



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

**July 21, 2021
IES Board of Directors
Via Zoom**

Meeting called to order by Keith Lambert at 6:30 pm. He welcomed the new athlete reps, and thanked them for attending. Keith stated that he needed to leave for a meeting and would soon hand over the meeting to Jeff Sutton.

Roll Call: April Walkley, Don Hougardy, Holly Howard, Jade Sobek, Jeff Sutton, Jody Rash, Keith Lambert, Nicholas Walkley, Non Voting: Russell Whitaker, Liesel Telquist, Chamelle Abringe, Sara Kuhn, Missing: Todd Stafek, Riana Scott, Laurel Skorina. Sean Muncie

Minutes: Approval of 5/15/2021 and 6/23/21 Minutes motion to approve with the addition of Hans Johnsen as Sr. Zones coach.

Old Business:

- General Chair Update: Keith Lambert
 - Keith met with Ron VanPool "RVP" RVP is a long time official from PNS and has moved into our LSC. Keith asked Ron if he would serve on governance committee, he agreed. Now need the committee needs an athlete representative. Keith will rely on the governance board to guide the LSC, while providing him a sounding board LSC topics including new board member, and are the existing policies work. It will be an active committee and athlete interaction is key. Keith Asked Liesel and Chamelle for names to consider for the athlete member on this newly activated committee.
 - Keith proposed the question about increasing the productivity in board meetings and seeing what can be changed up. Keith expressed concern that the committees need to take more action. By alternating board mtg and committee meeting dates, then after a committee meets it could report to the full board, providing a report. There would be more action items for the committee and more proactive work in the board meetings.
 - Group Discussion: This change is strategic, for it is looking forward to allow that more separate work will be proactively completed by the committees. April expressed support of the change. Jody mentioned the LEAP in 2022 requiring plenty of work to complete. Jeff Sutton and the needed work on the Policies and Procedures, that he has been slogging through. By allocating specific committee meeting time, we should be able to make progress to help us move forward. Six (6) Board of Director Meetings a year plus HOD. Keith spoke

that the athlete reps would need to make sure that the committees have the adequate number of athlete reps and to reach out to other swimmers not on the board.

- Jody and Keith reminded the group that LEAP is due in 2022 and there is plenty to be done for the audit. Jody will resend the LEAP form and recap of survey done in Jan 2021 out to the board.
- Keith extended a welcome Sara Kuhn as a new board member and the Diversity, Equity, Inclusion (DEI chair) He reminded all the board to remain connected and be actively involved.
- Senior swimmer recognition to be held at LC Champs in Spokane. Jade will cover that in his later report.

Keith left the building (zoom meeting):

USAS added language to the Operational Risk Chair position and Jeff not sure if it needs to go before the upcoming HOD. That committee will have a coach, three officials, and an athlete.

- Staff Updates: Jody Rash
 - Jody proposed the next meeting to be August 8/18 6:030 pm – 7:30 pm via zoom.
 - Annual Conflict of interest form needed to be signed and returned to Jody
 - Registration 2022 needs to be supplied to teams covering what are the new fees. Don Hougardy will email Jody those figures.
 - September 1st, is the date for the 60-day lead time to sanction meets. Teams/Meet Directors need to be aware.
 - HOD is early in October in Moses Lake. Jody requested that committees provide their written reports to Holly by 9/6/21, to allow time for them to be posted 9/13 with enough lead time for the HOD meeting.
- Age Group Zones will be done in August and a report to be given by AGZ Meet Director.
 - 12 days until AGZ – budget, shifts in budget numbers though still potentially showing a \$17,000 net profit. 425 swimmers, which is a lower number that translates to a lower collection of sanction fees. Teams haven't used hotel block so income only about \$800 from the hotel block promotion. Good news is that the facility is allowing more spectators, and ticket prices are going up which translates to an increase in revenue. A photographer will be present. An agreement was negotiated with the Texas facility which helped reduce costs by using their radios, headsets, for the cost of a printer. Traveling expenses were reduced as staff were legally doubling up, The caterer cost \$6,700, there are no sanction fees. There were 10 additional athletes hoping to qualify during Champs weekend. For Senior Zones, there were 32 qualified swimmers and IES added a 3rd coach, David Dolphy from CAST for the meet.
- State of Swimming Update: Summer and Fall Schedule- tabled to August meeting as there are several large meets before the August meeting- Jr Olympics, SR and AGZ.
- Age Group Chair: Jade Sobek- spoke that those motif (are these leitmotifs because of hot summer temperatures) were combined Sr Zones and AGZ meaning that same shirts and shirts-“swimswag”. Each swimmer will receive 3 shirts, 1 LS shirt hoodie, water bottle, cap, \$ 335 cost for swimmers, and a cost savings for all. Jade reported on the mounting excitement for the zones meet.
- Senior Age Group Chair: Sean Muncie No report
- Finance: Don Hougardy: In June IES earned meet fees good for budget, through June and a return of 13% on the investment accounts. A question was posed regarding the Trial funds – would that rollover or did Todd have a suggestion. Tabled for discussion in August.

- Admin Vice Chair Report: Jeff Sutton
 - Policy and Procedure Update more by August
 - Share Services Next Step- date for mtg and 2 potential locations swimposium near Spokane and date 4/9-10/2022. April 9 -10 UI booked, but not at WSU, open for both SR and IES hotel costs were a potential so waiting for the hotel options. More in August.
 - Diversity, Equity and Inclusion Sara Kuhn
 - Operational Risk standing committee
 - Bylaw up-date - USA-S came back with minor comments.
 - Covid sanction requirements should fall away end of July unless extended
- Athletes Representatives: An athlete meeting with zoom games is set for August 6th. Jeff asked if the athlete reps will be at LC Champs meet and- neither will be as they are attending the Sr zones meet.
- Safe Sport: April Walkley reported MAPP highlights effective September 1, download and stated clubs should update their own websites. Safe Sport in our LSC going well, though more teams need to complete the requirements.
 - LSC responsible to gather from unattached members.
 - College coaches will have some links with Mapp@ USAS.org, electronic communications only 5am – 9pm with swimmers.
 - Locker room, private place to change using pop up tents, undress redefined.
 - Master swimmers may shower if adult members of USAS.
- Adjourn 7:36pm. Next meeting scheduled for **Wednesday, August 18, 2021 6:30pm via zoom.**

Respectfully submitted by Holly T. Howard