



## 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