



2025 BOD Meeting - March 05, 2025

Attendees: Emily Melina, Alex Nikitin, Jack Burnett, Lissa Parker, Bill Shreeve, Lee Cannon, Jenny Condon, Rick Guenther, Chelsea Krisanda, Tenzin Wangpo, Matt Crum, Debbie Laderoute

Meeting Purpose

Discuss and vote on changes to travel fund policies, address championship meet expectations, and review DEI camp plans.

Key Takeaways

- Travel fund policy changes: Agreed to offer both reimbursement and grant options, approved additional coach reimbursement based on athlete numbers
- Championship meet concerns: Identified issues with bullpen absence, credential checking, and deck congestion; proposed reducing/eliminating chairs
- DEI camp: Approved plans for upcoming camp alongside age group championships, emphasis on increasing participation

Topics

Travel Fund Policy Changes

- Agreed to offer both reimbursement (with receipts) and grant options for travel funds
- Approved additional coach reimbursement: 1 extra coach per 10 athletes
- Will rewrite policy to explicitly state both options, vote via email
- Noted potential tax implications for for-profit teams receiving grants

Championship Meet Expectations

- Identified issues: Missing bullpen, lack of credential checking, excessive deck congestion
- Proposed solutions:
 - Enforce adherence to meet information requirements
 - Improve communication with host teams about expectations
 - Consider reducing/eliminating chairs on deck to alleviate congestion

- Maintain coach access but manage space more effectively
- Agreed to communicate chair reduction for upcoming senior meet

DEI Camp Planning

- Camp scheduled alongside age group championships
- Leveraging presence of Natalie Hinds (athlete from previous DEI camp)
- Aiming for strong participation (previous camp had 42 attendees)
- Board approved proceeding with application process and promotion
- Emphasis on increasing awareness and encouraging team nominations

Miscellaneous Concerns

- Discussed improving communication about potential changes before House of Delegates meetings
- Noted positive feedback on 10 & under meet format changes (split sessions)

Next Steps

- Rewrite travel fund policy for email vote on reimbursement/grant options
- Communicate chair reduction plan for upcoming senior championship meet
- Promote DEI camp: post application on website, reach out to teams for nominations
- Address credential checking and enforcement at future championship meets
- Consider additional coach socials or communication channels for discussing potential changes

Action Items

- **Rewrite travel fund policy to include both reimbursement & grant options. Email to board for voting.**
- **Get DEI camp application on OSI website. Email teams to encourage participation.**
- **Post DEI camp application on OSI website once received from Lissa.**

Annotations

HIGHLIGHT

- Emily leads vote to approve February minutes with unanimous approval
- Emily discusses travel fund terminology change from reimbursement-based to different system
- Emily explains coach reimbursement proposal based on number of participating athletes
- Emily proposes rewriting and email voting for P and P policy options
- Jack suggests focusing on coaches and motion for approval for reimbursement
- Emily discusses expectations for host teams at championship meets after motion passes
- Emily discusses bullpen confusion at 10-and-under championship swimming meets