Colorado Swimming, Inc.
Board of Directors Meeting
Sunday September 15, 2024, 11:30 am – VMAC Hospitality Room, Thornton, CO

Call to Order: Barbie Barker, Ingrid Briant, Meghan Hershey, Anna Kelly, Anna Jorstad, Shawn Smith, Jackie Stiff, Jen Koschmann, Emily Altier, Tristan Cross, Dale Ammon, Ken Ebuna (guest), Kelly Wederquist, Brian Wixted, Genevieve McNally, Callie Marks, Scott Powell, Rich LeDuc

The regular meeting of the Colorado Swimming Board of Directors was called to order at 11:36 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): None.

Pull Reports, Adoption of Agenda and Acceptance of Consent Agenda: None.

Reading, Correction, and Adoption of July 20, 2024 Meeting Minutes: A suggestion was made to change the word "addressed" to "discussed" under the Budget Financing section of the minutes regarding consideration of a marketing firm. **Motion to approve July 20, 2024 board meeting minutes as amended was adopted.**

Board of Directors (voting members)
General Chair – Barbie Barker
Administrative Vice Chair – Dale Ammon
Finance Vice Chair – Brian Wixted
Senior Vice Chair – Open
Age Group Vice Chair – Meghan Hershey
Secretary – Ingrid Briant
Treasurer –Anna Kelly
Coach Representatives – Jen Koschmann, Emily Altier
Senior Athlete Representative – Leala Lara
Junior Athlete Representative – Madison Mintenko
Senior At-Large Athlete Representative – Anna Jorstad
Junior At-Large Athlete Representative – Callie Marks
Diversity, Equity, and Inclusion – Rich LeDuc
Officials – Scott Powell
Safe Sport – Genevieve McNally

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Club Development - Open

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 – Otis Shin, Wilder Anderson
Geographic Zone Representatives – Maria Strait, Allyson Angle, Melinda Hunzeker, Lily Borgenheimer, Sean Stockton
Operational Risk - Brian Wixted
Disability – Kelly Wederquist
Open Water – Carmen Babcock
Governance Chair – Richard Hall

Unfinished (Old) Business:

1. Status Reports on Ongoing Projects
    a. LSC Communications -- use of our new email system is underway. According to Jackie, the current need is for head coaches to send the information to assistant coaches so they can get signed up for emails by clicking the link. We are running into a situation where some of the emails are going to spam. The coach reps will raise this at the Coach's meeting, and we will post QR codes at the upcoming House of Delegates meeting as well to get more people signed up.

    b. Marketing Task Force – Barbie – tabled, likely for the next couple of meetings.

    c. Summary of finance proposals discussed at the last BOD meeting for potential HOD review/discussion – Dale/Brian – other than the increased membership fee approved at the last board meeting, no other changes have been implemented. We will review the budget as a board and at the House of Delegates meeting.

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New Business:

1. Budget Review – the budget was reviewed and discussed in detail. Three main areas were identified where our expenses exceed revenue: the All Stars meet, the Age Group Zones meet, and the awards banquet. Several ways to contain costs were discussed and it was suggested that we review how other LSCs raise revenue and minimize costs for All Star and Zone meets. A consensus emerged for having coaches and chaperones share rooms at Team Colorado meets and for implementing a slight increase in requested payment (around 10%) for Zone meet participants. We also discussed considering other sponsorships for team gear since our Speedo contract is up soon. Arena was raised as a possibility and Meghan will look into the options. **Motion to tell coaches and chaperones that they will be sharing rooms for All Stars and Age Group Zones in order to control costs was adopted.**

   This year, banquet related budget items are difficult to interpret because the budget reflects expenses from multiple years due to when bills came in and were paid. We will continue to look for ways to control costs for the awards banquet.

   Consensus emerged on the following changes to the draft budget: 1) adjust the awards banquet expenses down from $110,000 o $100,000; 2) reduce the Zones expenses from $145,000 to $125,000; 3) increase Zones revenue to $85,000; 4) adjust All Stars expenses down by $3,000; 5) reduce the coach mentoring expense from $6000 to $500 since the program is rarely used (we can revisit if there is renewed interest in the program). Brian will make these changes and include them in the draft budget that will be circulated for review by the House of Delegates.

2. Bad Debt Discussions – In cleaning up the books, Jackie has identified a number of outstanding invoices. Specifically, we have about $27,000 in bad debt that we need to collect. Approximately $14,000 will be written off due to dissolved teams but we will continue collection efforts for the remainder of the debt. We discussed how we cannot deny an athlete the right to swim in a meet, but we can prohibit a team from entering a CSI sponsored meet if it has an outstanding balance with CSI. Jackie and Ingrid will work on wording

to include with invoices and other communications with teams to put them on notice of this consequence.

3. Safe Sport and DEI Voting/Election Rotation Schedule – This year, both positions will be on the slate since plan to change them to elected positions. After discussion, it was decided to have Safe Sport elected for a one-year term and to have DEI elected to a 2-year term this year. That way, these positions will be elected in different years moving forward.

4. Treasurer Position – Bylaw Change – Jackie mentioned that this position used to be managed by CSI staff and then we had a volunteer, so it became held by a volunteer. Jackie continues to perform all Treasurer duties other than reconciliations. It has proven to be difficult to find qualified individuals who want to serve as Treasurer in this limited role. Therefore, it has been proposed to change the Treasurer position from an elected voting position to a nonvoting board position that may be held by CSI staff or a volunteer. Ingrid noted that in 2019, in connection with the extensive required bylaw changes, USA Swimming stated that the Treasurer role must be a board position, but it may be filled by LSC staff, in which case it would be a non-voting position. The current plan is for Jackie to serve the role as Treasurer for now. We have prepared a proposed bylaw change for review by House of Delegates.

5. Update re: nonprofit "No More Under" – Ingrid provided an overview of our recent discussions with this nonprofit, whose mission is to increase equitable access to water safety and swim lesson programming. No More Under addresses financial and racial disparities and barriers to the sport of swimming through advocacy and programming options. Ingrid reached out to the organization to learn more, and Ingrid and Jackie had a zoom with its programming director last week. No More Under sent us a list of potential partnership opportunities. Ingrid will spearhead an effort to produce a proposal for next steps.

6. Strategic Plan – LSC Leadership, Committees –notes from last year's retreat related to leadership were reviewed and discussion regarding succession planning ensued. It was noted that we are a small LSC and that, in general,

many members either are not interested in serving in governance and others already have served and are not interested in serving at this time. The benefit of personally asking candidates to serve in our recruiting efforts was emphasized. We have some solid candidates for the upcoming election and will continue our efforts in this area as we move forward.

Pulled Reports: None.

Resolutions and Orders: The next scheduled board meeting will be Sunday December 15, 2024 at a time to be determined. Written reports from each board member, representative, and committee will be due to Jackie Stiff by Monday December 9, 2024.

Adjournment: The meeting adjourned at **2:40 pm.**

Ingrid Briant, Secretary