

Colorado Swimming, Inc.
Board of Directors Meeting
Sunday May 4, 2025, 3:00 pm
Courtyard Tech Center, 6565 S. Boston St., Greenwood Village, CO 80111

Call to Order: Barbie Barker, Ingrid Briant, Meghan Hershey, Jackie Stiff, Jen Koschmann, Tristan Cross, Carmen Babcock, Dale Ammon, Brian Wixted, Emma Lindstrom, Callie Marks, Linda Seckinger. Guests: Linda Eaton (Governance Committee).

The meeting of the Colorado Swimming Board of Directors was called to order at 3: 07 pm, the General Chair being in the chair and the Secretary being present.

Any Changes or additions to the agenda (New Business, Late or Revised reports):

Pull Reports, Adoption of Agenda and Acceptance of Consent Agenda: The Finance, Age Group Vice Chair, Coaches Rep., and Senior Vice Chair reports were pulled.

Reading, Correction, and Adoption of February 9, 2025 Meeting Minutes:
Motion to approve February 9, 2025 Meeting Minutes was adopted.

Board of Directors (voting members)

General Chair – Barbie Barker

Administrative Vice Chair – Dale Ammon

Finance Vice Chair – Brian Wixted

Senior Vice Chair – Jim Bocci

Age Group Vice Chair – Meghan Hershey

Secretary – Ingrid Briant

Coach Representatives – Jen Koschmann, Tristan Cross

Senior Athlete Representative – Madison Mintenko

Junior Athlete Representative – Diego Lara

Senior At-Large Athlete Representative – Callie Marks

Junior At-Large Athlete Representatives – Emma Lindstrom, Lily Wederquist

Diversity, Equity, and Inclusion – Emily Altier

Officials – Derigan Silver

Safe Sport – Mary Schlecht

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CSI Staff

Executive Director - Jackie Stiff

Times, Records, Meet Entries- Linda Seckinger

Ex Officio Members (non-voting members)

Past General Chair – Tristan Cross

Technical Planning - Shawn Smith

Seasonal Club Representative – Kevin Ketterer

Seasonal Athlete Representatives –Wilder Anderson, Tucker Chinn

Geographic Zone Representatives – Maria Strait, Allyson Angle, Melinda Hunzeker, Lily Borgenheimer, Sean Stockton

Operational Risk – Rich LeDuc

Disability – Kelly Wederquist

Open Water – Carmen Babcock

Governance Chair – Scott Powell

Treasurer –Jackie Stiff

Club Development – Rich LeDuc

Unfinished (Old) Business:

1. Finance/Budget Updates – Revenue Task Force findings and recommendations –After significant budget revisions, the deficit was reduced from around \$120,000 to around \$25,000. We would like to further reduce the \$25,000 deficit.
 - a. Revenue Task Force –This task force was created to propose ideas for raising revenue to reduce the deficit and met twice since the last board meeting. It discussed reducing expense related to the annual banquet and Jackie and Barbie plan to retool how we do the banquet to reduce CSI’s subsidy moving forward. The Task Force identified a few additional ideas for raising revenue that the board considered and discussed in detail:
 - i. Increase the club transfer fee – The current transfer fee is \$10 and we estimate about two hundred transfer fees annually.
Motion to raise club transfer fee from \$10 to \$100 for 2026 registration year was adopted.

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- ii. Increase the meet surcharge for CSI sponsored meets –
Currently, the per athlete entry fee for most CSI sponsored meets is \$18. Jackie indicated that the fee will likely go up due to increased expenses. Various approaches were discussed, the motion was amended twice prior to disposition, and consensus emerged to raise the fee by \$2 for now and to revisit this issue going forward. Funds generated by the \$2 increase will stay with CSI. This will result in additional revenue of approximately \$11,176. **Motion to raise meet surcharge for CSI sponsored meets by \$2 was adopted.**
- iii. Consider generating sponsorships/advertising in digital heat sheets for CSI sponsored meets in the future.
- b. Annual Splash Fee – Independent of the Revenue Task Force, Brian strongly recommends raising the annual splash fee increase from five cents to ten cents. The splash fee is \$1.20 this year. Under Brian's proposal, the splash fee would go up to \$1.30 rather than \$1.25 next year. Considerable discussion of this proposal ensued, and it was decided to table resolution of this proposal to the July board meeting. In the meantime, Barbie will seek to obtain information about USA Swimming's LSC splash fee analysis from Nate Chessey to aid in our analysis of the issue. The plan is to resolve this issue at the July board meeting.
2. No More Under Swim Safely Series update – Jackie, Ingrid, and Rich have been working with No More Under to finalize details of the Swim Safely Series to be held June 2-6 at the Runway 35 pool in Central Park. We currently have ten volunteer instructors signed up and need to get at least fifteen. The Athlete Representatives will spread the word to get additional volunteers.
3. P&P revision from Feb. meeting – Athlete of the Year Award –the revision discussed and approved at the February board meeting has been implemented and Jackie will post the latest revised version of the P&P.

New Business:

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1. Open Water State Championship – Carmen has been working on finalizing logistics for this meet. The expenses identified in her report will be covered by the Open Water budget and revenue raised by entries.
2. Fines – Jackie identified three types of fines for consideration. Each type of fine was discussed and consensus was reached. In addition, the plan is to send teams a summary of these fines over the summer to put them on notice that they will be implemented starting in September. Finally, we will update the P&P as appropriate to reflect these fines.
 - a. Registration fines– Proposal to enforce a \$100 fine on teams for an unregistered swimmer not registered in response to meet recon. **Motion to begin meet recon fine process in September 2025 was adopted.**
 - b. Late Sanction fines– discussion ensued regarding how to manage sanction requests that are submitted too close to the meet. Jackie currently receives some sanction requests as late as fifteen or fewer days before the meet, which does not allow sufficient processing time. Proposal to require that meet sanctions be submitted no later than 30 days prior to the meet was discussed. Consensus was reached to have late sanction requests constitute a sanctions violation and to have the current sanction violation fines outlined in the P&P apply to such violations. **Motion that meet sanctions are due 30 days prior to the first day of the meet and that all sanctions received after that time constitute a sanctions violation was adopted.**
 - c. Late payment fines –CSI works hard to collect payment on outstanding invoices and we discussed whether to impose fines on late payments. Various options were discussed and consensus was reached. **Motion to impose a \$50 late fee for invoice payments received more than 5 days past the due date and to impose an additional \$50 fine for each 30-day period when payment is not received was adopted.**
3. SB 24-113 – Safer Youth Sports – Colorado recently passed SB 24-113 that will require youth sports clubs to implement safeguards such as mandatory reporter training, background checks, and codes of conduct. USA Swimming has advised that CSI does not need to do anything additional in order to comply with this new law. Furthermore, USA Swimming communicated with

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clubs directly regarding messaging clubs should implement to comply with the new law.

Pulled Reports:

1. **Age Group Vice Chair**— As discussed in her report, Meghan suggests keeping the current Zones team selection criteria and not including 50s in the team selection criteria this year. We still do not have meet information and it is unclear how everything will play out. **Motion to keep current Age Group Zones team selection criteria for the 2025 meet and to not include the 50s in the selection criteria was adopted.**
2. **Coaches Reps.**— The request outlined in the Coaches Reps.' report for CSI to fund discounted ASCA World Clinic registrations was discussed. It was noted that we currently do not have a line item for coach education given recent budget cuts. We may want to consider adding such a line item to the budget in the future. After thorough consideration, we decided not to fund this particular request.
3. **Senior Vice Chair**—Discussion is underway to plan the Athlete Leadership Summit in October 2025. It was confirmed that there are funds in the budget for this and planning should proceed.
4. **Finance Vice Chair**— see discussion under Old Business.

Resolutions and Orders: The next scheduled board meeting will be **Monday July 21, 2025 at 7:00 pm by zoom.** Written reports from each board member, representative, and committee will be due to Jackie Stiff by **Monday July 14.**

Adjournment: **The meeting adjourned at 5:06 pm.**