

General Chair Report - Sally Taggart

Treasurer - John McGlynn

Finance Chair – Bill Eisenhamer

Membership Report – Mary Redmond

Athlete Report – Lauren Park

Administrative Vice Chair – Keith Clements

Safe Sport Report - Melissa Eisenhamer

Officials Committee Report - John Smigal

Equipment Report - Kevin Lee (acting equipment chair)

Operational Risk Report - Keith Clements

Age Group Vice Chair – Sean Redmond

Diversity Committee Report – Maria Davila

Adaptive Swimming - Mike Demarco

Technical Planning Vice Chair – Paul Mazzarelle

Senior Chair – Dave Kilmer

Coach Representative - Cathy Elgas

AT Large Member – Amy Cox

SI BOD Meeting – January 2022



20220123 Summary
Slides.pptx

Powerpoint presentation from meeting

General Chair Report - Sally Taggart

Board Orientation Powerpoint has been updated. A General session was held for the new board on Sunday, December 12th.

Affiliation Agreement with USA Swimming has been signed. This will be in place with USA Swimming through December 31, 2023.

Brian Torio (NCA) has been confirmed at new Operational Risk Chair.

Via email vote with board, agreed to raise Sr. Classic facility rates by \$5 to ensure that revenue budget would be met given increased costs of hosting meet.

In person (!!) strategy session for SI was held on Monday, January 17th. A survey was sent out to head coaches, committee members and board for input. Twelve people (including 4 athletes) attended. We updated SI mission, vision, values, agreed focus areas for the next three years (Communication, DEI, and Swimmer Development / Retention), and discussed next steps with getting a logo which is in compliance with USA Swimming standards – pulled for information and request for help.

Request for help: 1 coach, 1 non-coach and 1 athlete to address each of the 3 areas (Communications, DEI & Retention) and report back at March meeting.

Request for help: At least 2 people to work with USAS Marketing Dept. in creating new logo – John McGlynn and Mary Redmond will head project.

Governance: recommendation on update for conflict of interest to update our policies and procedures has been made and is included in the powerpoint presentation for approval. Specific document is included as an attachment. The intent is to simplify process and align with USA Swimming. Pulled for discussion and vote

SI Board Members are required to sign Conflict of Interest Policy – M/S/APPROVED

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. Board is meeting at end of open session to agree who can attend. Both Mary Redmond and Maria Davila have confirmed. 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>

Treasurer - John McGlynn

Report for year to date is attached.

Work is ongoing to complete all our year end reporting requirements. Once complete we will contact Plante Moran to complete the required Agreed Procedures Review.

Finance Chair – Bill Eisenhamer

1. General Financial Picture for SI is as follows:
 1. Chase Checking Bank Account -- \$182,759.24 (1/11)
 2. Chase Saving Bank Account -- \$35,023.84 (1/11)
 3. Schwab Investment Account -- \$ 543,384.47 (1/11)
 4. Don Watkins Scholarship Fund -- \$ 64,707.85 (12/31)
 5. Ian Carsten Scholarship Fund -- \$ 55,103.86 (12/31)

Note: per our by-laws, we need to have one non board person on our Finance committee. Anyone interested should contact Bill.

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	2559	Athlete
Athlete Seasonal 1	NA	21	NA	Athlete
Athlete Flex	369	1453	679	Athlete
Athlete Outreach	116	61	45	Athlete
Individual	313	307	265	Non-Athlete
Life	5	5	5	Non-Athlete
Club	32	27	26	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
Total Athlete Registrations 2022 (YTD): 3503

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: 26 clubs have been registered for 2022.

Welcome to 2 new clubs:

Trinity Aquatic Club: Head Coach Doug Russell

Mission San Diego YMCA: Head Coach Jose Gallardo

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.

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: Clubs are not reviewing their athlete's registration before entering them in a meet. It is the host club's choice whether to accept athletes who are not registered by the meet date. There will not be refunds given to teams who enter swimmers who are not registered. Fees for meet entries are required to be mailed within 48 hours of submitting entries.

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 – Lauren Park

- A. AEC met and selected Lauren Park as Senior Athlete Rep; Simran Jaysinghe as Junior Athlete Rep, and Reid Krebs and Revere Schmidt as At Large Athlete Reps
- B. Athlete Reps are in process of getting athletes on all committees needed across SI
- C. All Athlete Reps attended Strategy Session

Administrative Vice Chair – Keith Clements

Safe Sport Report - Melissa Eisenhamer



Happy New Year Everyone!

I had a table at the 2021 SI Winter Age Group Championship Saturday Prelims. It went very well. I had swimmers come by and grab some free swag and ask questions. I also had coaches, Safe Sport team reps, and parents from our local teams and out of town teams visit the table. It was great to get the word out and talk to some of my peers about what is going on in the land of Safe Sport.

I'm sure you have heard the chatter about possibly meet marshals (deck marshals) would need to be USA non-athlete members. USA Swimming had more discussions in house and with the USA Center for Safe Sport and decided it was not needed. They decided that anyone that volunteers to be a meet marshal for swim meets must watch a video USA Swimming is in the process of producing. I will let you know when the video comes out. I think it will be similar to the parent videos we have been asked to watch by our teams and the LSC for knowledge and volunteering.

I am starting to put together a Safe Sport Committee. I have some swimmers that are joining the committee, I would love to have some coaches, parents, and LSC volunteers join in. Please let me know if you are interested at meisenhamer@si-swimming.com.

Congratulations to Coronado Swim Association - Team Elite for becoming a Safe Sport Recognition Program (SSRP)! We now have nine teams in the LSC that are a SSRP. Teams that are coming up on SSRP renewals, please let me know if I can help in any way. Also teams that are working towards becoming a SSRP, please let me know if I can help you or if you have any questions.

Thanks. Mel :-)

Officials Committee Report - John Smigal

Number of Registered Officials January 22: 88
Number of Officials with a National Certification: 30

Note: The number of officials in 2020 was 140

Equipment Report - Kevin Lee (acting equipment chair)

No report

Meet Management Team

No report

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 – Sean Redmond

January 8-9, 2022, San Diego Swimming sent 43 swimmers as part of our first All-star team to Arizona for a dual meet. This was the first all-star team for two years, the last was also to Arizona in January 2020.

Although we did not fill the team to its max capacity; 9 swimmers per age group and gender; we still were competitive with Arizona. We did lose the meet 2,140.50 to 1,598.50. There were some great races and some of the age groups were very competitive.

I think that the swimmers and families did have a great time and there is talk about next year. In discussions with Arizona, we would like to have the meet in San Diego on the same weekend; the week before MLK weekend – **program committee asked to incorporate into plans and confirm by May**. We discussed some minor changes in the format and will work on that shortly.

Due to some unfortunate circumstances, I was not able to rent a van; so, Mary drove her van and I drove my car. We had two coaches who opted to drive themselves in their own vehicles. We also had two coaches that had to back out at the last minute. **Recommendation is pay \$100 to each coach that drove their own car to offset gas costs**. John McGlynn was able to step in for one of the groups and I filled in for the other group. We also had

two of our SI officials go to the meet and worked as ST officials. We did offer to pay for their rooms for the one night. We are still waiting for AZ Swimming to post the results on SWIMS. They are for waiting for the meet referee and/or officials chair to approve them.

I did talk to the swimmers and parents and mentioned that there will be another opportunity for them to be part on an All-star team this summer. The Western Zone Age Group Championships August 3-6 at Elk Grove, CA (near Sacramento). I am planning to get some information out on the SI web site in the next 4-6 weeks with costs, time standards and location. As an LSC we are still looking at having the swimmers traveling with their families. General timeline for Age Group zone selection is as follows:

Mid February – information available on age group zones; start discussions with coaches about helping

Early June – post application to website ; have coaches selected

July 19th – close applications for team

July 24th – notify all applicants

Request to reimburse \$100.00 to those who drove their own vehicle to Arizona – M/S/APPROVED

Request Program Committee consider meet being held in San Diego 01/07-01/08/2023 – M/S/APPROVED

Respectfully submitted

Sean Redmond

Diversity Committee Report – Maria Davila

Diversity, Equity, and Inclusion Committee Report

January 16, 2022

Submitted by Maria Davila

Committee met 1/16/22 at 7PM PST. Current committee members are Maria Davila, Mary Redmond, Kristyn Evans, Juli Arzave, Lauren Park, Simran Jaysinghe, Aaron Dumas, Reid Krebs, and Revere Schmidt

I. UVA Consultation:

Problems identified:

- Website:
 - Header, labels, and content on DEI landing page are all over the place and do not communicate DEI messaging to people unless they know what they're looking for and exactly where it is.
 - DEI changes are not highlighted: bylaws, policies, procedures (news updates essentially)
 - Comment section is disabled; no contact info listed visibly for members
 - **“Equity” and “Equality” used interchangeably even though they mean completely different things**
 - **DEI tab is hidden within Athletes tab**
- Content
 - DEI resources are outdated
 - No photos whatsoever showcasing the diversity of the LSC
 - Mission Statement does not reflect a commitment to diversity
- Structure
 - POC not very heavily represented in leadership positions

- DEI language is not actively used in both content and website: DEI should be everywhere not just in a bubble
 - Recruitment & Retention
 - Outreach program lacking in visibility and only encompasses one category of membership
- Combined gives impression that DEI is only done for compliance.

Recommendations

- Restructure the website to be more user friendly and easy to navigate to find DEI resources
- “Check the box” campaign and active display demographics of the organization
- Create & distribute graphics highlighting the Outreach program and its eligibility characteristics to help with enrollment

Full analysis can be accessed below:

[Analysis 1](#)

[Analysis 2](#)

II. Don Watkins Scholarship

If you had a recipient on your team in 2021 please send Maria the scholarship expense log provided in the notification email ASAP.

This year looking at deadline of **Feb. 27, 2022** to coincide with end of JO Max. This gives 3 meets to advertise (a little over a month). **Application to be posted on website by 1/18/22.**

[Application.](#)

Eligibility

The intent of the award(s) is to enable person(s) of a diverse background, circumstance, ability, or hardship to participate in the sport of swimming.

Selection Criteria:

- At the time of award, the swimmer must be an active athlete, registered with USA Swimming under the San Diego Imperial Swimming (SI) region and registered with an approved SI team.
- The athlete must be a passionate swimmer that has consistently exhibited the character and values that Coach Donald H. Watkins taught through his coaching.
- Selection will focus on the character of the individual (regardless of competitive performance level).
- The selection of the recipient will consider the values of diversity and inclusion (background, circumstance, physical or mental disability, hardship).
- The selection of the recipient will consider financial need.

Timeline:

- Apps posted 1/18/22
- Apps due 2/27/22
- Task force reads from 2/28/22 - 3/12/22
- Task force decision meeting 3/13/22
- Board notified 3/13/22
- Recipients notified 3/14/22 - invited to 3/20/22 Board meeting for recognition
- Recipient recognition 3/20/22

Request for budget numbers for Task Force Consideration – M/S/APPROVED and topped at \$5,000.00

Possible ways to replenish scholarship fund was tabled until the March 2022 meeting

III. Zone Workshops: Maria is available to represent DEI at April Zone Workshops in Denver, CO.

Adaptive Swimming - Mike Demarco

No report

Technical Planning Vice Chair – Paul Mazzarelle

- Proposed Schedule is on powerpoint and **pulled for discussion.** Three key items: 1) is schedule acceptable **M/S/APPROVED**
- 2) Does meet weekend of June 17-19th need to be format of Splash and Dash
- 3) Does Board want requirement for teams that host meets to be SSRP. **M/S/APPROVED**

Senior Chair – Dave Kilmer

The Championship Committee has asked for the summer JO surcharge be raised from \$7 to \$12 to offset increased pool fees from Coronado. Since this is coming from committee, it doesn't need a second, and can go straight to discussion and a vote – pulled . M/S/APPROVED

Winter CA/NV Sectionals was held at Golden West College 12/16 – 12/19. From what I gather, there were about 700 swimmers and the meet ran very well. As far as I know, no SI swimmers attended the meet. With the obvious interest (700 swimmers) the CA/NV has decided to continue to have two short course sectional meets (one in December and one in March) for the foreseeable future.

Spring CA/NV Sectionals is scheduled for March 3-6 at Alga Norte Pool – Hosted by North Coast. The meet format is available online. Entries are to be done through USA swimming’s OME system. Apparently there is currently an issue with the OME, that should be resolved soon if not already.

Winter Nationals was held in Greensboro NC at the beginning of December. A few post grad SI registered swimmers were in attendance.

Winter Juniors was held in Austin at the University of Texas . 25 SI swimmers attended the meet. 21 for individual events and 4 relay only swimmers. Highest individual event finish: Kathryn Hazle (NCA) 4th in 400 IM and 200 Br. Highest relay finish: CSTE 2nd mens 200 medley relay Full results available on USA swimming website. Numerous SI individual and relay records were broken.

Travel assistance summary:

Winter Junior Nationals		Swimmers	Coaches	Notes
NCA	\$2,160	1	1	Kathryn had 25% Bonus
PS	\$2,256	1	1	Ashlyn had 25% and 10% IMX Bonus
RSD	\$12,240	12	2	8 Individual + 4 Relay Only - There were 9 Swimmers that had the 10% IMX Bonus
CAST	\$2,016	1	1	Greyson had 10% IMX Bonus
SBA		2		Did Not Submit as of 1/19
SOL		1		Did Not Submit as of 1/19
CSTE		7		Did Not Submit as of 1/19
Total:	\$18,672	25		

If any of the 3 teams without assistance requests submit requests prior to the meeting they will be considered

and voted upon at the meeting. SBA submitted request for \$3312 and provided letter. This was approved by the board. CSTE has also made a request for late approval of funds for those athletes / coaches are eligible. For the coach and athletes that are have not met criteria or who are not registered in SI, a specific exception letter explaining why they could be considered for reimbursement is required.

South Bay Aquatics request for extension of travel fund money for 2 athletes and 1 coach – M/S/APPROVED
Team Elite made same request for 6 athletes and 1 coach – M/S/APPROVED
Team Elite requested funding for 2 athletes and 1 coach who do not meet funding requirements – RECOMMENDATION that Dave Kilmer ask for clarifying information.

Other 2022 Senior Level Events:

Feb 18-21 SI Senior Classic

Mar. 2-5 TYR pro series – Des Moines

Mar 30-Apr 2 TYR pro series – San Antonio

Mar 31- Apr 3 Swim meet of Champions – Mission Viejo

*April 1-3 Open water National and Junior Championships – Ft Myers Beach, FL

?*?Apr 26-30 Phillips 66 International Team Trials – Greensboro NC

May 12-14 CA State CIF Championships – Clovis

May 27-29 Speedo Grand Challenge – Irvine

June 29-July 2 TYR pro series – Mission Viejo

July 14-17 Los Angeles Invitational – USC

*July 21-24 Speedo Sectionals – Santa Clarita

*July 26-30 Western Senior Zones –Clovis

*July 26-30 Phillips 66 National Championships – Irvine

*July 27-30 Futures – location not currently posted on USA swimming.

*Aug 1-5 Speedo Junior Championships – Irvine

*November 29-Dec 3 Toyota US Open – location TBD

*December 7-10 Speedo Winter Junior Championships – location TBD

?*?Dec 16-19 CA/NV Winter Sectionals – location TBD

*Meets with asterisk are supported by SI senior travel assistance program outlined in the Policies and Procedures manual.

Request for financial assistance for April 26-30, 2022 International Team Trials – M/S/APPROVED

We had put funding discussion on hold at the HOD meeting concerning the late April meet. This should be discussed and resolved at the January meeting. (at the very latest – March meeting). The qualifying times are essentially Olympic Trials cuts (with some 18-U cuts a slightly softer (current known 18-U: Lucius Brown and Kathryn Hazle / 19&O: ???). I recommend funding the meet as an additional long course meet that doesn't exclude swimmers from receiving funding from the late summer national meet (Juniors or Seniors).

In March we should discuss whether or not the LSC wishes to fund travel to winter sectionals (December meet). As well as specific funding amounts for the summer national meets.

Respectfully submitted

Dave Kilmer
Senior Chair

Coach Representative - Cathy Elgas

- Planning to have another coaches meeting to discuss seeing if they are interested in bringing back the coaches membership.
- Want to start catering more to the younger swimmers with some fun meets but that's more for the program meeting. I really think we are missing an opportunity with newbie swimmers to reel them in; one option is to look at free weekends and see if we can add a novice meet.
- Would be great to have a coaches social but with COVID the past couple years I feel it's reckless.

AT Large Member – Amy Cox

No report