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

Board of Director's Agenda

September 16, 2024, 7:30 pm via Zoom

Minutes:

Review and Approve minutes from the July 15, 2024, Meeting

Motion to approve the July 15 board meeting minutes made, seconded, and passed

Old Business:

General Chair Report: Jeff Sutton

1. Committee kick-off and plan: Committees are listed at the bottom of the meeting notes. The hope is that committees are meeting at least quarterly. The goal is to make the BOD meetings shorter by having a lot of the work done in the committees.
2. Legislation at Zone/USA-S review: Hopefully, everyone has had a chance to review the legislation/planned changes for this year's meeting. The biggest ticket item the proposed change to club registration fees. The proposal is raise fees almost 300% from $70 per year to $225 per year. USA Swimming has documented the reasoning for the huge increase on their website.
3. Your delegation/voting for ABM and Zones: Voting delegate is Jeff, Candi, Julia, and Jody filling in for Emily Renzini since she is not available
4. IES HOD - updates – First weekend in November, November 3, 2024, 1:30 PM via Zoom
    * Each chair should have a written report
    * If the LSC supported you attending something (DEI camp, Zone Workshop0 - you should have a written report to the HOD.

Don asks that any chairs speak with him about any budget needs for 2025.

Admin Vice Chair: Carolyn Petersen

Met with technical planning:

1) Time standard adjustments for championship meets. The motivational times just came out and some work needs to be done to see how that might affect our athletes. There will be more to come on this topic
2) No changes to the LSC calendar in regards to the Zones calendar coming out
3) No changes in regards to the current policy in place for no shows at LSC championship level meets
4) No changes to how the team spirit awards are determined at all three championship meets

5) Sanctions: 12&Unders must follow the 4-hour rule for all meets. The LSC no longer has a waiver.
6) Procedure for changing meet dates/locations. Overall procedure we already have in place seems to be working.
7) Entry procedures for LSC Championship meets will not go to OME for 2025

Staff Report: Jody Broyles

- LSC LEAP renewal has been approved.
- Requiring IES clubs to be SSR in order to be in good standing for 2025 (as we voted on at HOD in April 2024). The LSC has no avenue to enforce this as teams renew directly with USA Swimming and USA Swimming does not require teams to be Safe Sport recognized. Jody suggests sending this back to the Safe Sport Committee and having them come up with a list of services that the LSC provides that can be withheld if teams choose not to be Safe Sport recognized.
- 4-hour Rule: Suggestion was made to consider a Meet Directors workshop via Zoom (possibly late October prior to HOD) that would allow for discussion on how to structure meet event orders to be in line with the 12&U four hour rule.

Financial Report: Don Hougardy

- Financials are done through August. We are slightly ahead of where we were this time last year.
- Todd: Spoke with Don and Jody about the National and Zone level payouts that the LSC does every year at the end of August. This year's payouts were far and away much higher than in in previous years. Fewer kids went to zones this year, but the amount of money the LSC made available to them was much higher due the large attendance at Zones last year. They were given almost the same amount of money as the Olympic Trial athletes. Todd's suggestion is to increase the Olympic Trial payouts to $2000 per athlete, a cap of $1500 for National athletes, and $1000 for Zones athletes. This is the upper limit, not necessarily the amount they are going to get. Robert wants to give the athletes the full amount that is budgeted. Todd argues that the money could be better spent in other places, like equipment if we budget for more athletes than actually attend the higher level meets.

  Todd makes a motion to increase the payout fee to a fixed amount of $2000 for the Olympic Trial Athletes, cap the National Athletes at $1500, and cap the Zones athletes $1000 in payouts going forward. Don seconds the motion. Further discussion: Robert does not believe it is wise to make this decision based on the anomaly this year. Ava asked where the rest of the money would go if the full pot of money was not used. Todd stated that it would be returned to the general fund. Candi is concerned that the $2000 for the Olympic Athletes may not be enough. $0.25 of every splash fee from every hosted meet goes in the Olympic Trials fund. That brings in about $6000 every 4 years. If the Olympic Trials money is not completely used, the money stays in the trials fund for the next trials. It does not return to the general fund.

  Motion to increase the payout fee to a fixed amount of $2000 for the Olympic Trial Athletes, cap the National Athletes at $1500, and cap the Zones athletes $1000 made, seconded, and passed

Officials Report: Keith Lambert

- 10 officials participated in the national officials reimbursement. That means that 10 officials worked outside of our LSC. That is great news and makes the LSC officiating all that much stronger.
- The next officials meeting will be after the USA Swimming ABM and they will make their plans for the 3 LSC meets in 2025.

SafeSport: Beth Koza

- April is working with Beth on transitioning the Safe Sport position

Operational Risk: Ben Galligan

- Not in attendance

DEI Report: Shelly Sobek

- Will send out DEI slideshow presentation from the DEI camp in June

Age Group Chair: Julia Merrill

- Had a successful Age Group Zones meet in August
- The 2025 Zones meet location will be determined at the Zones meeting in two weeks. They hope to secure locations for the next 3-4 years.

Senior Chair: Candi Eslinger

- Candi is the interim senior chair. Per Todd, the two biggest items for the Senior Chair and Age Group Chair is all of the planning for the Age Group and Senior Zones meets

Coaches Report: Emily Renzini

- Coaches were discussing on wanting to change the way we vote for coach of the year? SR athlete - Send out the SR athlete a week out for coaches to give time to read over.

- Nominating 3 coaches? Send out reasons why they were picked and Vote at the champs meet. Is it just for head coaches? Assistant coaches too?
- Champs meet. - Parents were concerned about homeless people and didn't feel safe sitting outside the pool area. The suggestion was made to hire security. This may be a concern at all our facilities as they are all near public parks. If the LSC feels strongly enough, we could foot the bill for security, but having hired security in the past for our local meets, it doesn't mean the problem will go away.

- Placing a speaker outside the fence for athletes to hear what event /heat we are on.

- Team spirit at the 3 champs swim meets.

Per Jody – these would be great topics to bring up at the coaches meeting ahead of HOD. Coaches will give the best input and provide the best feedback.

Athlete Rep Report: Ava Swigart, Lindsay Sutton, Elle Krug

- The new athlete reps met with Jody, Jeff, and April to better understand their rolls in the LSC.
- The athlete reps met together themselves to plan the next Athlete Council meeting, scheduled for September 23rd at 7:30 PM
- The athlete reps are going to create forms to get feedback from the athlete council on what subcommittees they would like to create for this year. That information will be presented at the next BOD meeting.
- Ava will be attending the USA Swimming ABM. She is excited to meet with athletes from other LSCs and teams

New Business:

Upcoming Meetings:

October BOD: October 21, 2024, 7:30 PM
Fall HOD: Sunday, November 3, 2024, 1:30 PM via Zoom
November BOD: November 18, 2024, 7:30 PM
December BOD: Will determine if needed at November meeting.

Meeting Adjourned at 8:25 PM

Tasks for committees:

Officials Committee: The purpose of the Officials Committee is to further the sport of competitive swimming by providing the highest quality of officiating needed for fair competition. The Committee shall oversee all of the training clinics, certification, and tracking of Inland Empire Swimming Officials. The members of the Officials Committee shall be the Officials Chair and at least two other members and a sufficient number of athletes appointed to constitute at least twenty percent (20%) of the voting membership of the Committee.

Technical Planning: The Technical Planning Committee Is responsible for long-range planning regarding the swimming programs conducted by Inland Empire Swimming, the continuing review and development of the Inland Empire Swimming philosophy, and for advising other committees and divisions regarding the implementation of that philosophy in the context of the programs of Inland Empire Swimming. The Technical Planning Committee shall work with the appropriate committees to establish the Inland Empire Swimming meet schedule, championship time standards and championship meet information

Safe Sport/Operational Risk: The operational/safe risk committee is responsible for providing a proactive environment regarding the assessment of risks, and developing guidelines and educational requirements

DEI: To build, promote, and achieve successful DEI programming within the LSC with the purpose of increasing opportunities in swimming for people of different backgrounds.

Governance:
DUTIES– It shall be the duty of the Governance Committee to: (1) Assist in periodic evaluation of the mission and vision statements and the Bylaws of IES; (2) Aid in the development of operating policies regarding conflict of interest (Board and staff), document retention, ethics, whistle-blower, procurement, contract review, grievance and other employment-related practices, etc.; (3) Aid in the development of personnel practices procedure including job descriptions and annual review of staff; (4) Assist in shaping the Board's agenda based on the strategic plan; (5) Aid in the development of expectations and processes for accountability of Board members; (6) Develop criteria for the qualities and required characteristics of Board officers; (7) Lead Board succession planning by assessing current and anticipated needs for Board composition; (8) Nominate Board members, Administrative Review Board Members, and other committee chair positions to be elected by the House of Delegates consistent with the matrix of skills, demographics, and talents needed; (9) Publish the slate of candidates to the IES membership at least twenty (20) days prior to the election. Additional nominations may be made from the floor of the House of Delegates by voting members of the House of Delegates. (10) Design and implement Board orientation and an ongoing program of Board education and development; and (11) Lead periodic assessment of the Board's performance (as a whole and of individual members) and make recommendations to enhance Board effectiveness.

Finance:
DUTIES – (1) To develop and supervise the application of proper accounting policies and procedures that clearly record the day-to-day financial transactions of the corporation and to provide adequate safeguards of its assets. (2) To recommend to the Board of Directors and supervise the execution of policy regarding the investment of the corporation working capital, funded reserves and endowment funds. The Finance Committee shall also regularly review the equipment needs (both operational and office) and the various methods available to finance the acquisition of any needed equipment and make a determination and recommendation of the best financing method. (3) To conduct a review or audit or recommend an independent auditor to conduct the required annual review or audit of the books of IES. If conducted internally, a minimum of three (3) committee members with a sufficient number of athletes to constitute at least 20% of the voting membership, must conduct the review or audit. The Treasurer cannot be a member of the group performing the audit, but can be present to provide clarification, information and answer questions. (4) To submit the review or audit and other reports and make recommendations to the Board of Directors with regard thereto. (5) To consult with the officers, committee chairs and coordinators and prepare and present a proposed budget for consideration and approval by the Board of Directors and the House of Delegates. The officers, committee chairs and coordinators shall provide promptly such financial information (current and projected) and budget proposals as the Finance Committee may request. The proposed budget may contain alternatives. (6) To complete and submit any state and local reports and filings

Coaches - Review any TPC recommendations to HOD, other items as