



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

**Inland Empire Board of Directors
October 19, 2020**

Call to Order: 8:01 pm by Keith Lambert via Zoom Meeting

Roll Call: Present: April Walkley, Don Hougardy, Holly Howard, Jennifer Tonkyn, Jade Sobek, Jeff Sutton, Jody Rash, Keith Lambert, Laurel Skorina, Nicholas Walkley, Sean Muncie (Many apologies to Sean for the numerous misspellings of his name), Deb Harnke-Morin, Robert Broyles, Not present: Riana Scott, Todd Stafek.

Approval of September 20, 2020 minutes as presented:

New Business: Vandal Aquatics request a one-time suspension of fees to IES for their hosting of the 18-U Winter Championship meet in December.

Old Business:

Staff Updates: Jody Rash

- **Registration:** Jody reported that registrations for teams and swimmers are still coming in. She thanked teams for being proactive on registering non-athlete and athlete members.
- **LEAP Survey Update as it relates to P&P update:** Tactfully, Jody reminded the board of the survey taken earlier regarding priorities the LEAP program and here were the top three topics of concern
 - **Governance:** Update Bylaws and Policy and Procedures, Focus on Committees, Create opportunity for board development.
 - **Programs:** Outreach, Safe Sport and Club Resources, Parent Education.
 - **Communications:** Athletes, LSC Survey, newsfeed for member accomplishments, Digital Functionality.
- **Website:** Jody needs to redo the transfer of the website material onto the new platform, as her recent work did not transfer. (Oh bother as Pooh Bear says).
- **Calendar:** The upcoming swim calendar is still changing with a few inter-squad meets happening. See attached calendar for dates and events.

Safe Sport Update: April Walkley

- Stated that she updated the Facebook page with the upcoming dates for the Safe Sport seminars for athletes, parents, coaches.
- One spot remaining for an athlete on the Safe Sport Committee.
- Other LSC's are leaning towards having a policy that if a club is not SafeSport compliant, then they may not host a meet.

Finance: Don Hougardy

- 2020 Budget Discussion surrounding the fact that the income and expense streams for the LSC have always had uneven timing and the next 18 months will probably continue that as the revenues from meets are reduced, while expenses are to be restarted, without the revenues from the previous year to support them. IES remains in a strong fiscal position. Thank you, Don and Todd.
- Donation of old 5 timing system: Chance Younkin, Equipment Chair for the southern sector of the LSC, proposed that the old Colorado Timing system 5, which are no longer being used and no longer supported be donated to the Tri Cities High School teams for their use for both girl's and boy's seasons. After a discussion it was agreed that a letter of request and a note of receipt would be preferred. The Equipment Committee reports to the Finance Chair and they will work together to disperse the surplus equipment.

Administrative Vice-Chair Report: Jeff Sutton

- Jeff Sutton and Keith Lambert have been going through the bylaws and the Policy and procedure document. The plan is to divide up the work and have committee chairs review it. The Governance Committee will review and address any question. Jody will help to polish and coordinate the document. The full board will review and vote and to present at the April 2021 HOD meeting. These documents do not need HOD approval.
- The board position of Diversification, Equity and Inclusion needs to be filled. USAS is promoting that the LSC's add DEI as a full board member position. The board discussed whether that would also entail adding an additional swimmer athlete to the board. If the Administrative Vice Chair and the Operations Risk Chair positions are combined, or the Operation Risk chair duties are split amongst other chairs, then the DEI expansion would not further expand the IES board size. The DEI person can be from within IES, or also potentially an unattached person.
- Elections: At the spring HOD there are elections for Administrative Vice Chair, Age Group Chair, Operations Risk Management. They are elected for a maximum of two 2-year terms.
- The Governance Committee needs one more member. Currently Robert Broyles, Todd Stafek and Andrew Lambert sit on the committee. If you are interested, please reach out to Jody Rash.
- The Short Course Championship meets need to be finalized by December to see if, where, and how the meets can be held in late winter. The coaches are meeting in late October to discuss the issue and the BOD will discuss at the November meeting Keith wants to hear from on the Technical Planning Committee on the feasibility.
- **Athlete Rep Report: Laurel Skorina, Nick Walkley:** Laurel and Nick reported that the planning for the Athlete Leadership Summit. Registration is open and the information needs to be spread to swimmers throughout the area
- **Age Group Chair: Jade Sobek no report**

• **Senior Chair: Sean Muncie:** Sean spoke that in these disrupted times, that swimmers should be beware of their times, based on the national rankings and not just within the folks they have been swimming with in isolation. He reiterated that it is hard to really know how we (swimmers) are matching up to others, when there has been little competition.

New Business:

18U Winter Champs: Hosted by Vandal Aquatics a 3 day meet with Sr. Zone time standards to be held in Moscow Idaho. The University of Idaho pool is able to have approximately 70-80 athletes for the 3 day meet. The goal of the meet is to slowly open up competition as proposed by the USAS Zones Development group to help clubs put on Championship meets.

The problem lies that with the ability to entertain fewer swimmers, and the costs to run the meet are about \$8,000. The Meet Referee is Ron Van Pool. Jody Rash is proposing that the surcharge is \$35 per swimmer and swims are \$17. With 6 individual events over 3 days plus time trials each day. (max 6 events in a day).

IES agrees that they want to help support Vandals and the meet in whatever way possible as it certainly benefits IES swimmers. April Walkely pointed out that parents were very supportive at other meets and teams could bring water or more to reduce costs. Coach Representative Jennifer Tonkyn spoke that she was grateful the meet was being considered and that the Vandals team should not lose money to host the event. Finance Chair Don Hougardy proposed an arrangement where IES would receive a lower percentage of their usual fee, to allow Vandals to earn funds. A definitive answer needs to be made in the next few days so that the meet information can be shared. With swimmers and teams.

A motion was made and passed that IES Board of Directors would exempt on a one-time basis having Vandal Aquatics pay the normal surcharge for the 18U Winter Champs meet in December 2020. The normal sectional surcharge fee and swim fees would be charged and that 10% of the net would be paid to IES.

Keith emphasized that IES wants to support Jody and the Vandal team in preparing for this meet. Lambert also thanked Deb Harnke-Morin for attending the meeting.

Meeting adjourned at 9:30 pm

Next BOD meeting scheduled for **Monday, November 16th at 8:00 pm** via Zoom. All are encouraged to attend. Stay Safe Out There.

Respectfully submitted by Holly T. Howard, Secretary