



Mission: Developing, Improving, and Supporting Competitive Swimming in the Inland Empire

Vision: Provide a safe and positive atmosphere for swimmers of all abilities to achieve and sustain lifelong success.

January 20, 2020

Inland Empire Board Meeting Agenda

8:00 PM via Blue Jeans App

Call to Order: 8:00 pm *Aloha* by Keith Lambert, quickly joined by John Pringle

Roll Call: April Walkley, Don Hougardy Holly Howard, Jennifer Tonkyn, Jody Rash, John Pringle, Keith Lambert, Laurel Skorina, Riana Scott, Todd Stafek

Not Present: Jade Sobek, Jeff Sutton, Sean Munchie

Request for New Items for New Business:

- Jeff Sutton proposed through an email sent earlier in the day discussing the merging of the Safe Sport Committee and the Safety group.

Consent Agenda:

The consent agenda, consisting of the BOD minutes from December 16, 2019, was submitted for approval. A motion was made, seconded, and a voice vote to pass the minutes as submitted. The final minutes are posted on the IES website.

Old Business:

- **2020 AG Zones Update:** Jody Rash reported that the Steering Committee met on January 2nd and they forming smaller task groups so that the main leads for the areas will be confident in moving forward. The plan is for task groups to meet again on 1/23 and 1/27. A goal is to have things organized and able to be promoted to parents and teams during Junior Champs and Junior Olympics.
- **Shared Services:** pass
- **By-Laws/Leap 1 Progress;** Keith Lambert stated that the final updated Bylaws were approved by USA Swimming. USAS had concerns how the Treasurer position was being handled and USAS is moving towards a staff driven model. With the Treasurer as a staff position it would lend continuity as other board members serve and go off. Keith also related that if the shared services proposals go forward, having the treasurer on board allows for a increase in workload. Earlier in the month, the board voted on and passed via email the proposal to make the treasurer position into a staff position and to be on the IES board as nonvoting member. The completed Bylaws will be presented to the HOD meeting in April.
- **Policies and Procedures (PP):** Keith Lambert reported out that currently the PP committee is Don H., Keith L. After discussion, Laurel Skorina, Jr. athlete representative, was nominated and agreed to serve. Todd Stafek and Jeff Sutton were



also asked to be on the committee. The plan is for the group to be ready by the March IES meeting to present the changes. They will divide up the area into their sections and report back. There will be regular updates and Keith will send out the current PP along with some highlighted changes.

- **IES Website Update:** Jody Rash spoke that she has communicated with Team Unify and was still waiting to hear back regarding new platform updates. Board members agreed that it could be helpful if updates/suggestions were sent to Jody and she could make the changes from those lists.
- **Safe Sport—MAAPP:** April Walkley spoke that teams were doing well with their SS models. One club is still not officially on board. Jeff Sutton lead on the Safety Committee spoke with April from Safe Sport and proposed that they run the committees jointly. Jeff was not at tonight's meeting, so after much discussion it was agreed to table to proposal to February.
- **USA Swim Board:** Keith Lambert is acting as lead on this and was in communication with Jessica from USAS. It was decided that because of scheduling and travel considerations that they would connect for an October meeting. The HOD meeting date needs to be set soon, and confirmed through an email vote.
- **Athlete Leadership Summit:** Riana Scott has communicated with Jack Swanson, USAS athlete leadership development, and that the Athlete Leadership Summit scheduled for April 18th in Moses Lake is moving forward. Riana sent out to board members a proposed agenda for the day including a practice in the morning for swimmers. Zach Washburn is coordinating with the Moses Lake high school regarding pool access and who might be coaching the practice. T-shirts are being designed and printed. Registration portal are being set up April stated that she can help Jody with that configuration. Proposed fee for swimmers is \$25 and payments will be with check with registration forms mailed to the Treasurer Todd Stafek.
- **Swimposium:** Shawn Muncie was not present at the meeting and no report submitted. John Pringle and Todd expressed concerns about the costs of putting on a Swimposium in that the US Swimming Subsidy for these events was not available to IES till 2021. After discussion there was a motion to postpone the Swimposium until 2021, motion carried via voice vote.

Committees:

- **Governance:** John Pringle reported that the Governance Committee has two members Robert Broyles and Todd Stafek. Andrew Lambert was added as the swimmer on the committee. From the Committee members they will elect their chair. The committee is staggered terms, 1, 2, 3 years. It also encompasses the nominating committee duties.
- **Safe Sport:** The discussion was covered above regarding the joining of the Safe Sport Committee and the Safety Committee. The involved area of operational risk was brought forth with more discussion planned for the February IES board meeting.
- **Coach:** Jennifer Tonkyn reported that she has 2 new coaches on her committee and is still looking for an experienced coach to join the group. Jenn's plan is to host a roundtable discussion the night before the HOD meeting with open topics for discussion. The purpose is to help allow coaches to know that IES does want to help them.



- **Technical Planning:** Keith reported on the changes for the Junior Olympic Champs meet to be preliminaries and finals all 3 days. The sanction was in the final stages of approval.
- **Equipment:** Don Hougardy is the new chair of the Equipment Committee and they are still looking to add an athlete to their ranks. Riana was working with Don to fill that spot.

New Business:

- The Treasurer as a staff position was passed by the board vote earlier in the month. The discussion was concerning creating an interim position until a permanent role can be filled. A motion was made to hire Todd Stafek as the interim staff position at a fixed monthly amount as an employee for \$20/hour. The motion was seconded and passed by voice vote. Todd will track hours and submit to Don who will generate a paystub.
- Administrative Referee: There was discussion over paying the Administrative Referee for the Champs meet basic expenses for the meet so they may attend and train 3 other Administrative officials. There was further discussion as all/most folks involved with IES are volunteers, many without swimmers in the water. Jody Rash stated that the Vandals will pay for the AR position at the Junior Champs meet.
- Open Water Committee; Chris Engledow is resigning as the chair. Jeff Walkley was approached and expressed interest in becoming the new chair. The expectation is to offer open Water events at the Age Group Zones meet in Oregon in August. Different locations for that were being explored. Officials Chair, Steve Hudlet, will consider sending Jeff Walkley to the National Open Water clinic.

Meeting adjourned 10:18 pm. Next Meeting scheduled for February 17, 2020, 8pm on Blue Jeans.