



Colorado Swimming, Inc.
Glenwood Springs Community Center
Call to Order: 9:04am

House of Delegates Annual Meeting October 7, 2018

Reading, correction and adoption of HOD minutes;

- Annual HOD Meeting of October 8, 2017 M/S/P
- Emergency HOD meeting of July 21, 2018 M/S/P
 - By Law changes to include two (2) new membership types: Flex Membership Junior Coach

Reports of Officers:

General Chair- Andy Niemann – oral report

- 19 representatives from Colorado attended USAS Convention
- CSI will co-host the 2020 Four Corners Sectional Meet with Jenks, OK, team in Tulsa, OK
- Thank you to Jackie Stiff for Outreach work; Jackie and Linda Seckinger for LEAP work
- 25 CO swimmers named to 2018 USA Swimming Scholastic All American team; 8 CSI clubs achieved National Club Excellence recognition
- Phillips 66 Outstanding Service Award Presentation – this year's recipients are Cami Kidd and Suzi King

Administrative Vice Chair- Dale Ammon – see attached report

Senior Vice Chair- Jim Nickell – no report

Age Group Vice Chair- Tristan Cross – oral report

- 2019 and 2020 Age Group Championships will be held in Mt. Hood, OR; 2019 Mid-West All Star Meet will be in Omaha; 2019 Catch the Spirit Camp TBD

Secretary- Robert Scandary – no report

Finance Vice Chair- Jillian Hayes – report online

Report of Staff

Executive Secretary- Jackie Stiff- oral report/online report

- Team Unify (TU) will begin using Member Data Validation Project to streamline the process of how teams link their TU site to SWIMS, cutting down on several steps for teams. These can be pushed from TU directly to SWIMS holding tank.
- Meet Sanctions - Swimmers must be race certified or they are prohibited from using the backstroke ledges. Meet information and sanction sign-off need to be submitted within 10 days of each other
- QuickBooks invoicing is set-up, allowing either credit card or ACH processing. Please do not send paper checks.
- HOD 2018 - 63 of 181 voting members present; 45 of 90 clubs represented

Reports of Committees and Coordinators:

Seasonal Club Representative- Karoline Roome – oral report

- 2019 Seasonal Championship Meet will be in Ouray

Coach Representatives (2)- Steve Hanson, Damon Garrison –

- Concussion Training and Certification – all coaches are required to take this training annually and provide CSI with proof – due January 1, 2019; National Federation of High School (NFHS) site has protocol testing
- CPR and Safety Training
- Ban on use of technical suits by 12Under swimmers – adopted by USA Swimming

Athlete Representatives (6)- Kristin Hultgren, Zoe Bartel, Ben Dufauchard, Miriam Skari, Annabel Lewis, Adam Austin

- Reported from Convention Athlete sessions; Clean Sport-athletes should know what they are putting in their body, from food nutrients to vitamin supplements

Technical Planning Chair-Shawn Smith – oral report

Officials Chair-Mike Dilli

- 420 Officials; 38 clinics; staffed 153 CSI meets
- Number of CSI officials invited to National level meets.

Geographic Zone Representatives (5)- Rich LeDuc, Vinny Pryor, Heather Flint, Gordon Gerson, Luke Schumm

- Gordon – support for the Western Slope prelim/finals meets



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Membership/Registration Coordinator- Jackie Stiff – no report

Safe Sport Chair- Linda Eaton-oral report

- Presented 2018 and 2019 goals

Operational Risk Chair- Brian Wixted – oral report

- 12 Incident of Occurrence reports in 2018

Diversity Chair- Sean Hatzenbuehler – oral report

- USA requirements for host teams respective of transgender swimmers

Disability Chair- Char Sorensen – online report

- Time standards posted and to be sent out to clubs
- Colorado hosted Wounded Warrior Swim Meet

Open Water Chair- Grant Holicky – Linda Eaton presented sanctioning information

Records/Times- Linda Seckinger- see attached report

Club Development- Rose Snyder – see attached report

M/S/P to move Elections up on the agenda

Elections: (note- all of the following subordinate items (#) received **M/S/P**):

Nomination from floor for Athlete Rep.- Kristin Hultgren; close nominations

Nomination from floor for Nominating Committee- Mike Dilli, Linda Eaton, Luke Schumm, Silas Almgren; close nominations

By acclamation, Dale Ammon was elected to Administrative Vice Chair

By acclamation, Tristan Cross were elected to Age Group Vice Chair

Teller Committee: Terry Kidd, Kala Mawlawi, and Stephanie Madsen; Election Results

- Kristin Hultgren and Sophia Bradac were elected as Athlete Representatives
- Mike Dilli, Todd Schmitz, Nick Frasersmith, and Luke Schumm were elected as Nominating Committee members

Destroy ballots

Presentation of the Annual Budget and Adoption of Recommendation to the House of Delegates: online P&L report

- Jillian Hayes reviewed the budget and answered questions from members
- Approval and Adoption of Budget **M/S/P**

Unfinished (old) Business - none

New Business:

- Jim Nickell asked for support for the new pool to be constructed in the Loveland area

Resolutions and Orders: none

Adjournment: 11:10am **M/S/P**



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Administrative Vice Chair Report 2018
CSI House of Delegates
October 2, 2018
Dale Ammon

2018 was a good year for Colorado Swimming. We made great strides forward in the area of Safe Sport. Education of the swimming community was vastly improved over the year as more teams and volunteers were provided updated education and in some cases support regarding local challenges was provided to help move the entire organization forward as it relates to these broad issues.

We also added a new chair for Diversity and Inclusion. CSI has begun to make advancements in understanding and education to better assist the CSI organization in how we may be better set for supporting and further advancing a diverse and inclusive organization. The CSI D&I Chair attended the Western Zone Leadership Workshop in San Diego to gain further understanding how D&I leaders are helping their LSC's and leading change in the sport of Swimming.

I also attended the WZ D&I Workshop in San Diego this past summer for their leadership summit meeting. Great discussions were had at this meeting creating a broader awareness of current states of D&I in the Zone and in the individual LSC's. There was also good sharing of how to put plans in place to grow the awareness and support of the local D&I engagement of our sport by each LSC D&I leader and their local teams.

The CSI Bylaws received two updates in 2018 to include our new Flex membership & Junior Coach initiatives that started in September of 2018.

The Policies and Procedures document was updated in 2018 with housekeeping changes to address current procedures on membership registration and reimbursements as voted on by the CSI BOD.

The 2019 USA Swimming Convention was a highly educational event with changes approved about use of Tech suits in the 12&U age category, the approval of a new template for LSC Bylaws that is planning to be implemented in 2019 at our HOD. A committee dedicated to the proper transfer of the current Bylaws document to the new document will be created.

Thank you to Colorado Swimming for supporting me to attend the USA Swimming Convention this year. It is a pleasure to serve as your Administrative Vice Chair.



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Colorado Swimming House of Delegates
Committee Reports

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First off thank you to Colorado Swimming for allowing me to attend convention in Jacksonville this year to help with the committees that I sit on for the LSC.

TIMES COORDINATOR:

I attended the SWIMS workshop at convention this year and they reported on the following areas:

Scholastic All American: 1,623 athletes this year with 181 that had been on the list three times. This was the first year for 9th graders and there were 240 9th graders that made the SAA list.

National Age Group Records: There were 38 Short Course NAG Records and 15 Long Course Records set this year. NAG records will now include mixed relays but will not include the 800 Free relays.

Observed Meets: There were 812 observed meets loaded into the system this year. These included High School, NCAA and Masters meets.

TOP 10 Lists: The TOP 10 certificates are no longer being printed by USA Swimming and the LSC must print their own. The template for the certificate will be sent out and also available on the web site and the data for the certificates can be found under the top times report.

Team Unify: Team Unify spoke on how eventually all times in SWIMS will be integrated directly into the Team Unify database. This will not happen for a while as the membership integration is being implemented first.

Paralympic, FINA, Foreign and Observed Swims times: Times from Paralympics meets will now be in the USA Swimming SWIMS database. This will only involve 10-12 meets per year. FINA does load some meets into the SWIMS database. They do not upload all times though and will only upload times that have 750 FINA points that they load. Times from a foreign meet can be uploaded into SWIMS. All that is needed is a link to the meet information and the results or if possible and available a CL2 or SD3 file. Send these to your times person in your LSC. Observed meets must have 4 association officials on deck for the times to be considered for observation. This can be two association officials and 2 officials that are duly certified through the association and USA Swimming. If there are 4 association officials only then USA Swimming requires that two officials are needed for observation, one at each end of the course.

I also attended the Rules and Regulations workshop and the major discussion at this was the 12&U Tech Suit legislation that was being proposed. All other items of legislation were also discussed and amended as suggested from the floor. Also attended the Required LSC Bylaws workshop, LEAP workshop and the Western Zone meetings.

ACTION ITEM:

What is the top age group that the LSC would like the Top 10 Certificates printed for? Do you want the cut off age for these to be 16 or 18?

RECORDS:

The annual CSI Awards Banquet was held September 22, 2018 at the Double Tree in Westminster.

Seasonal had 20 new Individual and 1 new Relay Record

Short Course LSC Records had 27 new Individual and 13 new Relay.

Long Course LSC Records had 28 new Individual and 5 new Relays.

NOMINATING COMMITTEE: (Past General Chair)

This year's nominating committee consisted of Anthony Boettcher, Nick Frazersmith, Todd Schmitz, Mike Novell and Athlete Miriam Skari. The slate for this year's positions up for election were posted well in advance of the 20 days.

Thank you to the committee for their dedication to the LSC.

Submitted by

Linda Seckinger

Past General Chair

Times Coordinator

Records/Top 10

2018 Convention Report: Jacksonville, Florida



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Rose Snyder. Club Development
At-Large Delegate

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Safe Sport:

- Create a safe sport tab on your website. Link to Center for Safe Sport, LSC and USA Swimming.
- Make sure you are getting Linda's safesport emails!
- Sign up for Linda to come to your club.
- Have a safesport coordinator (job description)

Make A Splash:

- Find a way to partner with a learn to swim program in your area.
- If you have a lesson program, connect it to Make A Splash, apply for a grant, can allow you to get funds for more instructors and serve under-served populations
- Build a bridge program with the Flex Membership

Mental Health for Athletes: National Team and Sports Medicine Committee: Samantha Arsenault

- National team is working on this area; The stigma is going away
- Find a Therapist Near You: Psychology Today
- Athletes Connected <https://athletesconnected.umich.edu/>

Coaching Female Athletes: 10 and Unders:

- Empower, don't enable. If a Swimmer NEEDS you, you have failed.
- Create an identity on things she CAN controls
- Getting a time on the clock at the expense of the human element can cause a lifetime of damage. Controllables: Ethics and Attitude
- Journals for all kids: What is you Why? Who are you swimming for?
- Confidence Code for Girls by Katty Kay and Claire Shipman

Coaches must be keenly aware of a young females potential to of wanting to please the coach rather than looking to themselves for the sole motivation. Sharon Power

Keynote Address: Rishad Tobaccowala (video is on USA Swimming's website; about an hour)
"Change sucks"

Future competitive advantage

Three trends:

- Globalization cannot be stopped
- Demographic shifts generation Z: 12 and unders; Caucasian minority
- Technology change

The way people communicate is different in the "how" not the "what" ...can I trust you. Trust is human. Stories.

- To survive you need to know what you need to learn and what you need to unlearn
- Spend 1 hour a day learning. Without it, you will become outdated.
- Learn anything that upsets you.
- New way to communicate is social media. It is the best way to influence your company. Attend SwimBiz workshop in the Springs!

Meet the Candidates: Our board has changed and this was our first election in the new structure. 15 members and at least two are semi-independent board members. Dale is still on the board for one more year as they phase out the zone directors serving on the board. Nominating committee vetted over 60 candidates. We elected new members at the HOD.

LEAP Workshop: Dale and I attending a LEAP workshop and participated in a brainstorming session. Also, there will not be a safe sport section for LEAP. Up until now it has been weaved throughout the program, but will now have it's own dedicated area.



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Women's Leadership Social: Networking event. I would like to help our LSC host a Women's Leadership Summit next year at Swimposium. Look for more information coming out about this.

Club Development: Membership trends. USA Swimming membership down 2.2%. This is the first membership drop in our history.

- How is your club's membership? Ask the question.
- How can the new Flex Membership help your club?
- Safe Sport Recognized Clubs

Club Leadership and Business Management School online. Have all your new board members take the course. Sign up for Board Source. It's free. Let's see if we can get a 201 CLBMS for Swimposium next year. Please contact me at rosesnyderconsulting@yahoo.com for governance and board development questions or help.

Motivation Times for Success for Swimmer's with Disabilities: See Char Sorenson's Report

Ideas:

- Parent Education: Parents Book Club
- Make your Swim-a-thon an event; party, dinner, lane sponsors, etc
- How do we make sure we remain relevant as a team and a person.
- What's bothering you about your business?

Submitted by Rose Snyder, Club Development Liaison.

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Oct. 7, 2018 HOD V