

Colorado Swimming, Inc.  
Board of Directors Meeting  
Sunday, September 7, 2025, 11 am  
Maggiano's, 7401 S. Clinton Street, Englewood, CO

**Call to Order:** Barbie Barker, Ingrid Briant, Jackie Stiff, Tristan Cross, Dale Ammon, Brian Wixted, Jim Bocci, Kelly Wederquist, Lily Wederquist, Emily Altier, Diego Lara, Shawn Smith, Jen Koschmann, Derigan Silver, Rich LeDuc, Linda Eaton, Patricia Butcher, Scott Powell.

The meeting of the Colorado Swimming Board of Directors was called to order at 11:06 am, 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):**  
Move Club Development under Ex Officio Members on agenda, add "Scholarship increase" as agenda item under New Business.

**Pull Reports, Adoption of Agenda and Acceptance of Consent Agenda:** None.  
**Motion to approve September 7, 2025 meeting Agenda was adopted.**

**Reading, Correction, and Adoption of July 21, 2025 Meeting Minutes:** *There was a clarification regarding the first item under Old Business. The motion to raise the splash fee to ten cents is for this upcoming year only. We will revisit the amount of the splash fee for subsequent years at the May 2026 board meeting.* **Motion to approve July 21, 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

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Officials – Derigan Silver  
Safe Sport – Mary Schlecht

**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, Melinda Hunzeker, 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. Review and approve Budget—The Board undertook a detailed review of the budget and all budget request forms. The Board decided to keep interest income out of the budget and to keep outreach and DEI budgets separate. There were three changes to the budget: 1) reducing coach mentoring from \$5000 to \$500, 2) move \$4500 to the Officials budget to allow officials to potentially participate in a world cup meet on domestic soil, and 3) to reduce transfer fee revenue to \$20,000.
  - a. Athlete Reimbursement -- It was decided to carry forward any unused athlete reimbursement funds as a remainder to be used for the next season's reimbursements. If this becomes a permanent change, we may want to consider updating the P&P (p. 38) to clarify that this is the process.
  - b. Transfer Fees – CSI received thoughtful feedback regarding unintended consequences of increased transfer fees. After

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considerable discussion, consensus was reached to provide exceptions to the \$100 transfer fee for the following categories of athletes: 1) athletes moving from another LSC to CSI; 2) college affiliation transfers; 3) dissolved team; and 4) inactive former members of USA Swimming. These four categories of athletes would pay a \$10 transfer fee instead of \$100. Jackie will update the transfer form to reflect these exceptions. In addition, the Executive Committee will resolve any issues related to individuals raising objections or seeking further exceptions to transfer rules.

**New Business:**

1. Block Party – USA Swimming has initiated a category of entry level developmental meets designed to bring more athletes to the sport. The issue is whether CSI should allow times from these meets to count for purposes of qualifying for LSC championship meets since the requisite number of officials is not present at such meets. **Motion to implement policy that CSI does not include block party meets in the category of meets that qualify for CSI sponsored meets was adopted.**
2. Job Descriptions – Discussion regarding whether to update the DEI Chair job description. Scott and Ingrid will work on revising and updating the Board Policy Manual to ensure job descriptions are accurate in advance of the BOD retreat.
3. Athlete Reimbursement – what classifies as a Western Sectional? – Discussion regarding whether three athletes who swam at summer Sectionals in California qualify for athlete reimbursement. They believed it was a “Western Sectional” that qualified for reimbursement. The board decided that, under the circumstances, we will reimburse the athletes. In addition, we will review the P&P and athlete reimbursement policy to determine if further clarifying language would be helpful to prevent similar confusion in the future.

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4. Swimposium/HOD – Set for October 4 and 5 at Hotel Inverness.
5. Board Retreat – 11/30 at Punch Bowl Social .
6. Transfer Fee Complaints – this was discussed above, in connection with the budget.
7. Scholarship Increase? – this was tabled to the next BOD meeting.

**Resolutions and Orders:** The next scheduled board meeting will be sometime in December. The date will be set sometime after the next General Chair is elected. Written reports from each board member, representative, and committee will be due to Jackie Stiff in advance of the meeting.

**Adjournment:** The meeting adjourned at 1:32 pm.