



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

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

Minutes from Board of Directors Meeting
Monday, November 18, 2019
Video Conference call Blue Jeans App

Call to Order: 8:05 pm

Roll Call: April Walkley, Holly Howard, Jade Sobek, Jeff Sutton, Jennifer Tonkyn, Jody Rash, John Pringle, Keith Lambert, Laurel Skorina, Riana Scott, Russ Whitaker, Sean Munchie, Todd Stafek

Not Present: Don Hougardy

Request for New Items for New Business:

- USA Swimming Affiliation Agreement to be approved and signed by John Pringle

Consent Agenda:

The consent agenda, consisting of the BOD minutes from October 21, 2019, was submitted for approval. A motion was made, seconded and a voice vote to pass the minutes as submitted. The minutes are posted on the IES website.

Old Business:

- Age Group Zones: Jody Rash - No Update
- Shared Services: Jody Rash/John Pringle - No Report
- Audit Committee: Keith Lambert reported that the audit for 2017 and 2018 has been completed by the audit committee (Laurel Skorina, Holly Howard, Keith Lambert) and that the findings were that the IES is in a strong position. Keith thanked the timely efforts of the committee and reiterated that having the services of both Todd Stafek and Don Hougardy involved in the daily work remains vital.
 - Todd requested that the 2019 audit be completed in the early part of 2020.
 - Keith proposed having an audit review handled by an outside independent group in February or March. We could start with the 2019 books and then when it becomes mandatory by USAS, we will already be comfortable with the process.
 - Don Hougardy is researching if having a college audit class take on the review as a project would be acceptable.
- By-Laws: Keith Lambert
 - The USAS deadline for updating the bylaws is nearing. Keith is working to have the updates done by next week. He will resend the link to board members and encourages input by all.
- Policies and Procedures: Keith Lambert
 - These will be completed after the Bylaws are finished
- Website: Jody Rash nothing new to report
- Safe Sport: April Walkley

- It is reported that only 1 club needs a safe sport chair and 5 clubs need (to put a SafeSport Tab on the webpage and 6 clubs need parent/athlete video training to submit to SSRP.
- It is a new requirement that the word safe needs to be included in the mission statement.
 - April agreed to have her SafeSport Committee work on new options for the mission to be voted on before the next HOD.
- There was discussion that USAS as SafeSport champions are working hard to protect athletes and coaches, even as the media and others is working to undermine new situations.
 - Todd Stafek questioned the concerns what is being done to protect the coaches- stating the concern of a vengeful parent or swimmer with false accusations may completely derail a lifelong career.
- Crisis Plan: John Pringle
 - John reviewed and updated the Crisis Management Plan for names and an outline of actions to take. The proposed plan had been previously sent to board members for review.
 - A motion was made, seconded and passed by voice vote.
 - Jody will post the final version on the website and a copy will be sent to the clubs.
- Swimposium: Sean Muncie
 - Sean revealed that IES was not eligible for funding to bring a national level coach to speak at the Swimposium in April 2020. Eligible in 2021 for funds.
 - Sean asked what precisely is the goal for the swimposium, and could our needs be fulfilled with a pacific northwest coach to provide the keynote speech.
 - The Athlete Leadership Summit is still moving ahead and was already funded through IES budget.
 - Keith suggested that Sean do research to see about coach availability and costs and report back in the next BOD.
- Committee Reports:
 - Governance Committee: No Progress
 - Safe Sport: April is working to collect the nominations for the group.
 - Athlete Committee: Riana reported that the group is communicating
 - Audit: Keith reported earlier that 2017-2018 audits were satisfactorily completed
 - Coaches: Jennifer Tonkyn stated that still in the formation process
 - Technical Planning: This is the same as the earlier Championship Committee and that they have been working on some concerns for the Junior Champs.
 - Equipment Committee: The committee is in place, though they are in need of an athlete- Riana has been working to secure an athlete for that group.
- New Business:
 - The USA Swimming Affiliation Agreement will be signed by both the General Chair and the Finance Chair as was proposed by General Chair, John Pringle.
 - Keith Lambert suggested that we secure outside funding for the Swimposium. A Kaiser grant that reopens in spring, was proposed and he will pursue this opportunity.

The meeting was adjourned 9:05 pm. The next meeting is scheduled for Monday, December 16, 2019 8pm.

Respectfully Submitted by Holly Howard

