

Wyoming Swimming Inc.
Board of Directors Meeting
February 26, 2022
Laramie High School

The meeting was called to order at 1:40 pm.

Members in attendance:

- Emily Swett- General Chair, Cody Kountry Aquatics Team
- Daniel Diver-Treasurer, Powell Swim Club
- Amber Boyson-Age Group Chair, Cody Kountry Aquatics Team
- Jennifer Husdon-Schaff-Coaches Rep, Lander Swim Club
- Kobus Diver-Athlete, Rep, Powell Swim Club
- Jill Robertson-DEI Representative, Governance Committee Chair, Lander Swim Club
- George Mathes-Co-Officials Chair, Laramie Swim Club
- Jason Roesler-Finance Chair, Laramie Swim Club
- Phil Rehard- Senior Zones Chair, Gillette Swim Club
- Rebecca Byram-Secretary, Buffalo Swim Club
- Vivyan Gripp-Senior Athlete at Large Rep, Buffalo Swim Club
- Claire Hicks-Athlete Rep, Buffalo Swim Club
- Sarah Delay-Vice-Chair, Capitol City Aquatics
- Dayna Gripp-Safe Sport Chair, Buffalo Swim Club
- Eric Robinson- Co-Officials Chair, Casper Aquatics Swim Club
- Jennifer Page-WYSI Registrar

Minutes from the December 28, 2021 BOD meeting were motioned to be approved by George Mathes. A second was made by Jennifer Schaff. All member voting unanimously to approve the minutes.

Chair Reports

A. General Chair

- 1) There will be a USA Swimming conference in Denver in April. Emily plans to attend and would like several more WYSI board members to attend. Please contact Emily if you are interested in attending the conference. Emily is working with Daniel to understand travel funds for attendees.
- 2) There will be an Athlete Rep meeting the afternoon of Feb 26th in the Laramie High School Commons. WYSI is recruiting sophomores or freshman for Athlete at Large position on the WYSI board.
 - a) Viv Gripp will now assume the Senior Athlete Rep position on the WYSI board. Nominees will be taken at the afternoon meeting for the Junior Athlete Rep and Athlete at Large position.
 - b) Jackson Fours is still the athlete rep representing WYSI on the Western Zones committee and will still be involved with the WYSI board for the time being.
- 3) Discussion related to how the board should proceed with electing the Junior Athlete Rep and Athlete at Large rep. Viv Gripp indicated that she had conveyed to the athletes that all candidates would give speeches today and then athletes vote at that meeting. This was the

process of electing athlete reps in the past. Jennifer Schaff supported that plan and confirmed that this was the past process for electing the Athlete reps.

- 4) Emily discussed the over communication between the WYSI board and the club associated with the LSC. Club contacts are outdated and need to be updated. Discussion was had about how to keep contacts up to date with many clubs shifting in leadership each season. Several ideas were discussed and Emily will continue to research and talk about a solution at the next meeting. Dayna Gripp has been gathering the current club info during the WYSI Winter State Meet.
- 5) Emily discussed and presented some templates from other LSC's that would aid to better define the WYSI board's role.

B. Treasurer Report:

- 1) See attached report submitted by Daniel Diver.
- 2) Jason Roesler asked about a USA swimming audit. Daniel indicated that we did not need an audit but rather, we can use agreed upon procedures to review WYSI finances (yet to be fully defined). In April, we will be looking for a CPA that can file the WYSI tax return. Agreed upon procedures will cost ~2-3K rather than ~20K for an audit.
 - a) Jason Roesler asked if we have a deadline to get through the agreed upon procedures?
Daniel Diver indicated that 7/15/22 is the deadline.
- 3) Daniel Diver would like WYSI to use a CPA firm that has an association with and is familiar with swimming. Daniel suggested Dave Brinda's firm in Lander but will do more research and bring ideas to the next meeting.
- 4) Daniel Diver indicated that USA Swimming requires that we operate with ~\$125K in the bank. Rebecca Byram and other expressed surprise at the high amount of money required to operate by USA Swimming. Daniel agreed and was going to do more research.
- 5) More discussion related to USA swimming conference in Denver. The comment was made by Jennifer Page that in the past USA swimming has covered some or all of the costs to attend the training in Denver. Daniel Diver said he would look into USA swimming funding travel for the conference.
- 6) Jason Roseler suggested WYSI set a threshold on the amount of money that each club or individual member could request that would require board approval.
 - a) Motion made by Jason Roesler: any non-budgeted expenditures less than \$1,000 would have to be approved jointly by Treasurer and Finance Chair. Anything greater than \$1,000 that is not in the budget will require board approval.
 - b) Jill Robertson seconded the motion. All voted in favor. Motion passes.
- 7) Budget Committee: WYSI budget is set every 4 years. The budget committee consists of the Finance Chair and Treasurer and up to 2 additional people and one athlete. The budget committee will meet in May, present to the board in June, the budget would be presented to HOD in July and it would be voted on at WYSI Summer State to be enacted beginning Sept 1, 2022.
- 8) General Chair will appoint the Budget committee additional members. Eric Robinson nominated Cari Runnion (KSC) to serve on this committee. Emily requested that each WYSI member submit nominations to her for the budget committee.
- 9) WYSI Awards: Discussion about awards for state. Where did they come from and how much did they cost? Are awards recycled from year to year, if not used? Phil Rehard indicated that normal practice is to use left over awards from Summer and Winter State.

C. Officials Chair:

- 1) Eric Robinson gave the Officials Chair report. The officials Chair's are working to delegate activities out to form a committee, training, rules & regs, mentoring, apparel. They are trying to get more people involved so that there is some succession for officials. There seems to be a lag in officials numbers and they are concerned that there are not many new officials training and becoming officials. This is especially apparent in the ref area because of no progression among current officials. Meets had to be canceled in the 2021-2022 season because there were not enough officials. Every club should have a meet ref and a full deck of officials in order to continue.
- 2) Discussion was had related to how to build the base of WYSI officials? We need to rebuild the base.
- 3) The Officials committee is working on changing the training requirements and implementing a mentoring program. The Officials committee has been offering a lot of training.
- 4) The Officials committee would like a culture that is supportive to athletes and coaches and have created a significant push for more national certifications.

D. Governance Committee:

- 1) Jill Robertson has attended 3 Western Zones meetings via Zoom. Jill would like to know how the board would like to focus on her position as Governance Committee Chair. Jill would like to focus on diversity, equity, inclusion. USA swimming has had a large focus on transgender swimmers. USA swimming is hoping to have a DEI camp in 2023. Jill would like to see WYSI send swimmers to this camp.
- 2) Daniel Diver wants to know if the board would be supportive of putting on a meet for disabled swimmers. Jennifer Page indicated that a meet for disabled swimmers has happened in the past. Jill Robertson said that USA swimming can help host a camp for swimmers with disabilities.
- 3) Jennifer Page discussed a scholarship program from WYSI to help support swimmers that don't have the means to afford to swim.
- 4) Eric Robinson asked about the discrepancy between the USA swimming stance on transgender vs the Wyoming legislation that bans transgender competition. Jill Robertson will be looking into the issue and will discuss with the Western Zone meeting.

E. Safe Sport:

- 1) Dayna Gripp described her efforts to continue to integrate Safe Sport 2.0. Dayna is also gathering club contact information at the WYSI Winter State Meet.
- 2) Dayna and Sara Delay are working on the website to define the difference between "safe sport" and "safety".
- 3) Dayna would like a larger effort in getting Wyoming teams toward Safe Sport recognition.
- 4) The group discussed that there should be more education of adult/child interactions and peer/peer interactions (as it pertains to Safe Sport)
- 5) Liz (USA swimming safe sport coordinator) will be working with Dayna on rolling out a safe sport program to local clubs.

F. Age Group Chair:

- 1) Amber Boysen indicated that there will be a meeting for athletes and parents Sunday after prelims to distribute information about Western Long Course Zones.
- 2) Senior times for Western Long Course Zones should be out in the next 2 weeks. Western Age Group times are already out.

- 3) Emily Swett said that vans and hotels are booked for senior zones in Clovis, CA.
- 4) Sign-ups for Age Group and Senior Zones open on April 1st, early bird rate applies through April.
- 5) There was group discussion that everyone who has already qualified for Western Zones needs to be registered by June 1st.
- 6) Rebecca Byram asked if WYSI reaches out to those kids who qualified to make sure they know that they have that opportunity. WYSI has not done the typically in the past but will make an attempt to reach out to qualified swimmers this season.
- 7) Jennifer Schaff suggested application for coaches that want to go to Zones need to be in by May 1st.

G. Coaches Rep:

- 1) Jennifer Schaff wants to set up a coaches committee to advise the coaches rep.
- 2) Jennifer Schaff discussed the Women's leadership conference in Denver. Registration is open and it is good opportunity. Contact Jennifer for more info.
- 3) Jennifer Schaff made a motion that Spring zones in St. George UT be designate as an "elite meet" this year with a reimbursement of \$250 per athlete. Sarah Delay second. Motion passed unanimously. WYSI will not be taking a team to Short Course Zones this year, but may be able to in the future.
- 4) New Coaches "process video". Jennifer Page has a lot of issues with this. When Deck Pass is not showing up as "good", this needs to be a smoother process.
- 5) Supervised coaches process exists.

H. Athlete Rep:

- 1) There will be a meeting this afternoon where the athletes will elect a new Jr. and At Large athlete to participate on the WYSI BOD.
- 2) WYSI BOD discussed that the athlete representatives should design a process of electing new representatives that works for them.
- 3) The WYSI BOD discussed that we should be prepping committed athletes that as they get older and more mature as swimmers and competitors, that they should consider being a representative on the WYSI BOD. Each team should have one swimmer that would be capable to be a representative.
- 4) It was discussed that all WYSI affiliated clubs are supposed to have athletes on their boards.
- 5) Jennifer Schaff suggested adding a calendar of events, including all workshops, board meetings and athlete meetings to the sanction.

I. Top 5 weekend:

- 1) Jennifer Page mentioned that we need to begin thinking about Top 5 weekend. Does WYSI want to continue to do Top 5 weekend the way it has been done in the past? Top 5 weekend needs further discussed. Sarah Delay will work toward organizing.
- 2) Daniel Diver would like the focus to go away from Top 5 swimmers into some leadership training akin to a Wyoming Swimming convention that includes all swimmers. Still celebrate the Top 5 swimmers in some way.

J. LEAP Certification:

- 1) LEAP is a certification that demonstrates that WYSI is conducting business to a "standard". WYSI is LEAP certified and we need to work on the re-certification. Clubs may be getting information from Jennifer about LEAP certification.

Amendments to Policies and Procedures (as emailed by Emily Swett on 2/7/22):

- 1) George Mathes motioned to approve the amendments to the policies and procedures as emailed by Emily Swett on 2/7/22 and Jennifer Schaff seconded the motion.
- 2) Rebecca Byram asked why the stipend for Winter State and Summer State stipend are not the same and offered a friendly amendment to make the stipends equal. There was much discussion and it was decided that the friendly amendment be withdrawn for the time being. A committee will discuss the stipends for the WYSI championship meets further, but the 2022 Summer State stipend will remain as in the amended policies and procedures. Friendly amendment is withdrawn. All members voted unanimously to approve the amendments to the policies and procedures.
- 3) Action item for March meeting. Q times for Summer State.
- 4) Meeting cadence. Jill Robertson will put together a doodle poll to find out what times work best for all board meetings.
- 5) Meeting was adjourned at 3:35 pm.