

SAN DIEGO IMPERIAL SWIM MEETING AGENDA

Mission	San Diego-Imperial Swimming prepares athletes for life-long success through competitive swimming
Vision	San Diego Imperial Swimming is F.I.R.S.T. Fun, Integrity, Respect, Service, Team Fun is First!

Date:	5/18/2021	Location:	Zoom Call
Time:	7:45 PM	Meeting Type:	BOD
Chairperson:	Sally Taggart	Secretary:	Sean Redmond

AGENDA

	Agenda Items	Person Leading Discussion	Purpose	Time
1	Call to Order --	Sally	Start meeting	7:45
2	Welcome – Introduction	Sally		7:45
	Moment of Silence – Dino Constantino	Sally	Recognition	
3	Approval of Previous Meeting Minutes -MSA	Sally	Approval	7:55
4	Consent Agenda – MSA as submitted and items that have been pulled. - At the end of the agenda – The national meet schedule is in Dan's report. (Did you read the whole agenda?)	Sally	Agree items for discussion / clarity / approval	8:00
5	Discussion Topics from Consent Agenda			
	Women Leadership Summit(s) -4 clinics – 1 at OTC and 3 virtual. Cost is \$250 for all 4 – in person November/ MSA for funding 2 female coaches – send names to Cathy for consideration.	Cathy	Agree # of women coaches to cover costs	8:10
	USA Swimming Updates: <ul style="list-style-type: none"> • USOPC Changes and Process • Special June HOD Meeting – June 30, 2021. • Zone Workshops • - April 20 an all-day Safe Sport workshop. A focus on the mental health of athletes and how to recognize and help them. • DEI will become a BOD position at the LSC level 	Sally	Information / Answer questions Sally and Maria are on the task forces for the changes and process.	8:20
	2021 Senior IMX Award - MSA as presented in the report.	Sally	Agree handling for this year	8:30

	<p>Financial Update – theft, audit, and current account balance –</p> <ul style="list-style-type: none"> - Reports available by request. Balances will be posted. - someone had gained access to our accounts and stole money from our account. We did get all our money back. -going through an audit with USA Swimming – waiting to see where we are at with them. -for expenditures – add a category for COVID-19 events. It will be under Age Group Travel. 	John	Information Sharing	8:35
	<p>DEI:</p> <ul style="list-style-type: none"> • Update on activities / Don Watkin's scholarship / path forward • - 2 athletes will receive \$500 and 4 will receive \$1,000. Will be presented at the May LSC meeting. • Committee is working increasing outreach and getting more information provided to new athletes. • Establish reduced meet fees for DEI athletes. MSA • DIE camp applications are up and available. Encourage your athletes to apply. • On the membership application, can we add a donation box for the LSC DEI. 	Maria	Information / answer questions	8:45
	<p>CPDH Guidelines and Meets</p> <ul style="list-style-type: none"> - Discussion about the county health guidelines. - A decision will be made in May for funding of Olympic Trials. 	Sally	Review latest update(s) and agree handling	8:55
6	<p>Any Other Business</p> <ul style="list-style-type: none"> -Discussion about 14/over meet – do we include HS swimmers? - We will allow HS athletes on a 6-5 vote. - We are at a tipping point with meets and officials working the meets. - COVID meets have given us an opportunity to try new meets and formats. We need to look at trying to keep this going. A task force will be put together to look at the fall. 	TBD		9:15
7	Adjournment – 9:50			9:30

NEXT MEETING

BOD: May 17, 2021 7:45 pm, Zoom meeting

OTHER NOTES OR INFORMATION

Meeting will be conducted via Zoom. Anyone planning to attend, please contact me. For security reasons link is not being posted on the website. Mary Redmond and Sally Taggart can be contacted if someone wishes to attend, and link will be sent to them. Coaches will be sent link.

Sean Redmond
Recorded By:

5/18/21
Date:

Note:

Name	BOD Position or Team	Attended by Zoom teleconference
Sally Taggart	General Chair	X
Kevin Lee	VC Admin	X
Bill Eisenhamer	VC Finance	X
Sean Redmond	Secretary	X
John McGlynn	Treasurer	X
Krissy Payton	VC Age Group	
Pete Murphy	VC Technical	X
Dan Peck	VC Senior	X
Mel Eisenhamer	Safe Sport Chair	X
Keith Clements	Operational Risk Chair	X
Mary Redmond	Registration Chair	X
Cathy Elgas	Coaches Rep	X
Maria Davila	DEI Chair	X
Amy Cox	At-Large Board Member	X
Maja Palmroos	Sr. Athlete Rep	X
Mason Morris	At-Large Athlete Rep	
Isabelle Rowe	Jr. Athlete Rep	X
Pia Davila	At-Large Athlete Rep	
Carlos Davila	Equipment Chair	X
John Smigal	Officials Committee Chair	X
Karleigh Copeland	At-Large Athlete Rep	X
Anika Ongteco		X
Bob Horne	NCA	X
Brad Copeland	SDY	X
Dave Kilmer	CAST	X
Eric Hughes	SBA	X
Izzy Cox		X
Jennie Charlesworth	SOL	X
Lauren Park		X
Mickey Murad	NCA	X
Paton McClung	WSST	X
Paul Mazzarelle	RSD	X
Revere Schmidt	RSD	X
Simran Jayasinghe	RAQ	X
Tom Paradowski	SBA	X
Tyler Thomas		X

[General Chair Report - Sally Taggart](#)

[Treasurer's Report - John McGlynn](#)

[Finance Vice Chair Report - Bill Eisenhamer](#)

[Athlete Executive Committee – Maja Palmroos](#)

[Administrative Vice Chair - Kevin Lee](#)

[Safe Sport Report - Melissa Eisenhamer](#)

[Equipment Report - Carlos Davila](#)

[Operational Risk Report - Keith Clements](#)

[Age Group Vice Chair – Krissy Payton](#)

[DEI Report – Maria Davila](#)

[Adaptive Swimming - Mike Demarco](#)

[Technical Planning Vice Chair - Pete Murphy](#)

[Senior Vice Chair - Dan Peck](#)

[Coach Representative - Cathy Elgas](#)

SI BOD Meeting – March 2021

General Chair Report - Sally Taggart

SI lost a member and longtime official to COVID, Dino Constantino in early February. A donation was made to the GoFundMe account to support his family by vote of the board. Please keep him and his family in your thoughts and prayers.

2021 Club Support Program Proposal ~ approximately \$15k given out to teams.

IMX Senior Award for 2021 (pulled for agreement / vote):

- Normally, award is \$25 / IMX from 7th grade on with a cap of \$300 for graduating seniors (12 potential IMX)
- For this year, modify award as follows:
 - Any swimmer with 1-3 IMX, receives bonus of \$25.
 - Any swimmer with 4-6 IMX, receives bonus of \$50.
 - Any swimmer with 7 or more IMX, receives bonus of \$75.

Other Awards (Age Group IMX, Ian Carsten Scholarship, and Athlete Banquet) discussed at May meeting.

USOPC and Impact on USA Swimming Boards and Committees:

- Ted Stevens Act has been updated; USOPC is requiring full implementation by 1/2022. All national governing boards are required to have 33 1/3% 10 year or 10 year plus athletes on boards, house of delegates and committees. This is a significant change to how USA Swimming

does business. A 10 year athlete is an athlete that has represented USA in the last 10 years at a major international competition (i.e., Olympics, World Championships, Pan Pacs).

- 3 Working Groups are coming up with recommended implementation to meet requirements. These will be discussed at April 30th Zone meeting and voted on by a special House of Delegates on June 30th so it can be fully implemented with elections at the September USA Swimming HOD meeting. Sally Taggart is on the BOD working group and Maria Davila is on committee working group.
- Impact on the LSC By Laws is unknown but the rule change of 10 year athletes is NOT expected to filter down at this time.
- SI will need participation at the HOD in June and Kevin Lee is organizing.

Zone Workshops:

- April 30th – May 1st. All are virtual. Topics covered include the USOPC changes, safe sport, new coach training among others.

Treasurer’s Report - John McGlynn

Presented at meeting.

Finance Vice Chair Report - Bill Eisenhamer

1. Completing work with Plante Moran on agreed procedures review; will provide update at next meeting
2. Will be rebalancing the Schwab Investment account in the coming weeks as part of a standard review / practice.
3. General Financial Picture for SI is as follows:
 1. Chase Checking Bank Account -- \$131,320.30 (3/15)
 2. Chase Saving Bank Account -- \$10,021.25
 3. Schwab Investment Account -- \$ 511,150 (3/11)
 4. Don Watkind's Scholarship Fund -- \$ 64,084.25 (3/11)
 5. Ian Carsten Scholarship Fund -- \$ 52,298.84 (3/11)

Membership Report – Mary Redmond

Registration Type	2020 Registrations 090119 thru 051120	2021 Registrations 060120 thru 030820	
			Member Type
Athlete	3358	2218	Athlete
Athlete Seasonal 1	NA	0	Athlete
Athlete Flex	369	895	Athlete
Athlete Outreach	115	54	Athlete
Individual	311	260	Non-Athlete
Life	5	5	Non-Athlete

Club	32	26	Clubs
Club Seasonal	1	0	Seasonal Club

Total Athlete Registrations 2018: 3929
Total Athlete Registrations 2019: 4440
Total Athlete Registrations as of 2020 3842
2021 Statistics:
Total Athlete Registrations as of 03082021 3167

2021 Premier, Flex and Outreach Registrations

Registration period for 2021 Registrations: June 1, 2020 through August 31, 2021

Cost of Premier Registration = \$74

Cost of Flex Registration = \$20

Cost of Outreach Registration= \$ 7

Cost of Non-Athlete Registration = \$77 if paid on line via Pay Pal, \$74 if mailed in

Club Registrations

All Age Group Clubs that are currently operating are registered for 2021.

Registered individuals 18/Over are not covered by USA Swimming Insurance if their APT has expired or they have not taken the course once they turn 18.

From the USA Swimming rulebook: “Anyone who coaches athletes at a USA Swimming practice or competition must be a coach member of USA Swimming and must have satisfactorily completed safety training, criminal background check and other coaches’ education as required by USA Swimming.”

Requirements must be kept current at all times. There is no grace period; coach membership is not valid if any of the requirements lapse or expire. A coach does not have USA Swimming insurance coverage if his/her membership is not valid. To help coaches manage their membership requirements, the date that each requirement expires is printed on their USA Swimming coach membership card, as well as being available on the Deck Pass app and through the Club Portal. Additional information and links for each requirement can be found at www.usaswimming.org/coachmember.

Athlete Report – Maja Palmroos

SI Athletes’ Executive Committee

March 2021 Report

Submitted by Maja Palmroos

I. Athlete Leadership Summit Grant Application

A. The SI AEC has been granted and approved for \$500 from the USA Swimming Athlete Leadership Summit Grant to be used for SI’s Annual Leadership Summit later this year.

II. DEI Committee

. DEI Fact Sheet has been completed, published and shared.

III. Athlete Appointments

- . Governance Committee - Lauren Park
- A. Administrative Board of Review - Nate Cabrera

Administrative Vice Chair - Kevin Lee

Nothing to report

Safe Sport Report - Melissa Eisenhamer



Congratulations to SDSA. They are our newest Safe Sport Recognized Club. As of January 2021 we have six teams that are on their way to becoming a Safe Sport Recognized Program and seven teams that are a Safe Sport Recognized Program. The SI has been a little quiet on moving towards being a recognized program. We need to step up. Being a recognized program gives you the possibility of receiving grant money when it is available from the SI or USA Swimming itself.

USA Swimming Safe Sport is looking for ways to bring the numbers up of recognized programs. April Walkley, our Western Zone Safe Sport Chair asked Safe Sport Chairs if any LSCs are requiring that a swim meet host be a Safe Sport Recognized Program. Arizona is requiring that championship meets be hosted by a Safe Sport Recognized Program. LSCs could be going in this direction so teams need to be ready if you plan on being host for a swim meet.

The best way to receive points for the program is for our families to do Safe Sport Training. They are on the USA Swimming Website or you can add links to your team's website to get to them. I highly recommend you have your parents, swimmers, and coaches attend on the webinars that are offered each month. They are informative and able people to really discuss situations that we should all look out for. The coaches webinar is fantastic! Liz talks about excellent ways to gain your swimmers trust as a mentor should and empowers coaches for what to look out for regarding Safe Sport.

Here are the upcoming dates through June to take advantage of the webinars.

Parent Trainings:

- Wednesday, March 17 at 8:00 p.m. EST
- Wednesday, April 14 at 8:00 p.m. EST
- Wednesday, May 12 at 8:00 p.m. EST
- Wednesday, June 23 at 8:00 p.m. EST

Athlete Trainings (12-18 years old):

- Thursday, March 18 at 8:00 p.m. EST
- Thursday, April 15 at 8:00 p.m. EST
- Thursday, May 13 at 8:00 p.m. EST
- Thursday, June 24 at 8:00 p.m. EST

Coaches Training:

- Friday, March 19 at 3:00 p.m. EST
- Friday, April 16 at 3:00 p.m. EST
- Friday, May 14 at 3:00 p.m. EST
- Friday, June 25 at 3:00 p.m. EST

Attendance at these sessions is limited to 500 participants. The training session will be secured five minutes after starting.

The Safe Sport Representative for your team should have all this info. If you need info for how to register, please email me at meisenhamer@gmail.com and I will send you the link.

Please let me know if I can help you in any way to get your feet wet (yes the pun was intended :-)) and move forward to being a Safe Sport Recognized Program. My email is meisenhamer@gmail.com

Thank you.



Officials Report – John Smigal

Nothing to report

Equipment Report - Carlos Davila

- Meets are working well.
- Refurbishing the scoreboard.
 - Changing the wheels
 - Replacing side door from mesh to an enclosed one to keep water out
 - Reattaching panels to the frame

Operational Risk Report - Keith Clements

Pools open for camps and we have had excellent results with limited Covid 19 activity, but better yet very good response when a swimmer has contracted or been exposed to Covid from outside the Swim POD. In the past month incidents have gone up from the previous 5 months. In the first 5 months we had 10 cases and in December we had 6 cases. January has had three cases so far. With one team

shutting down for the 10 days and another team having 3 of the 6 cases. We have spiked and must not get complacent with our vigilance of keeping our coaches and swimmers SAFE.

We had 12 different teams with an incidents and 17 incidents overall from our first case on July 15, 2020. 12 swimmers and 4 Coaches have tested positive. So far it has been parents and roommates that have brought in the Virus and exposed the swimmers. We have not yet had any swimmer to swimmer or coach to swimmer infection. Chorine is a wonderful thing as well as limiting numbers and wearing masks. We have had no community outbreaks with any of our swim teams. Each coach handled a Covid positive test exceptionally well and the parents were even more supportive of the coach and teams. Something to be said for early education.

I continue to work with the Board & USA Swimming to get direction on where we might be going in the Covid 19 Era. We are waiting for the Governor to allow competitions, but until that time we must continue to be very conservative with our approach to swim meets. I will continue to work with the Board and USA Swimming, but will need the ok from the state or county to move forward. Times trials are now shut down and I would suggest they remain shut down until the end of January and then it can be re-evaluated.

I continue to work with the Board & USA Swimming to get direction on where we might be going in the Covid 19 Era. The Let Them Play Lawsuit was settled, but unsure how that will fit in with our meets, but we are all hoping we can get back to having in person competitions.

On another part of my job I want to remind coaches that any accident that occurs at a practice or time trial with a swimmer or coach getting injured MUST be reported to USA Swimming as with Covid Cases. That link is on SDI 's Home Web Page.

<https://fs22.formsite.com/usaswimming/form18/index.html>

Age Group Vice Chair – Krissy Payton

Age group meets have begun.

It will be nice to be able to compete with other teams soon! Not worrying about numbers. Program committee is taking care of schedule.

Diversity Committee Report – Maria Davila (Pull for discussion)

Diversity, Equity, and Inclusion Committee Report

March 8, 2021

Submitted by Maria Davila

I.Mission and Values have been finalized and are ready to be posted to DEI tab of SI website. Will be branding SI DEI with the acronym “We A.R.E. DEI”

A. Mission:

1. In order to fulfill our mission in utilizing our 5 core values, we strive to evoke success, confidence, and inspiration from our LSC's minority populations so all athletes can thrive in the sport of swimming.
2. *Purpose:* The mission of DEI is to Educate, Advocate and Inspire athletes of all backgrounds, ethnicities and genders in San Diego.

B. Values:

1. Advocacy

2. Retainment
3. Education

II. Don Watkins Scholarship: Recipients and Amounts have been voted on by the DEI Committee.

Recipients were selected by a 4 member task force composed of DEI committee members Mary Redmond, Kristyn Evans, Lauren Park, and Mason Morris and brought to the larger DEI Committee for a vote. Due to a conflict of interest, Maria Davila did not vote and acted only in supervisor capacity for this procedure. Recipients were approved with a unanimous vote by the Committee and will be announced at board meeting. Letters to clubs and winners will be sent out this week.

III. WZ DEI Camp + Summit: This year's event will be hosted virtually in collaboration with Truclusion. The LSC will cover the cost for selected attendees. [Applications](#) for the WZ DEI Camp and Summit are now open and available on the website. Interested athletes, coaches, officials, and other active volunteers must submit their applications no later than April 1.

Please share this information with your teams.

IV. 2021-2022 Projects Update

Committee focusing on 8 projects through the Sept. 2022 season.

1. Updating our existing new swimmer education pamphlet to include DEI information. Target rollout date is April/May 2021.
2. Publicizing an updated DEI section to the LSC website with DEI resources & events. Target rollout date is April/May 2021.
3. Hosting an LSC Wide DEI Workshop. Target rollout date is August/Sept 2021.
4. Continuing the Female Coach Membership Program and adapting it for COVID safe guidelines. Target rollout date is July/August 2021.
5. Pursue partnerships with the USA Swimming Foundation, Make a Splash, and community swim programs to recruit underrepresented athletes. Target rollout date is June 2022.
6. Publishing USA Swimming Outreach information and collating information from clubs as to how they help Outreach members onto a spreadsheet for easy access. Target rollout date is May/June 2021.
 1. Alongside this, develop a San Diego wide map pinpointing where clubs/swim lesson programs are located to have cumulative information when recruiting and retaining new swimmers from different communities. Ideally, this map would have team websites & contact information hyperlinked for easy access.
7. Establish a plan to partially subsidize LSC meet fees for Outreach members. Other LSCs across the WZ have been successful with programs like these and Maria has been in contact with DEI Chairs from PC, MT, and PNS to gather ideas on how to pursue this. Target rollout date is Sept. 2022.
 1. Grow and Develop the Don Watkins SWIM Award to capture a larger pool of applicants & be able to contribute more funding to DEI related programs. Target rollout date is Sept. 2022. ~Part of this is investigating whether SI can edit the USA Swimming registration form to add a line for tax deductible donations, pending Board discussion/approval.

Adaptive Swimming - Mike Demarco

No report

Technical Planning Vice Chair - Pete Murphy

- No report

Senior Vice Chair - Dan Peck

- USA Swimming Meet Dates (LCM) for Summer that have been announced
 - Mission Viejo, CA: TYR Pro Series: April 8– April 11
 - Irvine, CA -- 18& under Spring Cup Series: April 29-May 2
 - Omaha, NE – Wave I Olympic Trials: June 4 – June 7
 - Omaha, NE – Wave II Olympic Trials: June 13 – June 20
 - Roseville, CA – Summer Sectionals: TBD
 - Santa Clarita, CA – Futures: July 28 – July 31st
 - Irvine, CA – Speedo Summer Invitational (combined Jr / US Open): August 3 – 7

Travel Assistance

Assume none if State is not approving travel to St. George Sectionals

Assume some if state approves it before they go. Previously drivable meets like Santa Clarita were \$215. This is a little further but not sure anyone would be flying. I would propose similar if needed.

This summer we will see what USA swimming meets come online and use the same metric as before. Current list of planned meets is above.

Winter Senior Meets Report – None

CIF

Swimmers should all be swimming meets unattached now. (if allowed)

Here is the rule from the CIF San Diego Section rulebook.

1. OUTSIDE COMPETITION

Unlimited outside swimming and/or diving competition (other than school competitions/events) is permitted during the season for San Diego Section swimmers and divers providing they enter the outside competitions as unattached individuals and abide by all rules applicable to unattached competition.

2. RULE 600 INFORMATION

As an only exception, athletes participating in the individual sports of swimming, diving, and gymnastics may practice during their season of sport, as unattached athletes, with club teams, which are established under the National Governing Board for that sport, so long as the athlete also practices with the school team. (Approved June 3, 2003 Board of Managers.)

This rule has been changed back to what it was from a previous announcement but is now pretty clear. If a HS coach wants to keep a "COHORT" that is THEIR choice and not a rule. They are allowed to do that but cannot rely on a rule to obfuscate that it is a team decision not a CIF decision.

Reminder that HS coaches can require whatever they want. Swimmer Choice to participate and schools are not obligated to cater to club. Don't make issues from our end as we have a good system in place that also allows high school coaches TO cater to club schedules if they want. Rule 600 is a privilege and allows for participation in club during season as long as they compete unattached. Other sports don't have this and it is against rules to even work with a private coach if other athletes are present.

Coach Representative - Cathy Elgas

Decision on leagues / CIF being allowed not yet been made by County Public Health.

DRAFT