr. Meet Revenue	22,840.00	18,841.00	3,999.00
3055.0 Silver State Revenue	14,720.00	16,585.00	-1,865.00
3055.01 Silver State Surcharge	10,890.00	10,260.00	630.00
Total 3055.0 Silver State Revenue	25,610.00	26,845.00	-1,235.00
3060.0 All Star Revenue	22,655.73	21,910.00	745.73
3066.0 Western Zones Revenue	265.00		265.00
3073.0 Interest/Dividends PaineWebber	16,821.27	19,464.37	-2,643.10
3073.5 Unrealized Inv. Gain or Loss	-13,068.64	-13,574.09	505.45
3075.0 Other Income	288.64	575.00	-286.36
3268.1 Awards Banquet Income	11,187.00	-33.00	11,220.00
6110 PPP-Loan	9,619.69		9,619.69
Sales of Product Income	3,464.21		3,464.21
Total Income	\$350,822.57	\$404,213.53	\$ -53,390.96
Cost of Goods Sold			
2900.0 Award Inventory	3,383.85	-879.52	4,263.37
50000 Cost of Goods Sold	3,750.01		3,750.01

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - June 2020

	TOTAL		
	OCT 2019 - JUN 2020	OCT 2018 - JUN 2019 (PY)	CHANGE
Inventory Shrinkage	-123.37		-123.37
Total Cost of Goods Sold	\$7,010.49	\$ -879.52	\$7,890.01
GROSS PROFIT	\$343,812.08	\$405,093.05	\$ -61,280.97
Expenses			
3042.0 CSI Hosted Meets			
3042.4 Awards		891.79	-891.79
3042.5 Paid jobs		450.00	-450.00
Total 3042.0 CSI Hosted Meets		1,341.79	-1,341.79
3051.1 State 14U Expense	29,721.14	30,039.23	-318.09
3051.11 Age Group State Awards	2,957.61	2,834.77	122.84
Total 3051.1 State 14U Expense	32,678.75	32,874.00	-195.25
3053.1 State Sr. Meet Expense	22,317.27	18,479.08	3,838.19
3053.11 Sr. Meet Winter SCYState Awards	472.73	361.92	110.81
Total 3053.1 State Sr. Meet Expense	22,790.00	18,841.00	3,949.00
3055.1 Silver State Expense	24,218.18	25,417.19	-1,199.01
3055.11 Silver State Awards	1,391.82	1,427.81	-35.99
Total 3055.1 Silver State Expense	25,610.00	26,845.00	-1,235.00
3056.1 Long Course State Expense	0.00		0.00
3056.11 Long Course State Meet Awards	1,531.23		1,531.23
Total 3056.1 Long Course State Expense	1,531.23		1,531.23
3057.5 Long Course State 13&O Expenses		500.00	-500.00
3057.51 LC State 13 & Over Awards	115.27		115.27
Total 3057.5 Long Course State 13&O Expenses	115.27	500.00	-384.73
3059.1 Seasonal State/Summer Expense			
3059.11 Seasonal State Meet Awards	3,170.15		3,170.15
Total 3059.1 Seasonal State/Summer Expense	3,170.15		3,170.15
3060.1 All Star Expense			
3060.11 All Star Transportation Charges	9,829.98	9,914.26	-84.28
3060.12 All Star Gear Orders	11,258.60	10,998.21	260.39
3060.13 All Star Lodging	5,714.28	5,468.84	245.44
3060.14 All Star Chaperone BG Checks	76.00	158.00	-82.00
3060.15 All Star Incidentals and Food	7,491.49	6,516.55	974.94
3060.16 All Star Age Group Coordinator	4,048.45	1,200.00	2,848.45
3060.17 All Star Other Expenses	143.18	3,753.74	-3,610.56
3060.18 All Star Meet Entry	3,677.50	3,571.71	105.79
Total 3060.1 All Star Expense	42,239.48	41,581.31	658.17
3066.1 Western Zones Expense			
3066.11 Zones Transportation		9,222.65	-9,222.65
Total 3066.1 Western Zones Expense		9,222.65	-9,222.65

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - June 2020

	OCT 2019 - JUN 2020	TOTAL	
		OCT 2018 - JUN 2019 (PY)	CHANGE
3067.0 CSI Sponsored Meets	1,557.98	2,000.00	-442.02
3200.0 Central Office Payroll	36,675.19	34,481.07	2,194.12
3205.0 Central Office Operations	2,698.09	4,532.19	-1,834.10
3205.01 PayPal Service Fee	1,147.63	1,169.26	-21.63
Total 3205.0 Central Office Operations	3,845.72	5,701.45	-1,855.73
3205.1 Paychex fees	438.50	1,034.40	-595.90
3210.0 Payroll Taxes	2,628.04	5,952.71	-3,324.67
3225.0 Computer Expenses	146.99		146.99
3230.0 Computer Internet Expense	2,419.78	2,639.80	-220.02
3240.0 Postage	795.00	1,285.00	-490.00
3250.0 Office Expense	288.28	1,042.61	-754.33
3253 Accounting	730.00	567.63	162.37
3255.0 Bad Debts	24.00	66.00	-42.00
3265.0 CSI Regular Meetings	390.22	682.04	-291.82
3266 Workshops	2,258.00	2,354.04	-96.04
3267.0 Swimposium/House of Delegates	1,608.89	8,155.92	-6,547.03
3267.1 Swimposium/HOD Room Rental	12,369.27	597.50	11,771.77
3267.2 Swimposium/HOD BOD Rooms Charge	1,908.00	2,639.96	-731.96
Total 3267.0 Swimposium/House of Delegates	15,886.16	11,393.38	4,492.78
3268.0 Awards Banquet	16,986.46		16,986.46
3269.0 Annual Athlete Swim Clinic	240.60	499.70	-259.10
3300.0 Convention Expense	342.00		342.00
3300.1 Convention Lodging	-342.00	1,881.00	-2,223.00
3300.2 Convention Transportation		3,016.48	-3,016.48
3300.4 Convention Group Dinner		932.70	-932.70
3300.5 Convention Registration		3,020.00	-3,020.00
Total 3300.0 Convention Expense	0.00	8,850.18	-8,850.18
4000.0 General Chair Expenses	78.90	99.82	-20.92
4450.0 Coach's Chair	660.18	405.00	255.18
4500.0 Official's Expenses	102.13		102.13
4500.1 Officials InState Travel	1,189.68	1,440.75	-251.07
4500.2 Officials National Travel Reimb	6,968.76	16,950.48	-9,981.72
4500.3 Meet Supplies & Rule Books	1,604.61	4,917.50	-3,312.89
4500.4 National Official Evaluator		1,145.32	-1,145.32
4500.5 Officials Thank you Gift Cards	3,741.18	3,149.78	591.40
4500.6 Official Meetings	10.70	34.51	-23.81
4500.7 Officials Badge Order	546.39	249.37	297.02
Total 4500.0 Official's Expenses	14,163.45	27,887.71	-13,724.26
4550.0 Age Group	23.02		23.02
4600.0 Technical Chair	143.67	375.74	-232.07
4605 Safe Sport Chair	1,368.51	2,119.44	-750.93

USA Swimming, Colorado Swimming Inc.

PROFIT AND LOSS

October 2019 - June 2020

	TOTAL		
	OCT 2019 - JUN 2020	OCT 2018 - JUN 2019 (PY)	CHANGE
4607 Diversity Chair	902.90	734.80	168.10
5001.0 Athlete Reimbursement			
5001.1 Spring Reimbursements	27,688.76	28,991.93	-1,303.17
5001.2 Summer Reimbursements	0.00		0.00
Total 5001.0 Athlete Reimbursement	27,688.76	28,991.93	-1,303.17
5005 Coach Reimbursements			
5005.1 Spring Reimbursement	7,557.24	8,410.62	-853.38
5005.2 Summer Reimbursement	0.00		0.00
Total 5005 Coach Reimbursements	7,557.24	8,410.62	-853.38
5205.0 Olympic Year Pool Rental	1,960.00		1,960.00
6000.0 Age Group Camp-Catch the Spirit		5,922.24	-5,922.24
6105.0 Junior National Camp	4,116.67	4,929.83	-813.16
6110.0 COVID-19 Payout	23,399.00		23,399.00
6500 Investment Management Fees	1,847.00		1,847.00
7000.0 Other Expense	1,401.50		1,401.50
Merchant deposit fees	7,333.45	12,982.70	-5,649.25
QuickBooks Payments Fees	3,978.44		3,978.44
Total Expenses	\$310,068.49	\$302,615.59	\$7,452.90
NET OPERATING INCOME	\$33,743.59	\$102,477.46	\$ -68,733.87
NET INCOME	\$33,743.59	\$102,477.46	\$ -68,733.87

Safe Sport Chair Board Report

Linda Eaton

July 25, 2020

Past/Current Activities:

The June, 2020 Safe Sport Recognition Program (SSRP) statistics from USA Swimming Safe Sport show that Colorado Swimming has 81 registered clubs. 26 of our clubs had started the work to become Safe Sport Recognition certified. 12 of them have now achieved that goal:

5280 Swimming	ACES Swim Club
Altitude Performance Swim Team	Boulder Swimming
Cheyenne Mountain Aquatics	Colorado Torpedoes
Front Range Barracudas	Elevation Athletics
Flatirons Athletic Club	Pueblo Swim Club
Denver Stingrays Swim Team	Colorado Stars

10 clubs are close to having enough required points to become SSRP certified (points they have vs. points needed – including those from required areas):

Durango Swim Club (50/51.75)	Denver Swim Academy (53/50.25)
Foothills Swim Team* (54/51.75)	Greenwood Tiger Sharks (54/49.5)
Jeffco Hurricanes* (43/51.75)	Pueblo County Swim Team* (51/51.75)
Pikes Peak Aquatics (46/50.25)	CAC Boulder Riptide* (42/49.5)
Team Vortex* (41/51.75)	Woodmoor Waves (56/51.75)

*Clubs that need a Safe Sport Presentation/education opportunity prior to submission; or clubs that need another presentation since their last one was more than 1 year ago (FST).

DSA (8/4/2019) and GTS (8/28/2019) have been notified that they will need another Safe Sport Presentation if they do not file before their previous presentation date. CAC Boulder Riptide is working on getting their Safe Sport presentation set up. Montrose Marlins has recently requested the files to get started on becoming Safe Sport Recognition certified.

We started out Number One in the LSC rankings when statistics were first published; we are now 12th among all the LSC's. In the Western Zone, Sierra Nevada (16), Oregon (15), and Utah (14) are now ahead of us.

All our clubs have been notified that Safe Sport Presentations can be accomplished in a variety of ways; whatever suits their club best given the COVID-19 requirements. One can be held outdoors with plenty of social distancing, or indoors in a room big enough to provide that same distancing. If done in conjunction with the finish time of different practice groups, it can be held for each practice group to keep the audience smaller. It can be accomplished on Zoom.

Information has been passed on to all our clubs regarding the following: USA Swimming is providing the opportunity in a monthly drawing for its SSRP member clubs to win a chance for a National Team member or alum to visit their club free of charge. It is being sponsored by the Keeping Athletes First Action Plan.

Action Item: None

Eric Eikenbary
Senior Vice Chair Report
Colorado Swimming BOD Meeting July 25, 2020

REPORT-

Coaches and athletes are looking forward to getting back to competition. The uncertainty of the upcoming competition schedule continues to be quite stressful.

High School seniors are having an unusually difficult time with the recruiting process. There is a fear that some college coaches may be dishonest about university finances and program stability.

Clubs are worried about new membership in the fall. With neither a high school boys' season nor a summer club season the USA Swimming market is nearly impossible to wrangle. How can CSI help market and advertise USA club swimming?

ACTION ITEM:

Does CSI want to create a Facebook page and commit \$2,800 in target ads in an attempt to reach 10,000 people?

The ad would effectively be a direct link to the CSI Club Portal.

Team administrators and coaches would be notified and encouraged to update their website appropriately.

No CSI team(s) would be highlighted or mentioned.

The committed money would be designated as COVID response.

One new team member equates to \$1,500 - \$3,000 per year for a club team.

Thank you.
Eric Eikenbary
Senior Vice Chair

Zone 2 Rep Board Report
Lane Bretschneider
July 13, 2020

I am currently working with Vinny to see if we have VMAC reserved on specific dates for the 2022 Zone 2 LC Age Group meet. If not, I will be reaching out to the Zone 2 coaches to get a consensus on the dates for the 2022 LC Zone 2 meets. It is also my recommendation that, due to the absence of the Zone 2 meets this year, host rotations get pushed back a year for the Age Group meets. That would mean that the 2021 Age Group meet would be hosted by ACES, the 2022 Age Group meet would be hosted by STARS, and the 2023 Age Group meet would be hosted by FST. The Senior meet for all 3 years would be hosted by TOPS.