



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

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

August 15, 2022

Board of Director's meeting

7:00 pm meeting via Zoom

Meeting called to order by General Chair Jeff Sutton 7:10 pm

Roll Call: Jeff Sutton, Holly Howard, Todd Stafek, Jody Broyles, April Walkley, Don Hougardy, Noelle Grigsby, Robert Broyles, Chamelle Abinge, Nicholas Walkley, Jade Sobek, Keith Lambert, Sara Zwink, Liesel Telquist,

Minutes: Review and voted to approve minutes from the July 19, 2022 meeting. A motion was made, seconded and passed as presented.

Old Business:

General Chair Report Jeff Sutton

- Admin VC and Op Risk Chair board positions. Jeff Sutton reported that the position remains vacant, and if anyone knows of an interested person, to let Jeff know.
- Coach Rep election progress: Jade reported that he was completing the term from Coach Jen, and that a coaches meeting will be held in early September to determine if Jade is elected by the coaches for a full term.
- A motion was made, seconded, and voted upon to approve nomination(s) for Women in Coaching- Jeff and Jody commented that Carolyn Peterson and Sara Zwink have submitted applications for the coaching seminar next April. IES will support sending these two coaches. Don requested travel information for budget planning.
- The board approved sending April Walkley and Jeff Sutton to the November 4-6th Mighty 2500 workshop in Colorado Springs, CO.
- USA-Swimming Annual Business Meeting
 - IES Voting members: Keith Lambert (Non-coach/non-athlete), Sean Muncie (Coach/non-athlete) Rush Whitaker (Coach/non-athlete) Jade Sobek Coach/non-athlete)

- Western Zone Business Meeting - Sept 25th - virtual A motion was made, and passed to have the following attend, Don Hougardy, Jeff Sutton, Liesel Telquist, Jade Sobek, Sara Kuhn. Jody Broyles and April Walkley are currently on the Western Zones Board so they are excluded from the IES voting contingent.
- Free Safe Sport Game Night Webinar for 12+ athletes Sep 18, 2022 04:00 PM – Lilly King and Annie Lazor as guest hosts.
- LSC Leads Call Summary: Jeff briefly recapped that the call covered recap of Zones meets and the launch of SWIMS 3.0.

Staff Report: Jody Broyles

- **WZ Age Group Business Meeting -- Recommendations Passed & Information for IES WZ Delegates for September HOD.** Jody thanked the board for approving to send 5 members to the WZ meeting. It remains important for our LSC to be well represented in these national/regional conferences.

IES Zone Teams Initial Report (more details for September's meeting!)

- Senior Zones- Clovis CA; 46 athletes and placed 12/67 teams. Michael Hochwalt, Spokane Waves, took High Point honors. All the swimmers swam well and the coaches were excited by the results.
- Age Group Zones 22 athletes participated and in spite of summer travel hiccups, the kids learned a great deal and swam strong. Next year a large contingent of these swimmers hope for Sr. Zones times.
- In future, Coach Jody proposes that IES plan on 30 swimmers, 3 coaches and 2 support for the Age Group Zones. Senior Zones should have 48 swimmers, 4 coaches and 3 support staff. AGZ in Boise in 2023 so IES needs to block rooms and talk further in September BOD and fall HOD to have the levels and details set and increase awareness.
- Recommendations for 2023 AGZ and SZ to be addressed ASAP – see attached information from Jody Broyles, IES representative on the WZ board.

Staff Report EXTRA IMPORTANT

- SWIMS 3.0 & OMR - Overview & Introduction in real time Registration is open September 1, Jody continues to work with clubs. There are seminars for each administrator for the club. Teams can renew online and then roll in the swimmers-suggested batches by alphabetical order of swimmer.
 - Noelle Grigsby, Jody Broyles and Todd Stafek are administrators.
- 2022 Swimposium -- need to wrap up financials with SR **so that we can start planning the 2023 Swimposium in Spokane!** This needs to be completed by the September IES BOD so that planning for 2023 may proceed.
- Outstanding Service Award Nominations Still needing nominations.
- Updates to Website coming for Events, Zones Team, Admin Forms including the Registration Process for nonaffiliated athletes & officials.
- Looking Forward -- Observations & Recommendations from your Office Manager :) see attached comments from Jody Broyles

Financial Report: Don Hougardy

- Don Reported that the successful summer meets have generated income coming in which is always beneficial for the IES budget and teams.
- Establishing a Debit card for Jody to use before the Zones meets, did not happen. There was a great deal of transferring of funds and headaches., to make sure that the expenses were covered and tracked and reported. The debit card will be set-up for future needs.

SafeSport: April Walkley

- Eight clubs are Safe Sport recognized, and nine are in the process of becoming recognized. April remains optimistic about the different club chairs and all the new USA swimming requirements.

DEI Report: Sarah Zwink, No report

Coaches Report: Jade Sobek, No Report, coaches meeting in early September.

Age Group Chair: Russell Whitaker, No Report

Senior Age Group Chair Sean Muncie, No Report

Athlete Representatives: Liesel Telquist, Chamelle Abinge

- Seven athletes applied for the junior athlete representative position on the board, to be done by September board meeting. The athletes will have a zoom meeting for voting and a fun activity. Jeff stated that the athletes have the autonomy to work as they want, but that they can also reach out and ask for help from the board and staff as needed.

New Business:

see attached comments by Jody Broyles on potential IES administrative changes.

This is my final undertaking as Secretary. Thank you to the IES Board for the honor and privilege to be part of this dedicated group. Over the years I have learned a great deal about the workings of IES. I think that all the careful thought and planning of meets and funds that make up the running of our LSC is very impressive.. I believe that more parents should become involved at all levels of swimming.

*Respectfully Submitted;
Holly T. Howard,*

**2022 WZ Age Group Championship Business Meeting
Thursday, August 4th * Elk Grove Aquatic Center**

SUMMARY OF MEET FORMAT & BUSINESS MEETING CHANGES APPROVED

at the 2022 WZ Age Group Business Meeting and submitted for ratification
by the WZ HOD at the Annual Business Meeting

NOTE: Full minutes of the meeting including important details follow this summary, pgs. 2-5

1. Timing of WZAG Business Meeting

Motion: To move the WZAG Business Meeting to a virtual "Zoom" / electronic format, on the Wednesday following the conclusion of the meet.

- **VOICE:** ONLY Coaches, Team Managers, and Officials who were present at the WZAG Championship immediately prior to the Business Meeting
- **VOTE:** One person, designated by LSC General Chair or their designee, PRIOR to the WZAG Championship Meet. The LSC designee must be present at the WZAG Championship to have VOTE at the Business Meeting following the meet.

Moved & Seconded * Following Discussion, **Motion Passes with NO dissenting votes**

RESULT – WZAG Business Meeting will be conducted virtually after the conclusion of the WZAG Championship Meet

2. De-qual standard for participating in the WZAG meet.

Motion: Remove ALL De-qualification standards and language from the WZAG Championship meet format.

Moved & Seconded * Following Discussion, **Motion Passes with NO dissenting votes**

RESULT – ALL de-qualification standards have been removed from this meet

3. Time Standards

Motion: To align the WZAG Time Standards with the USA Swimming AA Motivational Age Group Time Standards for all combined Age Groups (10&U * 11-12 * 13-14) for both genders. Time Standards would be updated with the updating of the USA Swimming Motivational Age Group Time Standards.

Moved & Seconded * Following Discussion:

- Motion **AMENDED** to change AA to AAA Standards for all combined Age Groups (10&U * 11-12 * 13-14) for both genders.
- Amendment **Passes** with NO dissenting votes.
- **Amended Motion PASSES with NO dissenting votes.**

RESULT – The WZAG Time Standards will be the USA Swimming AAA Motivational Age Group Time Standards for all combined Age Groups (10&U * 11-12 * 13-14) for both genders, and will be updated when USA Swimming updates these time standards.

4. Meet Format

Motion #1: ALL Relays In Finals

Moved & Seconded * Following Discussion, **Motion Passes with NO dissenting votes**

RESULT – ALL Relays will be conducted in Finals

Motion #2: Remove 400M Relays from Meet Format and replace with 200M Mixed Gender Relays, placed on the days of the 800 & 1500 Freestyles.

Moved & Seconded * Following Discussion, the following **AMENDMENT** was made to the original motion:

- Add a non-scoring "C" Relay to the MIXED Gender Relay Events ONLY, to allow for additional athlete participation
- Allow the Age Group Coaches Advisory Committee to determine the exact days of the meet all relays will be swum.
- **Amendment PASSES with NO dissenting votes**

AMENDED MOTION PASSES – VOTE: 9 FOR / 6 AGAINST / 2 Abstentions (17 votes total)

RESULT – 400M relays have been removed & replaced with 200 Mixed Gender Relays, with a non-scoring C heat added

Respectfully submitted on behalf of those present at the WZ Age Group Business Meeting,

Keith Moore, WZ Director – Coach * Mike Dilli, WZ Director – Non-Coach * Jody Broyles, WZ Championship Coordinator

**2022 WZ Age Group Championship Business Meeting
Thursday, August 4th * Elk Grove Aquatic Center**

AGENDA & MINUTES

Designated LSC Representatives with Voice & Vote:

- AK – Alyssa Keill
- AZ – Joey Morgan
- CA – James Gallagher
- CC – Kacy Ota
- CO – Tristan Cross
- HI – Scott Pinter
- IE – Jody Broyles
- MT – Jessica Marshall
- NM – Daryl Wells
- OR – Scott Miyako
- PC – Tony Daly
- PN – Kara Forbis
- SD – Sean Redmond
- SN – Adric Jope
- SR – Stephanie O'Malley
- UT – Chad Reimschuessel
- WY – Daniel Diver
- WZ Director (non-coach) – Mike Dilli

Roll Call taken at beginning of meeting showed all LSCs & WZ represented by above named delegates *except UT (absent)*
Seventeen (17) eligible votes total

Also present with Voice only: Keith Moore (WZ Director, Coach via phone), Cindy & Jay Rowland (PC), Keith Lambert (IE), Debbie Laderoute (OR), Alex Ongaco (SN), Troy Nissen (SN), Ryan Stratton (SR)

AGENDA & MINUTES: Items presented in BLUE * Motion in RED * Decision in GREEN

- Background Information as present to body also included
- All Items presented had been previously reviewed by and have the support of the WZ Directors and the WZ Championship Coordinator
- Unless otherwise noted, motions were brought to the body by the WZCC with the support of the WZ Directors.

1. Timing of WZAG Business Meeting

Motion: To move the WZAG Business Meeting to a virtual "Zoom" / electronic format, on the Wednesday following the conclusion of the meet.

Rational:

- This allows coaches (and others) to be with their athletes during the entire meet, and focus on coaching and supporting athletes.
- It also allows for conversations to occur informally during the meet, and to provide a better-informed agenda as to the topics that need to be addressed.

Moved & Seconded * Following Discussion, Motion Passes with NO dissenting votes

RESULT: The WZAG Business Meeting will be an "in-person" meeting, held virtually, of those present at the WZAG Championship Meet immediately prior to the Business Meeting.

- **VOICE:** ONLY Coaches, Team Managers, and Officials who were present at the WZAG Championship immediately prior to the Business Meeting

- **VOTE:** One person, designated by LSC General Chair or their designee, PRIOR to the WZAG Championship Meet. The LSC designee must be present at the WZAG Championship to have VOTE at the Business Meeting following the meet.

2. Participation in Futures as a de-qual standard for participating in the WZAG meet.

Motion: To remove Futures as a de-qual meet.

Rational:

There are a number of challenges with this, as it is currently written in the P&P:

- Inability to adequately enforce: Mark Brown, our AR for a number of years at the AGZ meet, has pointed out that the deadline for the AGZ entries is PRIOR to the start of Futures, so there is no way to know for certain that an athlete has *participated* (not qualified) in a Futures meet of the same year until AFTER all entries have been accepted. Additionally, our language for Futures as a dequal (18 months prior to the start of the meet) would, in practice, mean that an athlete is only ineligible if they participated in Futures in the previous year.
- Lack of adequate & clear communication to the LSCs about the existence of this participation as a dequal standard. There is no clear indication when this language was added to the P&P, although it would have to have been no earlier than the 2015 WZAG Business Meeting, as the first year of Futures was 2015. However, there is no mention of this participation dequal standard in any of the meet announcements from 2016 forward, and was only added this spring when it was discovered during the initial steps of revising the current P&P.
- *The above two reasons were the primary support for the suspension of the Futures de-qual pending additional conversations at this year's WZAG Business meeting.*

Moved & Seconded * Following Discussion, Motion Passes with NO dissenting votes

3. Juniors, Nationals, & De-qual Intent ?? Language does not adequately convey intent:

Motion: To align National Meet Qualifications with the language used for Senior Zones: athletes achieving a National Meet Qualifying Time are not allowed to swim that event or the corresponding relay leg of that event

Rational:

- Currently our de-qual language specifies *participation* within 18 months prior -- but labels it as De-Qual "times":
 - *De-qual Times: An athlete who has, within the 18 months prior to the start of the meet, participated in one (1) individual event at a USA Swimming Championship as defined by Article 207 of the USA Swimming Rulebook, excluding Disability Championships and Open Water Championships, may not compete in that event or the related relay leg at this meet.*
 - *An athlete who has, within the 18 months prior to the start of the meet, participated in two (2) or more individual event at a USA Swimming Championship as defined by Article 207 of the USA Swimming Rulebook, excluding Disability Championships and Open Water Championships ... may not compete.*
- The qualifying period for Summer Juniors & Summer Nationals is 13 months prior to the meet (June 1 of the year prior) -- since Winter Juniors & Winter Nats are 20 months prior, this only leaves summer championships as the de-qual meets.
- ***Is the intent to dis-allow athletes that have qualified for summer championships? Or participated (actually swum) at these national meets?***
- Qualifying Times are much more easily identified within the specified time frame. Proving actual participation becomes more challenging since these national meets overlap with the WZAG meet in the current year. Participation de-qual can only be adequately enforced for meets the year prior.
- Recommending that either way, we align our language to match that of the actual summer qualifying period starting June 1 of the year prior (13 months not 18 months)

Moved & Seconded * Following Discussion, Motion DEFEATED with NO assenting votes in support

NEW MOTION FROM FLOOR: Remove ALL de-qualification standards and language from the WZAG Championship meet format.

Rational: Coaches and athletes should be allowed to make the best decision regarding meet attendance for the athlete based on age and ability.

Moved & Seconded * Following Discussion, Motion Passes with NO dissenting votes

4. Time Standards

Motion: To align the WZAG Time Standards with the USA Swimming AA Motivational Age Group Time Standards for all combined Age Groups (10&U * 11-12 * 13-14) for both genders. Time Standards would be updated with the updating of the USA Swimming Motivational Age Group Time Standards.

Rational:

A quick review of the time standards being used for this meet (which have now been the same since 2019) shows that nearly all of the standards for our girls, across all age groups, are faster than AAA and for the 13-14 girls, many are almost AAAA times. For the 13-14 boys, over half of the QTs are faster than AAA, and over the entire boys age groups, just under half are faster than AAA. All of the boys' time standards are faster than AA.

Our current time standards have evolved to the point where, for the girls especially, there is a significant Catch-22: be nearly fast enough to make Futures, so that you can participate in AG Zones ... but not too fast -- or you can't participate (another reason for recommending the removal of Futures from de-qual language). Additionally, at the other end, especially for the 13-14 athletes, they are prevented from participating with their peer group because of how quick these time standards currently stand. Example: The IES All-Star SENIOR Zone Team had two 13-14 year old athletes, even though they wanted to go to AGZ and be with their peers, because they were not fast enough to make the AGZ times.

Actual effect:

- Allows 13-14 athletes to more effectively stay with their peer group and not be pushed to the SRZ meet as their only option.
- Allows for greater participation from smaller LSCs for both the girls and boys (eg both of the IES girls would be at AGZ if the time standard was AA)
- Provides greater consistency between the two meets and over the four-year period for Motivational Time Standards.
- Does NOT greatly increase the size of the AGZ meet (est 50-75 kids at most), as there are already limits on team sizes, and number of entries. There will be some increase for smaller LSCs, but there will be natural limits due simply to the smaller number of actual athletes in these LSCs and the practical side of smaller LSC budgets.
- ALL LSCs WILL CONTINUE TO HAVE FINAL SAY AS TO THE SELECTION PROCESS OF THEIR ATHLETES, AS IS CURRENTLY DONE

Moved & Seconded * Following Discussion, Motion AMENDED to change AA to AAA Standards. Amendment Passes with NO dissenting votes. Amended Motion PASSES with NO dissenting votes.

5. Meet Format

Motion FROM FLOOR: ALL Relays In Finals

Rational:

- Importance of keeping all athletes involved in relays together, while preserving the ability of coaches to make relay decisions closer to the time of the actual swim.
- All relays return to being seeded in heats by time (not relay designation). This returns athletes to competing with teams at a similar ability level.

Moved & Seconded * Following Discussion, Motion Passes with NO dissenting votes

Motion: Remove 400M Relays from Meet Format and replace with 200M Mixed Gender Relays, placed on the days of the 800 & 1500 Freestyles.

Rational:

We have been asked to revisit relays in Prelims, while at the same time there will be those who want to leave the fastest heat of the 800 & 1500 in Finals.

The timelines for this year and many years have been brutal, and arguably not conducive to effective racing and a positive athlete environment.

- Because of this, the recommendation is to remove 400M relays and replace them with 200M Mixed Gender Relays.
- Adjust the days of the relays to put the Mixed Gender Relays on the days of the distance events, as this offsets the timeline adequately because there would be 50% fewer relays
- This also returns two additional relay options to 10&U athletes, that were removed at the Business Meeting in 2018 when 10&U athletes were removed from the 400M relays (effective for 2019's meet)

Moved & Seconded * Following Discussion, the following AMENDMENT was made to the original motion:

- Add a non-scoring "C" Relay to the MIXED Gender Relay Events ONLY, to allow for additional athlete participation while not creating a significant impact on the Finals timeline
- Allow the Age Group Coaches Advisory Committee to determine the exact days of the meet all relays will be swum.

- Amendment PASSES with NO dissenting votes

AMENDED MOTION PASSES – VOTE: 9 FOR / 6 AGAINST / 2 Abstentions

RESULT: The combined results of these two meet format changes (All Relays in Finals, and the exchange of 400M relays for 200 Mixed Gender Relays on the days of distance events) allows for adequate Finals timeline management.

- *If 400M relays were to be retained, with all relays in Finals AND the current format of the fastest seeded heat of the distance events also in Finals, the Finals timeline would exceed four hours in length.*

Observations & Recommendations from Your Office Manager 😊

IES is growing! We have new excitement and enthusiasm for the work our LSC is doing to improve our Programs & Services to our members.

How do we build on that to grow our membership, and best support that growth into the future?

- Use my skill sets more effectively by realigning Office Manager position to be Executive Director (as is done with other LSCs) and to include supervision of staff as a responsibility
*** This allows for the addition of staff positions such as a Communications Specialist or a Championship Coordinator while mitigating the challenge of a Board supervising staff ***
- Intentional focus on strengthening Member Communications through dedicated staff person for website & communications management (Communications Specialist)
- Now that we have a Strategic Plan (thank you Todd!) ... create a Strategic Planning Task Force to use that Strategic Plan to grow and support the LSC:

Strategic Plan:

The strategic plan within Inland Empire Swimming is continually evolving, designed to develop and grow as the association grows. The ideal targeted range is a 2 to 5 year window for the following goals:

- Stay ahead of the growth trends within the association.
- Anticipate and plan for increased competition needs as the association grows.
- Routinely assess the needs of our membership.
- Maintain relationships with our existing facilities and reach out to any new facilities to show them the benefit of bringing competitions to their city.
- Develop new ideas to keep the association as a model for other small LSCs, both in the pool and in the organization of our sport.