

Colorado Swimming, Inc.
Board of Directors Meeting
Saturday May 7, 2022

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

Roll Call: Tristan Cross, Barbie Barker, Jillian Hayes, Erik Eikenbary, Vinny Pryor, Ingrid Briant, Bill Bartel, Mark Hesse, Shawn Smith, Scott Powell, Linda Eaton, Rich LeDuc, Linda Seckinger, Jackie Stiff, Lane Bretschneider, Meghan Hershey, Katherine Sewell

The regular meeting of the Colorado Swimming Board of Directors was called to order at 8:03 am via ZOOM, the President being in the chair and the Secretary being present.

Any Changes to the Agenda (New Business, Late or Revised Reports)

Adoption of Agenda and Acceptance of Consent Agenda: Safe Sport, Times, Technical Planning, Senior Vice Chair reports were pulled. **Motion to approve and adopt agenda and accept consent agenda was adopted.**

Reading, Correction, and Adoption of September 11, 2021 Meeting Minutes:
Motion to approve March 12, 2022 board meeting minutes, with the addition of information from the Governance Committee's BOD assessment presentation, was adopted.

Unfinished (Old) Business:

1. P&P Project – Barbie will incorporate grammatical/housekeeping edits provided by board members via email. Additional proposed edits relating to committees and CSI sponsored meets were discussed at length and incorporated during the board meeting. The consensus was to reactivate the Age Group Committee and rename it the Age Group Development Committee. It was decided to reactivate the Program Development Committee and repurpose it to focus on Education and Communication. It was decided to remove reference to a separate Senior Committee in the P&P since other committees (mainly Athletes, Technical Planning) effectively cover its function. In addition, Barbie will incorporate the specific edits outlined in Shawn's revised document regarding P&P edits (attached).
Motion to remove the Senior Committee, to rename the Age Group Committee the Age Group Development Committee, and to redefine the

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Program Development Committee. M/S/P. Motion to incorporate Shawn's revised document of proposed edits into the P&P. M/S/P. Motion to approve the current P&P. M/S/P.

2. Clarify selection criteria for Age Group Staff of the Year and Senior Coach of the Year awards – **Further discussion was tabled to the July BOD meeting**
3. Revisit large team/small team awards
 - a. **14u SCY state meet: Motion for the CSI SCY 14u championship meet awards to be split into two categories. The large team category would comprise the top 40% of the largest teams in the state. The small team category would comprise the bottom 60% of the smallest teams in the state. Team size would be calculated based on the number of swimmers on the team in the age group eligible to compete at the meet. M/S/P.**
 - b. **LCM state meets:**
 - i. **12u state meet: Motion for the LCM 12u state championship meet awards to be split into two categories. The large team category would comprise the top 40% of the largest teams in the state. The small team category would comprise the bottom 60% of the smallest teams in the state. Team size would be calculated based on the number of swimmers on the team in the age group eligible to compete at the meet. M/S/P.**
 - ii. **Senior state meet: Motion for the LCM senior state championship meet awards to be split into two categories. The large team category would comprise the top 40% of the largest teams in the state. The small team category would comprise the bottom 60% of the smallest teams in the state. Team size would be calculated based on the entire team roster. M/S/P.**
4. Revisit RISE Athletes proposal – The consensus was to shift resources and attention from the RISE proposal to the CSI athlete leadership summit, given the success of last year's summit and ongoing interest in holding another summit this year. Eric envisions a one-day summit with three sessions and is already exploring speakers, topics, and locations. The budget was reviewed and it was determined that CSI has the funds to make this work. **Motion for CSI to commit \$5,000 to host a one-day, three session athlete leadership**

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summit to be held the Sunday prior to the House of Delegates meeting in the metro Denver area. M/S/P.

5. CSI Committees – review list of committees from P&P/bylaws, assess activity and staffing status, involvement in Strategic Plan -- Tristan Cross
 - a. Athletes, Audit, Budget, Coaches, DEI, Finance, Officials, Personnel, Program Development, Age Group Development, Safe Sport, Technical Planning – Tristan will go through the list of committees over the next month or so and will reach out to individuals about serving on committees that need more participation. He also will focus on defining the tasks and purposes of the committees and their role in the strategic plan.

New Business:

1. Protected Weekends/CSI sponsored events/meets (e.g., CSI LC Open, HOD/Swimposium). Different views were expressed regarding CSI sponsored meets and protected weekends. It was decided that Technical Planning would coordinate further discussion on the issue, with input from coaches as well as hosts of recent CSI sponsored meets. **Motion for Technical Planning to redefine CSI sponsored meets. M/S/P**
 1. How to handle moving forward
 2. Blanket/uniform language for meet information?
2. Logistics of CSI Awards Banquet the year HOD is in Glenwood Springs **Motion to keep the CSI banquet in the metro Denver area. M/S/P.**

Reports of Board of Directors:

Safe Sport—as outlined in her report, Linda is requesting additional funds to cover expenses related to her travel and educational duties. Potential ways to decrease costs while maintaining critical components of programming were discussed. Mileage and reimbursement practices were also discussed, and it was decided to continue to use the IRS amount. **Motion to increase current (2021-22) Safe Sport budget by \$500. M/S/P.**

Times – as outlined in her report, Linda suggested changing the meets CSI observes during the high school season, beginning in the 2022-23 season, to ease strain on

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Technical Planning –

1. **Motion for CSI to co-host the 2024 LCM Sectional Meet with Longhorn aquatics at UT. M/S/P.**
2. Meet host of CSI LC Open has requested to eliminate the 10U portion of the meet. Discussion of pros and cons ensued. **Motion to allow this year's meet host to eliminate the 10U portion of the meet. M/S/P** (5 in favor, 4 against).

Resolutions and Orders: The next scheduled Board meeting will be **July 23, 2022**. Written reports from each Board member/representative/committee are due to Jackie Stiff by **Monday July 18, 2022**.

Adjournment: **The meeting adjourned at 11:35 am.**

Ingrid Briant, Secretary

Colorado Swimming, Inc.
Board of Directors Meeting
Monday April 25, 2022 (ZOOM)

Roll Call: Tristan Cross, Barbie Barker, Erik Eikenbary, Vinny Pryor, Ingrid Briant, Bill Bartel, Mark Hesse, Allie Sanchez, Scott Powell, Linda Eaton, Rich LeDuc, Linda Seckinger, Jackie Stiff, Brian Wixted, David Brown

A special meeting of the Colorado Swimming Board of Directors was called to order at 8:00 pm via ZOOM, the President being in the chair and the Secretary being present.

New Business:

1. **P&P:** Board members were given an opportunity to ask questions regarding the revised P&P. Board members were encouraged to familiarize themselves with the entire document and to pay specific attention to the sections identified in Barbie's April 25, 2022 email that attached the revised P&P. We will vote to approve the revised P&P at the upcoming May board meeting.
2. **2022 CSI LC Open:** The meeting was convened to discuss an issue that arose regarding the CSI LC Open and a team (Falfins) requesting to host a meet on the same weekend without the dequal time that has been our standard practice. It was noted that there is no written rule in the P&P or elsewhere that prohibits the meet from happening. However, allowing a competing meet would be inconsistent with our historical practice.

Tristan provided factual background related to the scheduling of the meet and then excused himself from the group's discussion. The consensus was that a vote was not required, and the situation was viewed as the Sanctions Committee seeking broader board input on how to handle this particular situation. The group discussed the pros and cons of allowing the meet to happen and the group's advice to the Sanctions Committee was to allow the meet to proceed without dequal times. Compelling factors that weighed in favor of this view were the location of the meet (Colorado Springs) and fact that few swimmers outside the metro Denver area typically attend the CSI LC Open.

The group noted that further discussion on the broader issue was warranted, and we will address it at the upcoming May board meeting. The

Colorado Swimming, Inc.
Board of Directors Meeting

Monday April 25, 2022 (ZOOM)

group was encouraged to think about which CSI sponsored meets and events should be protected and, if so, how to accomplish same.

Adjournment: The meeting adjourned at 8:50 pm.

Ingrid Briant, Secretary

DRAFT

Technical Planning- CSI Board Report
Shawn Smith
May 7, 2022

Action Items:

1. Technical Planning/Western Region Section requests board approval to co-host the 2024 LCM Sectional Meet with Longhorn Aquatics at UT.
2. CSI Summer Open: Motion to support the 2022 CSI Summer Open as CSI Sponsored Meet. Meet has been CSI Sponsored meet for approx. 10 years, but it is missing from P&P.
Rationale: Based on the Formal Bid Process conducted by CSI, Technical Planning writing Meet Information and Qual Times, CSI Assigning officials.
 - a. CSI will Order Awards
 - b. CSI will support with Staffing.
 - c. CSI assigned officials will proceed with the meet as planned.

Technical Planning Report:

LCM State Qual Times: Released

Scheduling Meeting: Conducted

Technical Meeting: To be scheduled this May.



Tasks

CSI DEI Committee Report– 5/2/22

Accomplished Since Last Report

- CSI DEI Meet on the CSI Calendar for either 1/28/23 or 1/29/23
- Attended all DEI Sessions of the USA Swimming Workshop
- Both of the athletes that attended the Workshop (one in person and one virtual) were connected to CSI DEI Committee
- Presented summary of the National DEI Committee Meeting to the DEI Committee for Pacific Swimming
- Attended and will continue to be invited to the Pacific DEI Committee Meetings
- Met with the Chair of the National DEI Committee
- Met the USA Swimming Director of DEI, Leland Brown III

Tasks to be Undertaken

- Need to establish set day and time for CSI DEI Meeting
- Scheduled a meeting with the Illinois DEI Chairs, one of which is on the National DEI Committee. Primary purpose is to find out what they do for Outreach
- Working on the process to apply for Outreach Funds and the policies and procedures around application and distribution of funds to teams that have athletes apply.



Governance Committee Report – 05/07/2022

Tasks Accomplished Since BOD Meeting 13MAR2022 Report

- Committee members: Ingrid Briant, Ken Ebuna, Kelly Eisenhart, Linda Seckinger, Chris Synsvoll
- Committee did not meet in April due to the majority of members being unable to attend. Minutes from our March meeting will be approved at our May meeting and posted soon after on the Governance website page. Next meetings are on 11MAY and 08JUN.
- Assessing 09JAN2022 BOD orientation
 - Assessment jot form document similar to the prior one will be sent to ALL new BOD members, on Monday of next week. If new BOD members have not yet completed the LSC Leadership Online Training, please do so by the end of next week.
- CSI Committee/Appointments Interest Form
 - Chris presented final draft at the 09MAR Committee meeting and it will be made available from both the home webpage and the Governance page.
- Nominating Duties
 - Final draft of the letter to be sent to Clubs/Coaches to solicit potential candidates was presented by Linda and is/was scheduled to be sent to both club head coaches and presidents, if applicable.
- Committee Standard Operating Procedures
 - Members gave Kelly suggestions for incorporation into her draft. She has been tasked to present a final draft at our May meeting.
- Discussed possible next tasks to be undertaken
 - BOD interviews
 - BOD retreat – deal with BOD Assessment Takeaways and Strategic Plan
 - Member Survey – athletes, parents, coaches, club leaders
 - Governance/Recruitment table at LC meets
- Ken attended the USA Swimming Workshop 21APR-24APR with primary focus on participating in modules that dealt with governance/leadership type context
 - Requested from USA Swimming Governance Committee that he be sent the BOD Needs Assessment tool used in their efforts towards nominating
- Ken attended the monthly USA Swimming LSC Leadership Zoom calls every 2nd Thursday



CSI Open Water Report- 5/4/22

Tasks to be Undertaken

- Develop and run an Open Water Swim Clinic
- Get more teams interested in the Open Water Meet in August
- Reach out to fellow LLC's and see how they promote Open Water Swimming

Action Items

- None currently

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: MAY 01, 2022

Two years into COVID we are returning to a sense of normalcy most recently seeing 900+ athletes participating in the Colorado Swimming Short Course Championships – 14&U State meet. It was exciting to see the high level of energy and excitement at the meet.

During the two-month period ending 4/30/22 there have been seven accidents reported and filed with USA Swimming. The prior three-month period ending 2/28/22 there were six accident reports filed.

The following accidents for our LSC are:

Practice – warm down – athlete struck by a piece of ice thrown from the pool deck by another swimmer into the pool

Competition – meet – warm up – shoulder dislocation

Practice – dryland – tripped landed headfirst

Practice – swimming butterfly into the wall heard shoulder pop

Practice – dryland – tripped & rolled ankle

Competition – meet – warm up – swimmers collided into each other bumping heads

Competition – meet – warm up – coach slipped, landed on back & then hit the back of their head on the pool deck

I think we need page numbers in P+P.

In consultation with the Age Group Committee and the Senior Committee, the Technical Planning Committee shall devise a proposed schedule of CSI sponsored meets and submit to the Board of Directors for approval.

Senior Meets

- **Eligibility** - Senior meets are designed for swimmers who are striving to achieve qualifying times for national-level competition. There are no age-group categories in these meets; any swimmer who has equaled or bettered the time standards for the meet may compete unless otherwise stated in the meet information.
 - **Time standards** - CSI “has not” (Strike and replace with “does not”) establish time standards for senior meets; therefore, the meet host should propose time standards at the time that bids to host a meet are submitted (no later than the time a sanction or approval is requested).
 - **Meet formats** - Senior meets may be conducted using a timed-finals or prelims-finals or sprint-eliminator meet format, although a prelims-finals format is preferred whenever possible. When a prelims-finals format is used, the meet host should consider conducting championship, consolation, and bonus final heats in each event to permit as many swimmers as possible to experience swimming in “finals.” Because many swimmers in senior meets are attempting to qualify for junior national, senior national, or trials class meets, the meet host should consider permitting time trials so that swimmers have additional opportunities to achieve qualifying times
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CSI Sponsored Meets - CSI conducts the, CSI SCY Open (Dec), Winter Senior Meet, DEI SCY Winter Meet, 14 & Under Short Course Championship, Short Course Silver State, CSI LCM Open, Senior and 12 & Under Long Course Championship, CSI Open Water Championships, & Seasonal Championship. On weekends of CSI Sponsored meets, competitions will be closed to meets of competing format and/or time standards with the exception of the DEI SCY Winter Meet, Short Course Silver State Meet. Effective in 2024, CSI hosts must be Safe Sport recognition certified to host CSI Sponsored Meets.

Bid Process - The Meet Bid Form and instructions will be distributed to all CSI clubs and posted on the web site. The form can be used to submit bids for all CSI sponsored meets. Bids should be sent to the CSI Office prior to the meeting. The Long Course Championships will be selected from the following four facilities: Veterans Memorial Aquatic Center (VMAC), Air Force Academy, Fort Collins (EPIC), and Grand Junction (Lincoln Park/MESA). This may change if new facilities meet the current pool standards to host a LC Championship meet. The VMAC pool will host the 13 & Over meet, while the 12 & Under Meet will be hosted on a 3-year rotation between EPIC, the Air Force Academy, and Grand Junction pending facility and host club suitability as defined by Colorado Swimming Board of Directors and Technical Planning Committee.

Bid Process for Silver State, Senior Meet, Age Group State CSI SCY Open (Dec), Winter Senior Meet, 14 & Under Short Course Championship, Short Course Silver State, CSI LCM Open, Senior and 12 & Under Long Course Championship, & Seasonal Championship

- Bids will be solicited up to two years in advance.
- Clubs may bid on multiple meets, and two or more clubs may submit a bid to co-host a meet.
- Meet bid forms shall be submitted to the CSI Office by no later than April 1.

- Bidding clubs should be present at the scheduling meeting and available to the technical planning committee to promote their bid and/or answer any questions that may arise.

Awarding Meets - CSI Sponsored Meets shall be awarded to host clubs by the Technical Planning Committee.

- **STRIKE** =The order of business is first to award the championship meets, then non-championship sponsored meets.

- When two or more clubs are interested in hosting the same meet, priority is given to the specifications listed on the bid sheet.
- Potential Meet Hosts accept that these meets are CSI's responsibility and will be run according to CSI's design and the meet will be managed by CSI personnel.

Meet Agreement - Each club that has been awarded a CSI Sponsored meet will be required to sign and return a "Meet Agreement" to host that meet. This agreement describes the club's obligation to host the specified meet format on the specified dates and at the named facility. The agreement outlines the CSI's responsibilities to the club. The agreement will also remind clubs of their obligation to observe CSI and USA Swimming rules, as well as the conditions of the published meet announcement. A club that fails to fulfill the provisions of the agreement is subject to loss of privilege in the next year's bidding process and/or appropriate disciplinary action.

This section is listed twice (in above section & below) below should be removed STRIKE

CSI SPONSORED MEETS - CSI conducts 14 & Under Short Course Championship, 14 & Under Short Course Silver State, Winter Senior Meet, Senior Long Course Championship, Age Group Long Course Championship and Seasonal Championship. Add more info about each meet later.

CSI TIME STANDARDS - The time standards used in CSI championship meets are unique to Colorado. CSI time standards are adjusted annually to reflect the anticipated number of swimmers in each ability level. Time standards are generated for all CSI sponsored meets by the Technical Planning Committee. Qualification times for Silver State, Senior Meet and Age Group State will be published by the House of Delegates meeting. The LC State and Seasonal State meet will be released by the April Scheduling meeting. The CSI time standards for the current year are available on the CSI web site, and available by request from the CSI Office.

CSI Time Standards Calculation - Time Standards shall be calculated using the following data. For each Time Standard the following base course will be used:

- CSI SCY Championships will use Short Course Yards as base calculation for the 14 & Under Age Group State, Silver State, Senior Meet.
- CSI LCM Championship meets will use Long Course Meter as base calculation for LSC championships.
- Seasonal Championships will use Short Course Meters

Meet Qualification Times will be determined according to the participation of the prior year's meet.

- If the number of entrants is less than 90% of the goal participation number, then the qual times will be slowed by adding .5 per 50 and averaged that time with the prior year's qualifying standard.

- STRIKE=If the number of entrants is between 20 % below to 5% above the goal participation, no change will be made to the qualifying time.

- If the number of entrants is more than 20% above the goal participation, the prior year's qualifying standard will be averaged with the "x" place seed time to create the following year's qualifying time.

- Goal participation will vary by meet and may vary by event. It is to be determined by the Technical Planning Committee.

- "x" place seed time will vary by meet. It is to be determined by the Technical Planning Committee.

- The hundredth place of this number is then rounded to 9 and that becomes the current years' time for that course. It should be noted that, since for each course the published time has had its hundredths, place rounded up to 9, it also means that the published times do not convert exactly to each other.

- Non-conforming courses will be adjusted accordingly.

In all situations, the Technical Planning Committee reserves the right to adjust these formulas to accommodate for anticipated changes in participation due to changes in format, facility, meet location, meet date or any other influencing factors.

Junior National Camp – Qualifying times will be designed to achieve between 50-60 camp participants. Qual Times will be calculated with a percentage off of Junior National Qual Times, and will fall between Futures and Winter Juniors qualification times.

I think we need page numbers in P+P.

In consultation with the Age Group Committee and the Senior Committee, the Technical Planning Committee shall devise a proposed schedule of CSI sponsored meets and submit to the Board of Directors for approval.

RE: This currently does not happen. The Age Group+ Senior Committee? I have never heard of these? This wording contradicts wording below that says that the technical planning committee will awards CSI sponsored meets (see blue highlighting)

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Board Report 5/2/2022

Zone 1 Representative

- Gold Districts are planned for July 15-17 at Epic
- The 10 and Under Championships are scheduled to be in Ft. Morgan. Date TBD
- Camp for Northern League was canceled this year.
- Clubs were asked to update their Safe Sport contact phone number on their website, per USA Swimming.



General Chair- Board Report

Tristan Cross

May 2022

- This year's USA Swimming Workshop was held in Denver on April 21st-24th. This was a fantastic experience and a great opportunity for some of our Colorado Swimming board members and employees to finally meet our colleagues and peers in person after so many zoom meetings over the last two years. We were able to attend meetings based on our specific area of responsibility or expertise throughout the weekend. Some of the valuable meetings and presentations we attended were:
 - A presentation on SWIMS 3.0 and the online member registration changes which will go into affect on 9/1.
 - A meeting for LSC leaders about identifying, prioritizing and solving your most important LSC issues and how to work toward solving these issues.
 - Several DEI and Disability centered meetings to work on building organizational equity and LSC growth based on diversity, equity and inclusion.
 - A presentation on the new coach certification and education programs being created and facilitated by USA Swimming. I signed up to be a part of the pilot program for these new USA Swimming programs.
 - A legislative review session to give us a preview and opportunity to discuss the items which will be voted upon at our fall USA Swimming HOD meeting.
 - A presentation by the national governance committee on their recent activities.
 - National committee meetings in several areas: Registration and Membership, the Athletes Executive Council, LSC Development, Age Group Development and DEI. These meetings gave us a great chance to see what is being worked on at the national level and what their strategy moving forward is.
 - And lastly, on Sunday morning we attended the Western Zone meeting which was led by Mike Dilli as the Western Zone Non-coach Director. This meeting was a preview for the Western Zone business meeting which will be held in the fall.
- On April 29th-30th I attended the USA Swimming Regional Coaching Clinic in Colorado Springs at the US Olympic and Paralympic museum. The goal of this clinic was to provide coaches of all levels of experience with the blueprint and best in class expertise to reform their coaching using facilitated learning, discussions and activities.
 - This was the first in person coaching clinic since 2019 and it was a great experience for all those who attended. There were coaches from teams throughout the country, with a wide range of experience and backgrounds.
 - Additionally, this was the first coaching clinic to use a new style of presenting. Through facilitated learning, there was a significant amount of group discussions centered on the American Development Model, coach wellness and also quite a bit of stroke technique. It will be great to see how USA Swimming moves forward with these clinics. My hope is they will become a regular addition to our schedules in the future.
- Board Meeting Dates for 2022
 - **Dates may change due to BOD and meeting location availability**
 - July 23rd
 - September 10th
 - September 23rd-24th— USA Swimming HOD
 - October 1-2— CSI Swimposium and HOD



Officials Committee Report

Colorado Swimming BOD Meeting May 7th, 2022

2022 Officials Committee

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

REPORT:

We have conducted in person, as well as hosted them on zoom, Stroke and Turn clinics in all of our zones. We have also conducted Starter, Deck Referee, Senior Meet Referee, Meet Manager, and Administrative Official clinics via in-person and zoom.

Colorado officials were represented at the USA Swimming International Team Trials by 3 officials. We had 15 officials in attendance at the WZ Sectional meet in Austin TX; 3 officials at the TYR Pro Meet in San Antonio, and one at the Senior Zone SCY championships.

We have staffed the Meet Referee for the summer meets:

CSI LCM Open – Scott Powell. We are also bringing in Lucy Duncan and Robert Scandary to conduct National Official Certifications.

CSI Age Group LCM State Championship – Phil Van Law and the Admin Ref is David Brown

CSI Senior LCM State Championship – John Walgast and the Admin Ref is Linda Seckinger

No Action Items – at this time

Scott Powell
Colorado Swimming Officials Committee, Chair
March 13, 2022

From: [Linda Eaton](#)
To: [Barbie Barker](#); [Jackie Stiff](#); [Tristan Cross](#)
Subject: P&P's Omissions or Updates before we vote on the changes
Date: Wednesday, May 4, 2022 5:53:46 PM
Attachments: [2022 Meet Marshal Requirements for USA Swimming Sanctioned Meets.pdf](#)
[Meet Marshal Instructions-09-02-2018.docx](#)

There is an omission in the Meet Scheduling and Awarding Bids for CSI sponsored meets (page 19). There is nothing in there about the fact that hosting clubs must be Safe Sport Recognition certified to be the host. I am not sure if they must already be Safe Sport Recognition certified to even submit a bid. We need to go back and check the wording that was voted on and passed. I do remember that certification must be in place for 2024 hosts.

On the lists of CSI Sponsored Meets (page 19 and page 24), the CSI Open Water Championship is not mentioned. It should be on that list.

Locker room monitoring needs to be added to the list of activities for Marshals (page 31) "A minimum of two Marshals (one of each gender - needs to be added wording) for dual meets (should be Timed Final meets)..... Page 38 -Safety at Swim Meets (also see CSI Safety -- strike out Safety-- Marshal Duties). What is on page 31 and on page 38 is not the same. Need to make the information agree. Please reference the attached Marshal's Job Description and the information from USA Swimming on Marshal requirements.

Page 42 Officials Reimbursement for National Meet Travel - the current amount is \$700, not \$500. I think the maximum for Olympic Trials was increased to \$1,200 for this last Olympic Trials (\$120 a day?). Does the Paralympic Trials limit amount need to be adjusted, too?

Page 46 -- Times Committee - If one person holds three of the jobs listed so that only two people make up that committee, does that make a committee?

I have other miscellaneous changes, but these are the most important ones if we are going to take a vote on the P&P's on Saturday.

Linda

From: bwixed@comcast.net
To: "Barbie Barker"
Cc: Jackie Stiff; "Tristan Cross"
Subject: RE: Emergency Board Meeting and P & P review
Date: Saturday, May 7, 2022 7:28:37 AM

Barbie, good morning. Hope this finds you well.

Reviewed the P&Ps and provide edits and comments for your consideration.

1. Word search for Executive Secretary and replace with Executive Business Manager
2. Word search for Chairman and replace with Chair or Chairperson
3. Pg 2 CSI Seal – 2nd line – year thereof; 3rd line – required by the laws...
4. Pg 10 Program Development Committee – Committee shall consist of... - struck all members – need o add members of Committee
5. Pg 11 Board of Review – 2nd to last line “ fair way all matters not manners
6. Pg____ - Officials – replace Chairman with Chairperson and replace Executive Secretary with CSI Executive Business Manager
7. Pg 38 – Safety & Insurance Policy – 2nd bullet point –“ on team...” not “in teams...”
8. Pg 42 – Official reimbursement is \$700 not \$500
9. Pg 43 - #7 2nd line delete “for” – Coaches will be...
10. Pg 44 – The Portfolio – may want to consider eliminating “inflation plus 3% as in the current environment that would be an investment return somewhere in the range of 8% - 11% and the current index returns are down 6% - 12% YTD. Suggest The Portfolio return a market investment return based on investment asset allocation, sector selection and economic conditions.
11. Pg 45 – release information to who?
12. Pg 45 – define corporate organization – think this should be the legal/IRS definition – 501(c) (3), define Zone meet, League meet
13. Pg 46 – Postal Meet – a set of events – add “that are run...”
14. Pg 46 – Safety Action Plan – need to define
15. Pg 46 – define “Swim Guide” & “Swimming Programs”

Hope these edits and comments are helpful. Would have taken a first shot at the definitions in the glossary but ran out of time given off to graduation events this weekend and board meeting this coming week that I have to prepare and do pre reading.

Have a great weekend.

Regards,
Brian Wixed
e: bwixed@comcast.net
m: +1 (303) 809 3894

From: Barbie Barker <adminvicechair@swimcolorado.org>

Sent: Monday, April 25, 2022 12:41 PM

To: Stiff Jackie <csiswimoffice@swimcolorado.org>

Cc: Tristan Cross <swimmbikeerunn@msn.com>; Eric Eikenbary <ericqeikenbary@gmail.com>; Pryor Vinny <vinny@foothillsswimteam.com>; Ingrid Briant <ibriant@comcast.net>; Jillian Hayes <jillian.hayes1992@gmail.com>; Bill Bartel <bill.bartel@gmail.com>; Mike Novell <mike@fortcollinsareaswimteam.org>; mhesse61@gmail.com; lizziehope1@hotmail.com; Jon Brock <jbrock@desertskygroup.com>; Allie Sanchez <allieleighsanchez@gmail.com>; Kristen Sanchez <sanchezkr@comcast.net>; kellyeswim@gmail.com; trichotomy18@hotmail.com; peanutswims5@gmail.com; mpsfontenot@gmail.com; Scott Powell <spowell11@comcast.net>; Shawn Smith <shawn.smith@du.edu>; Eaton Linda <Linda_Eaton@msn.com>; Rich LeDuc <rich@denverstingrays.org>; caallen143@gmail.com; rinesewell@gmail.com; paginaw@yahoo.com; haydenayotte@gmail.com; 3boys247@gmail.com; lane@foothillsswimteam.com; alamosayouthswimming@gmail.com; Lindsi Kalani Bradbury <lindsi@oriendra.com>; coach.sean.stockton@icloud.com; Seckinger Linda <lseckinger@aol.com>; <DAVID-A-BROWN@comcast.net> <DAVID-A-BROWN@COMCAST.NET>; Andy Catherine <swimmacsco@gmail.com>; Brian Wixted <bwxited@comcast.net>; Meghan Hershey <meghanlhershey@gmail.com>; Ken Ebuna <bunatuna@aol.com>; Tristan Cross <generalchair@swimcolorado.org>; seniorchair@swimcolorado.org; Vinny Pryor <agegroupchair@swimcolorado.org>; secretary@swimcolorado.org; Jillian Hayes <financechair@swimcolorado.org>; Bill Bartel <treasurer@swimcolorado.org>; CoachesRep@swimcolorado.org; Scott Powell <officialschair@swimcolorado.org>; techplanning@swimcolorado.org; Linda Eaton <safesport@swimcolorado.org>; diversityequityinclusion@swimcolorado.org; seasonalrep@swimcolorado.org; Lane Bretschnieder <zone2rep@swimcolorado.org>; times@swimcolorado.org; disability@swimcolorado.org; operationalrisk@swimcolorado.org; openwater@swimcolorado.org; clubdevelopment@swimcolorado.org; Ken Ebuna <governance@swimcolorado.org>; csynsvoll@gmail.com

Subject: Re: Emergency Board Meeting and P & P review

Importance: High

Dear Board of Directors,

Tonight we will be discussing and voting on an issue that has come up with the CSI LC Open and a team (Falfins) requesting to host a meet on the same weekend without the dequal time that has been our standard practice.

The meeting will begin at 8:00pm. We will need the voting members on the call between 8:15-8:30pm to discuss and vote on the meet issue. The Zoom link is below.

We also will take the time to review the P & P manual changes that the committee has made. We will NOT be voting on P&P items tonight but hopefully we will be able to answer most of the questions about the layout changes and any recommended changes to allow us to use less time on Saturday May 7th at the regularly scheduled board meeting. Please see the PDF below the Zoom Link of the P&P attached.

We encourage everyone to review and be familiar with the document as a whole. Below are sections we will be discussing in more detail this evening.:

- **Coach of the year election process** - In Process
- **Program Development** – recommending for reengagement and to decide who will take the lead and the

focus of the group.

- **Age Group Committee** – referenced in past bylaws for meet planning for Age Group swimmers.
- **Senior Committee** - referenced in past bylaws for meet planning for Senior Swimmers.
- **CSI Sponsored Meets** – who is responsible in ensuring the management of the meet. Need to be updated and put into P&P. HOD and CSI Open are not in the document as of now.
- **Non-compete Weekends** – Define which weekends are non-compete and put into P&P. What is competing? Course? Prelim Final? Need definitive language and put into P&P.
- **Divisions** – clarifications on divisions and responsibilities. Please look to see if you are on this committee.
- **Personnel Committee** - Please look to see if you are on this committee.
- **Financial Policies** – needs updating.

Topic: Emergency Board Meeting & P and P review

Time: Apr 25, 2022 08:00 PM Mountain Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/99255065591?pwd=MGp4Y3ltSDlub1NnTkVCekdVTUJCdz09>

Meeting ID: 992 5506 5591

Passcode: 096446

One tap mobile

+13462487799,,99255065591#,,,,*096446# US (Houston)

+16699009128,,99255065591#,,,,*096446# US (San Jose)

Dial by your location

+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

Meeting ID: 992 5506 5591

Passcode: 096446

Find your local number: <https://zoom.us/u/abQk6nqQPH>

Safe Sport Chair Board Report

May 7, 2022

Past Activities:

Held Safe Sport Committee meeting April 27, 2022. Attendees: Linda Eaton, Rich LeDuc, Suzanne Tennyson (phone call) Absent: Yaneth Correa, Elizabeth Brock

Current/Future Activities:

- Determined which meets during the LC Season to have a Safe Sport tabling event:
 - o Zone 5 COSA IMR/IMX Meet May 14-15
 - o Zone 2 CUDA/STAR LC Open June 3-5
 - o Zone 1 FAST LC Bonanza June 10-12
 - o Zone 4 GJ Invite June 30-July 3
 - o Zone 3 Cañon City July 8-10
- Still need SS Committee representatives for Zone 4 and Zone 5.
- Committee members will audit club websites for current MAAPP requirements and U.S. Center for SafeSport phone number.
- Build a QR code for 18+ year-old athletes to easily access their Athlete Protection Training. Blast code and link out to all clubs plus post on CSI website.

Action Item:

Requesting a \$2,500 budget increase for the 2022-2023 year. It was decided at the 2022-2023 budget meeting that if planned expenditures should exceed the current budget amount, then a request for additional funds should be submitted to the CSI Board since the original requested amount was not allowed.

2022-2023 Safe Sport Chair Expenses Budget: \$4,620

Date	2017-2018	Explanation	Expense
10/20/21	Safe Sport Bag Tags	1,000 Tags	943.16
4/27/22	Safe Sport Bag Tags	1,000 Tags	883.16
4/29/22	SS Banner and Tattoos	Tabling supplies	188.62
4/21/22	USA Swimming Workshop	Hotel parking fees	50.00
5/14/22	COSA IMR/IMX tabling event - Zone 5	Travel Expenses	565.99
6/10/22	FAST LC Bonanza tabling event - Zone 1	Travel Expenses	713.69
6/30/22	GJ Invite tabling event - Zone 4	Travel Expenses	1,438.00
7/8/22	Cañon City tabling event - Zone 3	Travel Expenses	1,127.16
6/3/22	CUDA/STAR Open tabling event - Zone 2	Travel Expenses	505.86
????	Safe Sport Bag Tags	1,000 Tags	883.16
	Total:		7,298.80

Remaining Funds:

\$ (2,678.80)

CSI Board of Directors
Senior Vice Chair Report – Eric Eikenbary
May 7, 2022

Athlete Leadership Summit – Action Item

Proposal – CSI Commit \$5,000 to host a one day, three session, Athlete Leadership Summit, similar to last year's Summit. This year's three session will be titled: 1- Leadership Styles, 2 – LSC Leadership, 3 – Organizational Goal Setting.

While underattended, the 2021 Athlete Leadership Summit was a terrific success. The feedback from athletes and board members was overwhelmingly positive, and the critical feedback will help us move the summit forward. To boost attendance, we would like to drop the registration fee, and get the Summit information out before the end of Long Course season. We still plan to first open registration to one representative per club, and three weeks later open it to the entire LSC. This year's summit will once again be offered to high school swimmers with graduation years of 2023, 2024, 2025, and 2026.

This year's three sessions will be titled: 1- Leadership Styles & Strategies, 2 – LSC Leadership, 3 – Organizational Goal Setting. Renowned guest speakers (all with swimming backgrounds) will once again be invited to present information to the attendees.

Last year CSI's commitment was just under \$3,000 and our USA Swimming Grant was \$1,800. For a total of \$4,800. We will reduce cost by changing the Summit to one day.

Respectfully submitted,

Eric Q. Eikenbary



Mission Statement:

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

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

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

Vision Statement:

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

**Jackie Stiff
Staff
May 2022 (as of 5-2-22)
Board Report**

Membership Type	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022YTD
Athletes (all types)	6057	6325	7216	7303	8688	8547	9125	8876	8979	7399	7886	7514
National percentage growth (premium/outreach)	1.5%	3.3%	about 13%	-0.2%	-.99%	-.3%	5.54%	-2.2%	-.066	- 10.2%	- 19.05%	
Colorado percentage growth (all athletes)	3.2%	4.4%	14%	1.2%	8.4%	-5.1%	6%	-2.8%	1.1%	- 17.6%	.06%	
Individuals—coaches, officials, other non-athletes	711	718	697	817	856	930	925	969	1057	917	972	961
Coaches	291	361	379	353	366	430	424	436	494	425	439	401
Officials	239	246	227	310	303	392	402	420	428	366	422	407
Other non-athletes	181	111	98	89	92	139	110	132	159	126	152	188
Y-R Clubs	71	72	69	70	67	64	66	65	67	69	61	60
Season 1 clubs	23	24	20	20	21	21	19	22	24	10	20	11
Season 2 clubs	7	5	1	1	3	2	3	4	5	1	1	
Organizations/Leagues		6	5	6	6	6	6	7	5	4	4	5
YR athletes (Premium)					7479	7180	7564	7431	7184	6553	5806	6858
FLEX YR athletes									612	392	1099	509
Outreach	119	131	122	84	88	101	90	85	98	52	51	28
Athletes with a Disability	34	37	43		46	71	84	88	119	102	119	125
Open Water Athletes	4	2	28	0	0	0	0	11	0	10	2	
Season 1 athletes	1500	1579	1546	1395	1063	1184	1249	1254	1084	354	928	119
Season 2 athletes	243	241	259	112	173	189	199	113	101	38	9	

Changes to Membership Registration: USA Swimming is working on SWIMS 3.0 that will allow individuals to register and update their information on their own versus having to go through the teams/LSC. Training was somewhat helpful but everything is still fluid. Patience will be needed by all. I have been given access to the test page and will begin playing with it but it is still changing.

Office Closure: The office will be closed May 16th through the 20th. I will be on vacation and will not be answering emails. Emergencies can go to Linda S. (emergency is not you being late).

Times Coordinator Report
May 3, 2022

LSC Sanctioned Meets Processed	11
Total LSC Sanctioned Meets	117
 Total Observed High School Meets	 19

Records are not available at this time as they could not be accessed on the USA Swimming web site.

USA Swimming is coming out with SWIMS 3.0 in September of this year and several parts of SWIMS are under construction.

Action Item: I would like the board to consider a change to the meets that we observe during the High School season. The high school meets that are the most in demand for results being entered into SWIMS are the league and state championship meets.

I would like to have a P&P change to only have the LSC observe the League and State Championships beginning with the 2022-2023 season for High School.

Linda Seckinger
Times Coordinator
Records Chair

Zone 2 Rep Board Report
Lane Bretschneider
May 6, 2022

Past/Current Activities:

- Both Zone 2 meets are scheduled for July 8-10 this Summer. The Age Group meet will be at VMAC and hosted by ACES. The Senior meet will be at DU and hosted by TOPS.

Upcoming Activities:

- Post-Zone 2 meets, I will be sending out surveys to teams to get feedback on how the meets are run in an effort to help teams voice their opinions and continuously improve these meets each year.

Action Items:

- None at this time.