

Inland Empire Board Meeting Minutes  
September 30th, 2019

8:00 PM via Blue Jeans App

Call to Order 8:03pm

Roll Call: John Pringle, Don Hougardy, Jody Rash, Holly Howard, Jade Sobek, April Walkley, Todd Stafek, Keith Lambert, Jeff Sutton, Riana Scott, Sean Muncie.

Request for New Items for New Business:

Olympic Trials

Open Water Chair

Consent Agenda:

1) Approval of Minutes from August 22, 2019-Distributed by Holly Howard.

- ❖ Motion to approve the minutes, by Jeff Sutton, seconded by April Walkley, motion passed with change of USA Swim bylaws deadline to be 12/31/19.

Old Business:

1) Convention Follow Up

- John Pringle: Convention was both productive and fun.
  - good networking at the LSC leadership level.
  - Swimmer sessions were impressive and informative.
- Jody Rash:
  - Increased use of LSC portal for stats, enhancing, more views, preview of motivational times, plus registration, equity and inclusion tutorials.
  - LSC development, combining all the Leap programs into 1, once renewed all level 1, and all focus on enhancement of using LSC portal.
  - Focus on governance. Suggested IES can be a beta tester in coming year.
  - Zones meeting in May to have workshops on development.
  - Concussion protocol done by Jan 15, 2020. State law in OR requires annual renewal by coaches/swimmers, not an IES thing. As we have many meets in OR, all coaches need to be up to date.
  - Club dues sent to be reworked by USA Swim staff, not increased as expected.
  - Registration fees for non-athlete, and year-round athlete increased by \$2.
  - Seasonal athlete registration rate only allowed once per registration yr.
- April Walkley: well-attended and fun. Written report follows before HOD mtg.
- Jade Sobek:
  - Fees for Western zones will change.

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- Age Group Development Workshops, options for novice swim programs, what works and what doesn't.
- Overall club dues increase discussion interesting: where is money going?
- Sean Muncie:
  - Treasurer workshops Russell Mark presenter. Informational about USA Swim investments and how they have grown 42 million hoping for LSC investments. Publicly traded stock. Bond market trends- pointing towards a recession. Should we be supporting the USA swim corporation.
  - USAS trying to grow the distance swimmers. Create value in the distance events. Double the point value- for the mile swim, that would increase people in the distance.
  - Coaches trying to save their own programs, -protect coaches jobs. Recruiting in IES not so prevalent.
  - Is there a disconnect on national level - where swimmers are coming from.
  - 3 coaches voted onto the national board, which is a good angle for the board.
- 2) Fiscal Outlook and strategy for HOD by Don Hougardy.
  - Budget: not sent out to the LSC board, as the national convention did not finalize new fees.
  - At the convention major push back from teams for increasing registration fees.
  - A separate option for IES was discussed to increase meet surcharge to \$13, which would produce a surplus for enhanced Safe Sport, and athlete programs.
  - Don discussed not having a IES registration increase. But only to match USAS registration raise and pass that through.
  - Discussion over increasing the surcharge for meets \$3.00. ( SC \$15, LC \$17, Champs \$23)
  - Keith: put forward his thought that if pool rates go up for champs meets go to \$25 the extra could help support teams.
  - Todd questioned why should extra rate go only to Champs meets, when pool costs for regular meets were also problematic.
  - Don spoke to the issue of officials going to national meets are not reimbursed for their costs and this is a disincentive to attend, which is a disservice to the LSC.
  - General agreement that increases should be steady and predictable to allow for growth in IES programs and development.
- ❖ A motion was made by Keith Lambert for a \$3 registration increase for all meets going to SC \$15, LC \$17 and Champs \$25 effective this 2019-2020 year. The increase from the Champs meets will go half to cover officials travel reimbursement, and half for athlete, and IES development. Shawn seconded the motion, motion passed.
- 3) Build-A-Pool Update: Jeff Sutton
  - As of Monday, 7 people signed up for the presentation on October 5.

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- Not the attendance we anticipated, though 6 attendees are from outside the LSC.
- 4) 2020 AG Zones Update (TABLED)
- 5) Shared Services Update (TABLED)
- 6) HOD meeting Sunday October 6, in Tri Cities.
  - Keith Lambert requested all reports be sent to him by Thursday at 5pm.
- 7) Policy & Procedures, By-Laws / Leap 1 Progress
  - ByLaws have until 1/1/2020 to vote and accept the changes. The changes are primarily not changing the intent, but rather realigning with US Swimming.
  - Keith stated that we are not ready for HOD approval for the By-Laws updates, so either get the approval now or have another HOD meeting in December.
  - April/SS- proposed a working lunch on Saturday to help board work through the by-laws.
- 8) IES Website Update (new format?) (TABLED)
- 9) Safe Sport—MAAPP (TABLED)
- 10) USA SWIM Board Visit
- Jessica Cooper from USAS, coming on Saturday 10/5/19 10am – 5pm with a working lunch followed by dinner.
  - Focus on governance committee - now required by USAS.
  - How we bring on new board members,
  - Board policy committee
  - Nominating committee
  - Updating by-laws

New Business:

- Diversity, Equity, and Inclusion Chair
  - An appropriate person in the IES has been approached to become the new Chair.
- Open Water Chair:
  - There was discussion on the inclusion of Open Water Swim events at the 2020 Western Zones.
  - John P. will talk to current Open Water Chair Chris Engledow, and see if Chris wants to continue and expand his role.
  - April voiced that it would be beneficial to offer Open water at zones and that other Open Water Meets this year were well attended,

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- Jody questioned what is the oversight role of our Zone Planning Groups in regard to the Open Water Events as it is a large undertaking.
- Possibility of holding it at Blue Lake near Gresham, make sure water tested and that all the set-up done correctly.
- Athlete Idea and Process
  - Athlete idea: At the convention, Riana Scott learned about a leadership summit by athletes for athletes in the LSC to be held at the Spring HOD in Moses Lake. A planning committee was formed with Riana and Laurel Skorina ( new board Jr. Athlete Rep.) and will be the focus of the Athlete Meeting on Sunday before the Fall HOD. A possibility of prizes for attending.
  - Areas for consideration: governance, personality assessment, breakout swim session, Safe Sport, involvement of athlete reps, and more.
  - Proposed to be open for all swimmers 13 over, plus selected younger swimmers,
- Olympic Trials Reimbursement: Todd Stafek brought up that with the Olympic Trials on the horizon and in 2016 athletes who qualified for the trials and their coach were given \$1,500 each to attend. Currently Taylor McCoy and Ryan Foote have qualified, though not sure if either will be primarily representing IES. Don H. stated that there should be \$6,000 in the account set aside and that the fund is in place no matter how many people qualify. This separate has been previously approved and does not require a HOD vote. It is beneficial to create the expectation that we as an LSC, support the chance to make the trials for all swimmers.
- ❖ Adjourned: The meeting was called and seconded at 9:45pm

Reminder for the Saturday retreat at Tri-Cities Court Club beginning at 10 am with access to the rooms by 9:00am.