

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:	11/14/2021	Location:	Zoom Call
Time:	9:05 PM	Meeting Type:	BOD
Chairperson:	Sally Taggart	Secretary:	Sean Redmond

AGENDA

	Agenda Items	Person Leading Discussion	Purpose	Time
1	Call to Order / Welcome--	Sally	Start meeting	9:00
2	Previous Meeting Minutes Approval - MSA	Sally	Approval	9:02
3	Consent Agenda Agree items pulled for discussion and approval – MSA except for pulled items.	Sally	Approval	9:05
4	Consent Agenda Items Info Items: <ul style="list-style-type: none"> ■ Meet Marshalls / APT (See slide below.) this is a requirement coming from USA Swimming. – All meet Marshalls must be USA Swimming Registration and APT Certified. ■ DEI and Registration – outreach is going to be making a bigger push to get those who are eligible to register OUTREACH. 	Sally / Mel Maria	Information Sharing	9:10
5	Consent Agenda Approval Items: <ul style="list-style-type: none"> ■ Sectional Splash Fee Split – NCA Request 75% to team (\$10.50) and 25% to LSC (\$3.50) – same as in 2020 – as long it is done in one lump sum - MSA ■ Meet Support Items – see slides <ul style="list-style-type: none"> ○ Meet management team - set it up for first half of SC season. Recommendation is to continue through the LC season and evaluate in 	Sally Kevin Pete / Tom / Mary Mary	Information Sharing	9:15

	<p>May. MSA</p> <ul style="list-style-type: none"> ○ Officials – We are fining team for lack of officials, this will start with the December meets, based on participation. This is based on the P&P. MSA ○ Timing operators – want to have a month break between SC and LC season. For the March meet, alternative equipment will need to be provided. MSA <ul style="list-style-type: none"> ■ Program Committee Schedule – submitted and approved. Looking to have team who host meet they will need to be Safe Sport Recognized. ■ USA Swimming and Meet Registration – Swimmers will need to be registered by the meet entry deadline. MSA ■ All-star meet – reimbursement for the Redmond's to use their van \$.54 per mile. ■ A swimmer who was/is a flex member and swam in their two meets. They were entered in the CSTE meet 11/14/21 and the coach was told that the swimmer would have to be upgraded, he was not and still competed. MSA- that the coach/team be fined \$50 for violation of the registration rule. John will send a letter to the coach. 			
6	Date for Board Orientation – Sunday, Dec. 12 7:30-8:30 PM From Paul M. - What is our nest egg goal for the LSC?	Candidates	Agree date / time for zoom	9:40
9	Adjournment 10:22 PM			9:45

NEXT MEETING

Meeting will be conducted via Zoom. For security reasons link is not being posted on the website. The email address office@si-swimming.com can be contacted for the link Coaches and voting members will be sent link.

BOD: January 23, 2022(zoom)

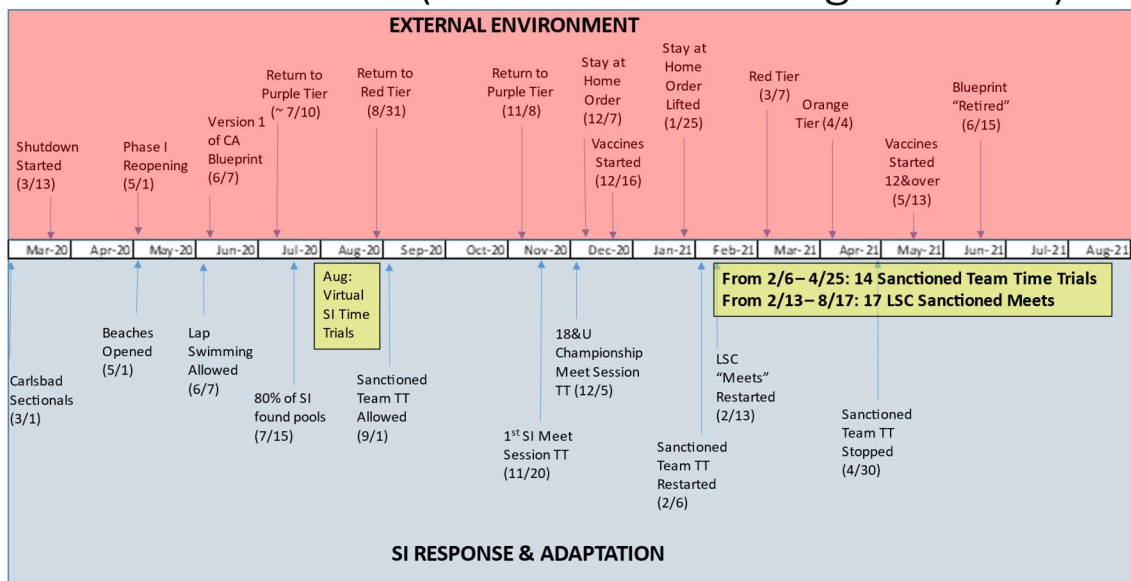
OTHER NOTES OR INFORMATION

Sean Redmond _____
Recorded By:

11/14/21 _____
Date:

Note:
2021: A "Year" in Review
SI House of Delegates Meeting
11/14/21

SI: COVID World (March 2020 – August 2021)



Challenges Facing LSC Across the Country

- Membership was down 15-25% last year
- LSC unable to give travel funds last year
- LSC are not able to give travel funds this year
- No 12&under / unvaccinated swimmers allowed in any college pool (including junior colleges)
- Spectators aren't allowed given facility limitations and won't be through this season
- Hurricane Ida has closed pools all over the East for multiple months
- Full COVID protocols are required by facilities because 12&unders are not vaccinated
- No / very limited access to pool as swim teams have lower priority than other groups
- Facility staffing shortages @ pools (specifically lifeguards) mean pools are closing at least one week day per week limiting practice time

- LSC are losing money given facility restrictions when hosting meets which will limit what can be provided to teams / swimmers
- Loss of officials to support swimmers / meets effectively

Membership Comparison

Category	2019	2020	2021	2019-2021%
Athletes -USA Swimming	371,245	326,097	295,879	-20%
Athletes – SI LSC	4440	3860	4228	-5%
Clubs – USA Swimming	2987	2924	2653	-11%
Clubs - SI LSC	33	33	27	-18%
Non-Athletes – USA Swimming	40280	36385	35117	-13%
Non-Athletes – SI LSC	336	318	312	-7%

Age Group Accomplishments

- Swimmer Named to USA Junior Team
- Swimmers winning events and relays at Senior Summer Championship, Futures, Sectionals, and Senior Zones
- Short Course SI Records were set across just about every age-group from 8&under to 17&18
- Long Course SI Records were broken even with the limited racing opportunities in California
- Swimmers participated in virtual USA Swimming Camps (Zone Select and DEI)
- LSC Athlete Leadership Summit (in person) held in August 2021

LSC Financial Support of Teams / Swimmers (since COVID shutdown)

Program	Amount
SI Club Support Program (2)	\$38,000
USA Swimming SSRP Rebate to Eligible Teams (7)	\$1,500
SI Club Registration for 2021 and 2022	\$3,000
2021 National Level travel Reimbursement (OT, Paralympic Trials, Sectionals, Futures, Senior Zones, Summer Championship Meet, and OW Zones)	\$50,000
Don Watkins	\$8,000
Ian Carsten Memorial Scholarships	\$2,000
Senior IMX Awards	\$3,000
Age Group IMX Awards	\$1,500
Total	\$110,000

Recognize that from March 2020 – February 2021, LSC had no revenue from meets

LSC Additional Support for Teams

- Early parts of COVID, ran Crisis Response and then Business Support Team to provide information and help with pool openings
- Provided assistance and information to USA Swimming Grant program in Summer 2020
- Mental Health Education Opportunity for Coaches in September 2021
- Changed sanction and splash fee charges to help with teams running team time trials in a cost effective manner through April 2021
- Ran LSC meets throughout 2021 so teams did not have risk of meets being cancelled due to COVID rules nor require parents to volunteer
- Did not charge official fines when teams were unable to provide sufficient officials for meets

Officiating, Admin, & Timing System Operator "Crew"

<ul style="list-style-type: none">Challenges Faced:<ul style="list-style-type: none">Updated timing system as COVID hitUnused equipment always becomes problematicOver 30 officials (over 25%) stopped officiatingTwo timing system operators chose to take a break / leaveConstantly changing rules about what was allowed and how best to manageVisits by police / facility officials at time trials and meets in Fall and Winter	<ul style="list-style-type: none">Accomplishments:<ul style="list-style-type: none">Successfully supported all the time trials and meetsEquipment has returned to being in great shape and highly reliableAdapted procedures / coverage / minimum requirements / communication to manage conditionsNew timing system operator being trained9 new officials are trained; 4 more completing their training so back up to almost 100 officialsSupported all the national meets held in California (US Open, TYR Cup, Olympic Trials, Sectionals, Futures, Summer Championship, and Senior Zones)
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Please remember to thank an official when you're at a meet and ask your swimmers to do so as well

Other "Odds and Ends" for the Year

- Completed our first ever USA Swimming financial procedures review and passed
- Built out a google drive for LSC documents
- Have sufficient funds on hand to fully support our standard programs this year
 - Age Group Zones and All Star Dual Meet,
 - Senior Travel
 - USA Swimming Collaboration and Educational Opportunities
 - Club and Athlete Support Programs
- Received logo redesign from USA Swimming for us to review / adapt

Challenges Facing LSC Across the Country

- ~~Membership was down 15-25% last year~~
- ~~LSC unable to give travel funds last year~~
- ~~LSC will not be able to give travel funds this year~~
- ~~No 12&under / unvaccinated swimmers allowed in any college pool (including junior colleges)~~
- ~~Spectators aren't allowed given facility limitations and won't be through this season~~
- ~~Hurricane Ida has closed pools all over the East for multiple months~~
- ~~Full COVID protocols are required by facilities because 12&unders are not vaccinated~~
- ~~No / very limited access to pool as swim teams have lower priority than other groups~~
- ~~Facility staffing shortages @ pools (specifically lifeguards) mean pools are closing at least one week day per week limiting practice time~~
- ~~LSC are losing money given facility restrictions when hosting meets which will limit what can be provided to teams / swimmers~~
- ~~Loss of officials to support swimmers / meets effectively~~

Working together, SI is in the fortunate situation of not having these problems to overcome this year and / or are already solving

2021 – 2022 Next Steps

- Keep the momentum going to return to steady state
- Board Orientation (zoom) before the end of 2021
- Strategy session in Early Q1 2022 (in person)
 - Agree objectives we need to accomplish in our shortened quad
 - Look for ways to build from our successes and learn what we can do better
 - Agree a few key things to move forward (DEI, communication, meet programs, and so many more to choose from)
 - Develop plan to complete required USA Swimming programs (procedures review and LEAP recertification)
 - Review new logo design to align with USA Swimming standards

2021: Finances - SI House of Delegates Meeting 11/14/21

2020 – 2021 Year End Financial Review

	Revenue	Expenses	Difference
Proposed	\$277,500	\$277,500	\$0
Actual	\$249,777	4185,762	\$64,015

Reasons for the Difference (i.e., the Year of Covid):

- LSC Board voted in May to not send a team to Age Group Zone meet in Dallas Texas (indoor pool) -- \$40,000
- All USA Swimming events / trainings / camps were virtual -- \$15,000
- Less meets / meets were run by the LSC to minimize risks -- \$10,000

2020 -2021 Financial Review

- Finance Committee Proposal:
- Leave investment account “as is”:
 - Cash to be used as needed to ensure budget balances this year
 - Investment base is about 1 to 1.25 expected year expenses which is in line with the recommendation of having a full year of savings available
- Surplus:
 - Set aside \$25,000 to support 2024 Olympic Trial participants (this is extraordinary expense every four years and ensures we have funds available)
 - Do a one time “COVID” rebate to teams (~\$41,000)
 - Rebate recognizes
 - Teams could not host meets
 - Teams had extremely limited ability to fundraise for 18 months
 - Teams had a lot of extra costs given social distancing requirements / pool rental etc.
 - Rebate Structure and Eligibility:
 - Team must have been registered in SI for 2020 – 2021 year
 - Team must be registered for 2021 - 2022 year in SI (NO LATER THAN 11/30/2021)
 - Team swims year round in age group swimming (i.e., not a university affiliated or pro team)
 - Rebate will be \$10 for each registered swimmer as of 8/31/2021 (end of 2021 swim year)
 - Goal will be to pay rebate to clubs in December and recognize in 2020-2021 financials
 - As needed, move cash from investment account to balance year to 0.

Approved by HOD

SI November Board of Directors Meeting 11/14/21

Info Topic One: Meet / Deck Marshalls

- 1/1/2022 USA Swimming is rolling out new requirement around meet and deck marshalls: ***ALL MUST BE USA SWIMMING REGISTERED AND APT CERTIFIED***
 - Some confusion in how to implement and ensure teams can still get volunteers to do this important role ~ more to come from Mel as guidance from USA Swimming is updated.
- This change signals that more stringent safe sport requirements that are heading to the LSC / teams in the coming years from USA Swimming.

Info Topic Two: Registration and DEI (Maria)

- Outreach Membership:
 - Only 14 athletes have registered at outreach for 2022 membership (61 total last year / 114 in previous year)
 - Coach Request: Please encourage your families to register as appropriate
- 2022 Registrations and Ethnicity Designation:
 - please encourage swimmers/officials/volunteers to check the ethnicity box pertaining to their identities, this helps expand DEI funding allocation for USA Swimming DEI specific programming (Coaches workshops, DEI Workshops, DEI Camps, etc.)

Discussion Topic One: Carlsbad Sectionals Splash Fees (Sally)

- Background:
 - 2017 – 2020 SI BOD has granted NCA a changed splash fee split for sectionals
 - Meet Costs are higher for USA Swimming National Event
 - Meet Registration through OME reduces splash fees to team by 5%
 - Meet facility and splash fees are set by CA / NV Section
 - 2022 Meet:
 - NCA expects costs to be approximately the same
 - Facility (\$15) and Splash Fees (\$14 individual / \$32 relay) are set at 2020 numbers
 - NCA request:
 - 75% to team (\$10.50) and 25% to LSC (\$3.50)– same as 2020 split
 - Normal team hosted costs to LSC are 60% of splash fees (or \$3.00)

APPROVED

Discussion Topic Two: Meet Support Items (Kevin)

Officials (Information):

- We continue to struggle with having sufficient officials from teams to support meet sessions.
- We have 95 registered officials and are training more
- With the December meets, we are returning to enforcing the official fine structure.

Meet Management Team (Approval):

- Initially, team was set up with a review period in November.
- Feedback appears positive and as with any new process, kinks are being worked out.

- Recommendation: continue running team hosted meets with assigned meet managers for rest of swim year and BOD agree at May meeting if this is an LSC provided service in 2022 – 2023.

Both Items Approved

Discussion Topic Two: Meet Support Items (Kevin)

Timing Operators:

- Timing Operator Staff is requesting that they have a one month break between each season (ie., about March and August)
 - There are only two operators and they are the first to arrive and the last to leave every meet; they are only paid for meet running time
 - They need time to fix equipment issues that surface at meets through the season and to rest
 - The break between the traditional short course and long course season continues to shrink
- The current meet schedule shows a single weekend break between Sectionals and the next meet
- Options:
 - Continue with current meet proposal (2 meets in March with only two week break)
 - Ask that one timing operator goes to meet with equipment and arrange / pay for another non SI operator to support meet with them allowing rest but not addressing maintenance requirements
 - [Arrange for alternative equipment / timing system set-up to be provided for March meets \(i.e., no pad, 3 pickles, and watch\) and to use less trained operators and run meets as planned – preferred solution from Equipment Committee](#)
 - Request program committee to adjust schedule in March to honor request
- **DECISION IN BLUE APPROVED**

Discussion Topic Four: Program Committee Schedule to April
(updated proposal from pre-read)

JAN 1 – 2	OPEN	NEW YEAR
JAN 8 – 9	SI v AZ DUAL MEET YUMA	
JAN 15 – 16 17 – MLK DAY	12/U NTS – 2 SESSIONS EACH DAY BASED ON ENTRIES – TEAM HOSTED	
JAN 22 – 23	2 DAY 13/O SR MEET (SINGLE SITE 2 COURSES PREFERRED) – TEAM HOSTED	
JAN 29 – 30	1 Day 10&under mini meet	
FEB 5 – 6	14/UNDER JUNIOR OLYMPICS (GRANITE ??)	
FEB 11 – 13	OPEN	
FEB 18 – 21 PRESIDENT'S DAY	SR. CLASSIC --BBMAC	21 –
FEB 26 – 27	JO MAX MEET- MULTI SESSIONS AND COURSES PREFERRED – TEAM HOSTED	
MAR 5-6	SECTIONALS @ ALGA NORTE MARCH 3-6 (NCA)	

MAR 12 – 13
SAVINGS

NO MEET

13 – DAYLIGHT

MAR 19 – 20

NO MEET

MAR 26 – 27
MAR 30 – APR 2
ZONE SR. MEET (SCY)

ALL AGES LC MEET @ IVDA (note: given to IVDA as they lost meet in 2020)
ALL AGES / BB MIN – LC PREFERRED

WZ

(ST. GEORGE, UT -- no)

APR 9 -10
WESTERNS

ALL AGES / BB MAX – SC PREFERRED

FAR

SCHEDULE APPROVED

Please note: the BOD agreed last May that we wanted teams that were awarded a summer meet to be safe sport recognized. WILL CONFIRM IN JANUARY THAT THIS IS REASONABLE TO MOVE FORWARD WITH GOAL

Discussion Topic Five: USA Swimming Registration Deadlines and Meet Entries (Mary)

Proposal:

Change date for swimmer to be fully registered with USA Swimming to the meet entry date for he / she to be allowed to swim in an SI meet.

Background:

- *During COVID teams were allowed to get registration / payment done after meet entries are due; this will return to our past practice for handling of swimmer registration and meet entry*
- *The Club Portal is what teams can use to run a list of currently registered swimmers- this will also identify those athletes who need to complete their APT.*

Approved

[General Chair Report - Sally Taggart](#)

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

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

[Membership Report – Mary Redmond](#)

[Athlete Report – Maja Palmroos](#)

[Administrative Vice Chair - Kevin Lee](#)

[Safe Sport Report - Melissa Eisenhamer](#)

[Officials Report – John Smigal](#)

[Operational Risk Report - Keith Clements](#)

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

[Diversity Committee Report – Maria Davila](#)

[Adaptive Swimming - Mike Demarco](#)

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

[Coach Representative - Cathy Elgas](#)

SI BOD Meeting – November 2021

General Chair Report - Sally Taggart

USA Swimming Annual Meeting and Zone Meeting had good coverage from SI. We now have a USA Swimming Board that is in compliance with USOPC.

General Chair attended all day conference on October 30th. Topics covered leadership, DEI, and governance.

2022 Zone Workshop agenda is now out. Workshop will be in Denver CO on April 21 – 24th. USA Swimming is asking that GC, Registration Chair, DEI Chair, Coach(es), and Athlete(s) attend from each LSC. Once Board elections are completed, information will be sent out. Detailed agenda can be found here... <https://www.usaswimming.org/docs/default-source/clinics-webinar-resources/zone-workshop/2022-usa-swimming-workshop/2022-usa-swimming-workshop-zw-agenda.pdf>

NCA has asked for a revised split of Splash fees for hosting Sectionals. The SI Board agreed this split for the team from 2017 – 2020. **Pulled for discussion / vote.**

Treasurer's Report - John McGlynn

Reports for year end, year to date, and proposed budget are attached. All will be discussed during HOD.

Bill Eisenhamer

1. General Financial Picture for SI is as follows:
 1. Chase Checking Bank Account -- \$225,896.6 (11/1) – updated from treasurer report
 2. Chase Saving Bank Account -- \$10,022.31 (11/1)
 3. Schwab Investment Account -- \$ 550, 889.38 (11/1)
 4. Don Watkins Scholarship Fund -- \$ 61,958.57 (10/1)
 5. Ian Carsten Scholarship Fund -- \$ 52,762.63 (10/1)

Membership Report – Mary Redmond

Registration Type	2020 Registrations 090119 thru 053120	2021 Registrations 060120 thru 083121	2022 Registrations 090121 thru 083122	Member Type
Athlete Premier (YR)	3375	2693	154	Athlete
Athlete Seasonal 1	NA	21	NA	Athlete
Athlete Flex	369	1453	419	Athlete
Athlete Outreach	116	61	14	Athlete
Individual	313	307	110	Non-Athlete
Life	5	5	5	Non-Athlete
Club	32	27	23	Clubs
Club Seasonal	1	0	0	Seasonal Club

Total Athlete Registrations 2018: 3929
Total Athlete Registrations 2019: 4440
Total Athlete Registrations 2020: 3860
Total Athlete Registrations 2021: 4228

FLEX Registration: For only athletes 18/Under and cannot be used to enter an LSC Championship Meet and above

2022 Premier, Flex and Outreach Registrations:

- Registration period for 2022 Registrations: September 1, 2021 through August 31, 2022
- Cost of Premier Registration = \$76
- Cost of Flex Registration = \$20
- Cost of Outreach Registration = \$ 7
- Cost of Non-athlete Registration = \$76 cash/check \$79 paid through Paypal

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.

Meet registration date change proposal (pulled for discussion): Beginning for the 2022 Meets, the meet entry date and registration date will now be the same. If the swimmer is not registered by the entry date they will not be allowed to participate in the meet- there will not be any exceptions as teams are responsible for making sure all their athletes are registered timely. The Club Portal is what teams can use to run a list of currently registered swimmers- this will also identify those athletes who need to complete their APT. Teams who have forgotten their password to their team portal may ask me as I have the list.

Athlete Report – Maja Palmroos

A. No report

Administrative Vice Chair - Kevin Lee

Administrative Vice Chair - Kevin Lee

This is my last consent agenda report as Administrative Vice Chair. Looking back, serving 4 years as Officials Chair, 4 years as General Chair and 2 years as Admin Chair, it's been quite a ride. I'm proud to be part of the San Diego Imperial Swimming team that has accomplished A LOT over the past 10 years! I will still be around if you have questions (why have we always done it this way?) and I hope to keep officiating here and there at our LSC meets. See you on the pool deck!

Safe Sport Report - Melissa Eisenhamer



Hello Everyone:

I am happy to see that teams have the updated Minor Athlete Abuse Protection Policy (MAAPP) on their websites. Great job! I hope you have made sure that all families have seen and acknowledged the new MAAPP. Always make sure that when a new family registers for your team, they have also acknowledged MAAPP.

I want to give you all a heads up. **Beginning in January 2022, Meet Marshalls will have to be Athlete Protection Training (APT) certified.** That means that meet marshalls will have to take the USA APT training online. These are not the parent videos we have families watch. This is the same training we have our adult participants that are USA members (Officials, Board Members, Coaches, Athletes that are

18years old and older, etc) take to keep their membership up to date. The training is free of charge. More details to follow in the next month or so. – Pulled for information item in HOD

For teams that are hosting meets (or for your facility in general), I have downloaded and created some signs that should be posted accordingly at meets. I have sent those signs to my Safe Sport contacts on our teams. If you need the signs at any time, they are in the "Safe Sport" section of the San Diego-Imperial County Local Swim Committee (SI-LSC) website. www.si-swimming.com. You will find the Safe Sport section on the right-hand side of the website. Just click on "Safe Sport Page".

Please note that the new phone number for the US Center for Safe Sport is (833) 5US-SAFE (587-7233).

Please let me know if you have any questions or concerns.

Thanks. Mel :-)

Officials Committee Report - John Smigal

Officials Statistic

Number of Registered Officials November 2021: 95
Number of Officials with a National Certification: 30

Note: The number of officials in 2020 was 140

Team Count:

<i>Club</i>	COUNT
BAY	1
CAST	2
CSTE	7
FAST	3
HSA	7
ICAC	2
IVDA	2
MRA	3
MSD	1
NCA	11
PS	7
RAQ	6
RSD	17
RST	3

SBA	7
SDSA	3
SOL	2
UN	8
WIND	3
Grand Total	95

DRAFT

New Certified Officials

Christine Alvarado - WIND

Officials Training

Next Officials Stroke & Turn Clinic - TBD

Next Officials Starter Clinic - TBD

Team Deficiencies for Officials

Note: Going forward, as of November 6, 2021, team fines will be reinstated according to current policy guidance.

Swim official assignments for sanctioned meets will be coordinated by the Officials Chair. Each participating team based on policy is required to make available officials to the Officials Chair for assignments. All meets will be assigned a minimum number of officials that will provide adequate but fair officiating. The goal is to provide the same equitable official coverage for all the meets.

New Item (this is part of policies and procedures and is up for vote in HOD)

The updated reimbursement policy that I would like to propose is in the policy and procedure voting in the HOD. I want to change the reimbursement policy to focus on reimbursement for officials to obtain their N3 certification. I believe this is the investment that the SI board should put forth in officials. The previous travel reimbursement policy I felt was too broad and did not clearly outline the intent to further educate and train SI officials. This updated policy clearly states that an N3 certification is the primary reason that SI is providing financial assistance. Please review the reimbursement amount bullet and adjust as to match the verbiage used for swimmers' reimbursement amounts.

Issues and Concern

Currently observing the ability to use minimum session sign-up of officials for each swim meet based on the swimmer count and competition pool configuration. Concern with continuing the use of minimum officials session sign-up going forward into 2021-2022 season is what is the consequence if the minimum number of officials do not sign-up, cancel the session?

Equipment Report - Kevin Lee (acting equipment chair)

With the adoption of meets with shorter sessions, the overall length of the day for the timing operators has increased dramatically. They are always the first ones at the pool and the last ones to leave. They are only paid for the time that the swimmers are actually competing. The timing operators make a huge sacrifice in time and energy to ensure our swimmers get the best competitive experience with accurate times.

The timing operators have consistently requested a meet respite between each of the swimming seasons (short course and long course). This allows them to repair the equipment as well as let themselves heal mentally and physically.

The break between the short course season and long course season has been shrinking in the recent past even though they have consistently requested a longer break. We need to appreciate all the work

they do for our athletes and provide them with the break they deserve. (Please pull this topic for discussion).

Meet Management Team

This is a new program that was started this fall where the meets are run by a team of experienced meet managers. This team is Mary Redmond, Sammy Hail and Jeanette Temple. The purpose of the team is to provide consistently high quality meet management to our athletes and allow the possibility of more teams hosting meets.

From the few meets that have been held, the meet management team felt these are the encouraging outcomes so far:

- The meets are becoming more standardized
- Admins are no longer responsible for collecting the entry fees
- The host teams and admins are working together to create positive relationships

There will be some fine tuning required along the way as we iron out the kinks in the system. If anyone has any concerns and/or suggestions on how to make the system work better, please let us know.

Recommendation is to continue to have this program in place through this swim year and the board to make the decision if it continues in May – pulled for discussion

Operational Risk Report - Keith Clements

We have had a few Covid Cases reported in the past couple months and the teams continue to be diligent in shutting down the group to make sure there is no spread in the POD. Thank you swim teams for your continued work in stopping any spread. Great News that all of our Swimmers are now eligible to receive the Covid Vaccine. This will continue to help us continue to open up decks.

I want to remind coaches, officials and meet admin that any accident occurring at a practice, meet or on deck to a swimmer, parent or coach **MUST** be reported to USA Swimming. That link is on SDI 's Home Web Page. This will allow USA Swimming to track an injury and to provide financial assistance to the injured party.

Thanks again for all the support.

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

Age Group Vice Chair – Krissy Payton

All Star Meet with Arizona LSC will be Yuma ~ application will be posted no later than November 18th. Coaching Staff is complete

1. Paul Fouts - SDSA
2. Anhton Tran - HSA
3. Kristi Caballero - OSC
4. Cathy Elgas - MRA
5. Scott Lawson - ICAC

6. IVDA Coach or Becky Holden -- RST

Two vans (one rented) and Redmonds will transport coaches, tarps, etc. to the meet. Redmonds will be reimbursed at IRS business rates for using their van. 10 rooms have been reserved for coaching team and two officials from SI. These rooms will be paid for by SI.

Application for meet will be posted to website on November 15th.

Diversity Committee Report – Maria Davila

**SI DEI Committee
November 2021 HOD Report
Submitted by Maria Davila, chair**

- I. National
 - A. National DEI Committee is merging with Disability and will be more focused on strategic alignment/programming with the USA Swimming DEI Council, Team Blac, and DEI Staff
 - B. Looking to pursue LSC DEI Consulting in the future as committee members are finalized in December
 - C. Disability updates: safety training for coaches/non-athlete waiver, rulebook changes, parallel time standards in progress; membership surveys; Disability Chair 101 guidebook in the works; athlete imagery (merging disability & able-bodied athletes into USA Swimming marketing materials) & DQ slip to use “athlete first” language for inclusivity with officials to identify swimmers in SWIMS
 - D. National proposal to add DEI Chairs as voting members of LSC Board of Directors passed USA-S HOD
- II. Western Zone
 - A. Veronica Hernandez stepping down as chair, currently looks like Susan Huckaby (MT) will replace
 - B. WZ Inclusion Summit report (see attached)
 - C. Requesting more athlete representatives from each LSC (at least 1 per) to join WZ DEI Committee - if interested contact Maria via email
- III. SI Updates
 - A. Outreach / DEI Revamp
 - 1. Current stats as of 10/17/21 - 67 total registered Outreach (breakdown below)
 - 2. Coaches - please encourage kids who you know qualify to [register as Outreach](#) in 2022 if they would benefit from it
 - 3. 2022 registrations - please encourage swimmers/officials/volunteers to check the ethnicity box pertaining to their identities, this helps expand DEI funding allocation for USA Swimming DEI specific programming (Coaches workshops, DEI Workshops, DEI Camps, etc.)

Team	# Outreach Registrations
AZTC	1
CAST	3

CSTE	3
HSA	3
NCA	1
OSC	3
PS	1
RSD	7
RST	1
SBA	30
SDSA	4
SOL	8
UN	1
WIND	1

4. UVA DEI Public Policy Consulting - Maria, with help of Professors will be conducting a DEI evaluation of SI over the next two weeks to figure out how we can move forward in this area as an LSC
 - a) Evaluation should be finalized by Nov 27
 - b) Proposed changes will be sent to DEI Committee for end of year meeting, at which point will discuss the implementation process & present to the Board during Jan 2022 meeting
 - c) Goal is to use this resource to expand DEI recruitment efforts and further SI Outreach into a comprehensive program
 - d) If you have any ideas you would like to see implemented relative to DEI please send to Maria so she can incorporate these into the proposal

Adaptive Swimming - Mike Demarco

No report

Technical Planning Vice Chair - Pete Murphy

- o Fall schedule (January - March) on powerpoint slide and pulled for discussion.

Senior Vice Chair - Dan Peck

Total LSC Assistance for Open Water

<u>Team</u>	<u>Total</u>
RSD	450.00
SBA	4,030.00
RAQ	450.00

Swim SD

765.00
5,695.00

Looking Ahead at Travel – Approved in September

Sectionals (TBA)- \$120

Junior Nationals (Austin, TX) –\$960

Senior Nationals (Greensboro, NC) –\$1175

Asking that forms be filled out and submitted before the end of December so I can finish this before handing off to the new Senior Chair. Please fill out all parts of the form. Any possible exceptions need to be sent in writing along with your submission.

Relay Only Swimmers – Half the Amount

IMX Bonus - Swimmers that have a current IMX score can receive the 10% Bonus – Remember, you can only use it once and all events must have been swum locally.

Local Qualification Bonus – Swimmers that swam a qualifying time for Juniors or Seniors at a local LSC meet are eligible for a 25% Bonus.

Kevin Perry Review

My thoughts are that it ran smooth from the outside. Sally was mostly in charge so she may know how other things went, but it seemed to run smoothly from the outside. She should be commended as well as bring what she learned to how we run our championship style meets. Events were fast and we had some amazing swims from the LSC.

Continue to ask however if we need a non-championship prelims/finals meet locally to compete. As long as they let all teams in, the Kevin Perry Meet seems to be a great meet to attend for senior level swimming. The entries closing so early is troubling, but I think most teams got in so maybe it is not needed. Kick that idea to program committee.

Coach Representative - Cathy Elgas

No report

SI November Board of Directors Meeting

11/14/2021

Info Topic One: Meet / Deck Marshalls

- 1/1/2022 USA Swimming is rolling out new requirement around meet and deck marshalls: ***ALL MUST BE APT CERTIFIED***
- Some confusion in how to implement and ensure teams can still get volunteers to do this important role ~ more to come from Mel as guidance from USA Swimming is updated.
- This change signals that more stringent safe sport requirements that are heading to the LSC / teams in the coming years from USA Swimming.



Info Topic Two: Registration and DEI (Maria)

- **Outreach Membership:**
 - Only 14 athletes have registered at outreach for 2022 membership (61 total last year / 114 in previous year)
 - Coach Request: Please encourage your families to register as appropriate
- **2022 Registrations and Ethnicity Designation:**
 - please encourage swimmers/officials/volunteers to check the ethnicity box pertaining to their identities, this helps expand DEI funding allocation for USA Swimming DEI specific programming (Coaches workshops, DEI Workshops, DEI Camps, etc.)

Discussion Topic One: Carlsbad Sectionals Splash Fees (Sally)

- **Background:**
 - 2017 – 2020 SI BOD has granted NCA a changed splash fee split for sectionals
 - Meet Costs are higher for USA Swimming National Event
 - Meet Registration through OME reduces splash fees to team by 5%
 - Meet facility and splash fees are set by CA / NV Section
 - 2022 Meet:
 - NCA expects costs to be approximately the same
 - Facility (\$15) and Splash Fees (\$14 individual / \$32 relay) are set at 2020 numbers
 - NCA request:
 - 75% to team (\$10.50) and 25% to LSC (\$3.50) same as 2020
 - Normal team hosted costs to LSC are 60% of splash fees (or \$3.00)

NEED BOARD APPROVAL



Discussion Topic Two: Meet Support Items (Kevin)

Officials (Information):

- We continue to struggle with having sufficient officials from teams to support meet sessions.
- We have 95 registered officials and are training more
- With the November meets, we are returning to enforcing the official fine structure.

Meet Management Team (Approval):

- Initially, team was set up with a review period in November.
- Feedback appears positive and as with any new process, kinks are being worked out.
- Recommendation: continue running team hosted meets with assigned meet managers for rest of swim year and BOD agree at May meeting if this is an LSC provided service in 2022-2023.

NEED BOARD APPROVAL

Discussion Topic Two: Meet Support Items (Kevin)

Timing Operators:

- Timing Operator Staff is requesting that they have ~~one~~ month break between each season (i.e., about March and August)
 - There are only two operators and they are the first to arrive and the last to leave every meet; they are only paid for meet running time
 - They need time to fix equipment issues that surface at meets through the season and to rest
 - The break between the traditional short course and long course season continues to shrink
- The current meet schedule shows a single weekend break between Sectionals and the next meet
- Options:
 - Continue with current meet proposal (2 meets in March with only two week break)
 - Ask that one timing operator goes to meet with equipment and arrange / pay for another non SI operator to support meet with them allowing rest but not addressing maintenance requirements
 - [Arrange for alternative equipment / timing system set-up to be provided for March meets \(i.e., no pad, 3 pickles, and watch\) and to use less trained operators and run meets as planned- preferred solution from Equipment Committee](#)
 - Request program committee to adjust schedule in March to honor request

NEED BOARD DECISION



Discussion Topic Four: Program Committee Schedule to April

JAN 1 – 2	OPEN	NEW YEAR
JAN 8 – 9	SI v AZ DUAL MEET YUMA	
JAN 15 – 16	10 U MINI MEET (ONE DAY MEET) SAT PREFERRED -- TEAM HOSTED	17 – MLK DAY
JAN 22 – 23	12/U NTS – 2 SESSIONS EACH DAY BASED ON ENTRIES – TEAM HOSTED	
JAN 29 – 30	2 DAY 13/O SR MEET (SINGLE SITE 2 COURSES PREFERRED) – TEAM HOSTED	
FEB 5 – 6	OPEN (High School Season Starts February 5 th)	
FEB 11 – 13	14/UNDER JUNIOR OLYMPICS (GRANITE ??)	
FEB 18 – 21	SR. CLASSIC --BBMAC	21 – PRESIDENT'S DAY
FEB 26 – 27	JO MAX MEET - MULTI SESSIONS AND COURSES PREFERRED – TEAM HOSTED	
MAR 5-6	SECTIONALS @ ALGA NORTE MARCH 3 -6 (NCA)	
MAR 12 – 13	NO MEET	13 – DAYLIGHT SAVINGS
MAR 19 – 20	A MEET FOR ALL AGES SIMILAR TO JULY 13/O MEET	
MAR 26 – 27	ALL AGES BB MAX	
MAR 30 – APR 2	WESTERN ZONE SR. MEET (SCY) (ST. GEORGE, UT) NOT A TRAVEL REIMBURSEMENT MEET FOR SI	

NEED BOARD APPROVAL FOR ALL PROPOSED MEETS IN BLACK (Meets in Blue already agreed)

Please note: the BOD agreed last May that for teams that wanted to bid on a summer meet must be safe sport recognized. We will need to make this decision in January but right now only 8 teams would be able to host meets

Discussion Topic Five: USA Swimming Registration Deadlines and Meet Entries (Mary)

Proposal:

Change date for swimmer to be fully registered with USA Swimming to the meet entry date for he / she to be allowed to swim in an SI meet.

Background:

- *During COVID teams were allowed to get registration / payment done after meet entries are due; this will return to our past practice for handling of swimmer registration and meet entry*
- *The Club Portal is what teams can use to run a list of currently registered swimmers- this will also identify those athletes who need to complete their APT.*

NEED BOARD APPROVAL

SI Swimming HOD & Board of Directors LSC MEETING

November 14, 2021

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	
Mason Morris	At-Large Athlete Rep	
Lauren Park	Jr. Athlete Rep	X
Simran Jaysinghe	At-Large Athlete Rep	X
Pia Davila	At-Large Athlete Rep	
Carlos Davila	Equipment Chair	
John Smigal	Officials Committee Chair	
Karleigh Copeland	At-Large Athlete Rep	X
Aiden Baker	FAST	X
Alessandra Sofia Iduarte		X
Arielle Brotman		X
Bob Horne	NCA	X
Brad Copeland	SDY	X
Brian Torio	NCA	X
Briana Reynolds	HSA	X
Daniella Ramirez-Ruvalcabra		X
Dave Kilmer	CAST	X
Dave Nelson		X
Debbie Baldwin		X
Eric Hughes	SBA	X
Hannah Strouse		X
Isabella Dang		X
Izzy Cox		X
Jennie Charlesworth	SOL	X
Joey Gracia	CSTE	X
Johanna Vigil DeLeon	NCA	X
Jose Gallardo	MVY	X
Karleigh Copeland	SDY	X
Kay Jayasinghe	RAQ	X
Kristyn Evans		X
Paton McClung	WSST	X
Patrick Reynolds	HSA	X
Paul Folts	SDSA	X
Paul Mazzarelle	RSD	X
Phil Cook		X
Reid Krebs		X
Revere Schmidt	RSD	X
Reyna Winter		X
Riley Baldwin	RAQ	X
Sarah Hardin		X
Scott Lawson	ICAC	X
Simran Jayasinghe	RAQ	X
Tom Paradowski	SBA	X
Tresa Ann Acosta		X
Tyler Thomas		X
Vinh Dang		X