IES INLAND EMPIRE SWIMMING

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 15, 2025, 7:30 pm via Zoom

Roll Call: Jeff Sutton, Jody Broyles, Robert Broyles, Beth Koza, Keith Lambert, Christena Linford, April Walkley, Jeff Walkley, Todd Stafek, Kathryn Teske, Don Hougardy, Julia Merrill, Shelly Sobek, Ava Swigart, Lindsay Sutton, Esther Mei

Minutes:

Review and Approve minutes from the June 2025, Meeting
Motion to approve June 2025 minutes was made, second, vote passed.
Old Business:

General Chair: Jeff Sutton
1. USA S - LSC Leader -
Go to USA Swimming University ->Parent/Volunteer -> Continuing Education -> LSC Leader Course
Attached
90 minute course; encouraged everyone to complete this
2. IES Conflict of Interest
* Need from all BOD voting members
Must be completed each year
3. USA S Annual Summit
- Attending:
Jody Broyles - Registrar
Jeff Sutton - General Chair
Beth Koza - Safe Sport
Athlete - Lindsay, Ava, Esther
Official - Rick Edge (As Keith cannot attend)
Robert - Various roles/
USA - S Voting
Non-Coach, Non-Athlete (1) - Jeff Sutton
Coach, Non-Athlete (3) - Todd Stafek, Julia Merrill, Jody Broyle
Legislation
- https://www.usaswimming.org/about-usas/governance/rules-policies#proposed-legislation
Wester Zone HOB - Voting
Athlete (1) - Lindsay (Sr Chair)
Voting (4) - Jeff Sutton, Robert Broyles, Beth Koza,

Legislation
- https://www.gomotionapp.com/team/wzone/page/administration/zone-meeting-minute

* We put in a bid to host AgZone in 27 or 28 at Mt Hood or Bosie

4. 2026 Budget
   - A budget is a way to reflect our priorities and is a duty of the board
   - It will be present and approved at our fall HOD meeting (Nov 2, 2025 - Virtual) 1pm

Pull forward unless specific questions for Don/Noelle

5. Fall HOD Nov 2, 2025

The agenda will be sent out on Oct 27

Reports/Agenda need to be sent to the Secretary by 24th - to allow to be included in the Agenda and posted to the website

- No verbal report without something written
- This is one of our best ways to inform and update our membership
- Report need not be overly formal
- If you attended the Summit, please include something about this in your report.

Brief introduction, don't need a lot information. HOD must have a report to be able to act on it.

6. New IES Secretary - Christena Linford

New IES Sanctions Chair Kathryn Teske

New Finance VC - Noelle Grigsby

Admin Vice Chair: April Walkley

Technical planning meeting, athletes completing a survey, no new admin vice chair jobs or roles

Staff Report: Jody Broyles

Policies and procedures not done yet, but will be done by October board meeting.

Unattached group in Pasco that has 20-25 kids. Looking to go to meets. Would have to wait 2-3 years before becoming a club. (Made by USA swimming, not IES)

Unattached group in Spokane. Madden was approved, allowed to register this fall as a US Swim program.

Financial Report: Don Hougardy/Noelle Grigsby

Don transitioning with Noelle

Todd brought up upgrading system. Have $12K left from reimbursement funds. Google search shows about $6K each. Trailer has not left Wenatchee. Buy one for right now for the Tri Cities trailer since it travels. Similar to Daktronics at U of I. System 7. Set amount will roll over to general fund for next year if it is not used. Proposal is to buy system upgrade. Motion by Todd, second by Beth, vote passes.

Todd talked with Keith briefly about the national travel fund.

Officials Report: Keith Lambert

Budget for travel fund. Good news is we have largest number of officials attending meets. Downside is less money for officials. Meeting to happen with official next week to discuss.

SafeSport/ Operational Risk: Beth Koza
Table at champs. Lots of visitors.
Notified about insurance safeguards–will send to Todd, Don, and Noelle.

DEI Report: Shelly Sobek
Attended DEI meeting, different sources of information, large sum of money, $54K, DEI not spending it. Requesting budgets to see where money went, but not getting detailed information back. Concerns about how money is being spent. Take DEI money and put in program fund to increase accountability. Resistance to this idea. Recommendation that money needs more oversight. Will go to zone vote.

Age Group Chair: Julia Merrill
AGZ big group, went fairly well, ran up against 160 limit for bonus times. Need to look at time standards and progression through meets.

Senior Chair: Todd Stafek
Smallest senior zones in a long time, 800 athletes, covid effect? How meets stack up also impacts attendance. May look at other locations.

Coaches Report: Emily Renzini
Not in attendance.

Athlete Rep Report: Ava Swigart, Lindsay Sutton, Esther Mei,
Ava: athlete council grew, about 25 people on the call, 150 new followers on social media, excited for annual meeting in Denver, brought on Owen Keith as new athlete at large, two senior athlete reps, junior athlete rep, athlete at large. Then everyone will bump up. Next meeting is the second Monday of October. Nutrition seminar.

New Business:
Open Water (Walkley): feedback from USA thought it went off well, CAST and SSS want to both bid for 2027 OWZ, waived splash fees for team last two years, do we want to continue that?, CAST not given information to be successful at OWZ from previous people

Upcoming Meetings:

BOD: October 20, 2025, 7:30 PM
HOD: November 2, 2025, 1:00 PM via Zoom
BOD: November 17, 2025, 7:30 PM
BOD: December 15, 2025, 7:30 PM (if needed)
BOD: January 19, 2026, 7:30 PM
BOD: February 16, 2026, 7:30 PM
BOD: March 16, 2026, 7:30 PM
HOD April: TBD
BOD: April 20, 2026, 7:30 PM
BOD: May 18, 2026, 7:30 PM
BOD: June 15, 2026, 7:30 PM
BOD: July 20, 2026, 7:30 PM

BOD: August 17, 2026, 7:30 PM (If Needed)