

**General Chair Report - Sally Taggart**

Finance Chair – Bill Eisenhamer:

**Membership Report – Mary Redmond**

**Athlete Report – Lauren Park**

**Diversity Committee Report – Maria Davila**

**Administrative Vice Chair – Keith Clements**

Safe Sport Report - Melissa Eisenhamer

Officials Committee Report – Bob Horne

Equipment Report – Kevin Lee

Operational Risk Report – Brian Torio

**Technical Planning Vice Chair – Paul Mazzarelle**

**Senior Chair – Dave Kilmer**

**Age Group Vice Chair – Sean Redmond**

Coach Representative - Cathy Elgas

AT Large Member – Amy Cox

# San Diego Imperial Swim Meeting Agenda

<b>Mission</b>	San Diego-Imperial Swimming prepares athletes for life-long success through the sport of competitive swimming
<b>Vision</b>	San Diego Imperial Swimming provides swimmers with a safe fun team experience that instills character values of integrity, respect, and service
<b>Values</b>	<b>Fun, Integrity, Respect, Service, Team</b> <b>Fun is FIRST!</b>

<b>Date:</b>	7/10/2022	<b>Location:</b>	Zoom Call
<b>Time:</b>	7:00 PM	<b>Meeting Type:</b>	BOD
<b>Chairperson:</b>	Sally Taggart	<b>Secretary:</b>	Debbie Baldwin

Agenda

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	Agenda Items	Person Leading Discussion	Purpose	Time
1	Call to Order / Welcome--	Sally	Start meeting	7:00
2	Previous BOD Meeting Minutes Approval	Sally	Approval	7:02

	<b>MSA</b>			
3	Consent Agenda Area #1 (General Chair) <ul style="list-style-type: none"> <li>Vote: USA Swimming House of Delegates &amp; Upcoming Legislation</li> <li>Governance / Nominating Committee</li> <li>Website Update / Bill Payment options</li> </ul>	Sally / Maria  Sally / Brad Brian	Approval Info Info Approval	7:05 – 7:20
4	Consent Agenda Area #2 (Registration ) <ul style="list-style-type: none"> <li>Vote on path forward with unpaid fines</li> </ul>	Mary	Approval	7:20 – 7:25
5	Consent Agenda Area #3 (Athletes) <ul style="list-style-type: none"> <li>Update / confirmation of budget for Athlete Leadership Summit</li> </ul>	Lauren	Information Sharing / Approval	7:00 – 7:25
6	Consent Agenda Area #4 (DEI) <ul style="list-style-type: none"> <li>Approval to continue with free meet weekend program at Wrap-up meets and Free Festival</li> </ul>	Maria	Approval	7:25 – 7:30
7	Consent Agenda Area #5 (Age Group) <ul style="list-style-type: none"> <li>Approval of Spend and Process for Remaining Items for AG Zone</li> </ul>	Sean	Approval	7:30 – 7:35
8	Consent Agenda Area #6 (Meet Fees / SC Program) <ul style="list-style-type: none"> <li>Agree meet fee structure</li> <li>Agree SC Program</li> </ul>	Sally / Bill / Paul	Agreement on day / time	7:35 – 8:45
9	Consent Agenda / Final Approval Any Other Areas /	Sally		8:45 – 8:55
10	Next Meeting Date / Adjourn			9:00

Attendees (Board): Sally Taggart, Keith Clements, Deb Baldwin, Cathy Elgas, Dave Kilmer, Sean Redmond, Bill Eisenhamer, Mel Eisenhamer, Amy Cox, Paul Mazzarelle, Brian Torio, Lauren Park, Simran Jayasinghe, Revere Schmidt, and Reid Krebs

Non Board: Anhton Tran, Eric Quarles, Sam Quarles, Isabella Dang, Sammie Hail, Jennie Charlesworth, Sue Parnes, Mary Redmond, Vinh Dang

Written Consent:

### General Chair Report - Sally Taggart

Given USA Swimming needing this decision by July 1<sup>st</sup>, the Board voted via email for the following:

- 1) LSC portion of the USA Swimming registration fee for all membership types except outreach and flex will be increased from \$10 -\$12. USA Swimming sets the LSC portion of the outreach and flex membership so this cannot be adjusted.
- 2) USA Swimming to collect all registration fees and reimburse SI (less bank fees for our portion of the registration fee) on a monthly basis
- 3) LSC will no longer charge a transfer fee starting 9/1/2022 when a swimmer changes clubs

These decisions will streamline the registration process for all of us and keep the LSC cost neutral through 2022 – 2023. Additional information about the registration is provided in the Registration Chair update.

Email Approval:

Board approved reimbursing Sally Taggart for \$550 to officiate at the upcoming Speedo Junior Meet in Irvine. All criteria outlined in Section 16 of our P&P were met.

End of year award updates:

Talia Cerceo (NCA) and Colby Hughes(SBA) were recipients of Ian Carston Memorial Scholarship and have been given awards

Senior IMX Award closes on July 18<sup>th</sup> (next Monday)

Age Group IMX Pizza Parties will be awarded in September given this year's end of meets

USA Swimming Annual Business Meeting:

- Hybrid meeting; Dates are September 22<sup>nd</sup> – 24<sup>th</sup>
- USA Swimming requires us to vote in one non-coach / non-athlete voting member to USA Swimming HOD. This person will receive an all expenses paid trip to Colorado Springs for the meeting. Default role is General Chair (Sally Taggart) but requires vote.
- USA Swimming requires us to vote / select three coaches to vote at upcoming USA Swimming HOD; their participation will be remote. Need to select (Dave Kilmer, Cathy Elgas, and Sean Redmond are the current members but need formal vote).
- **MSA that these would be our voting members**
- Maria Davila will be voting member of HOD as representative of Rules and Regs committee
- We will need two additional members (one coach) to vote virtually on the 24<sup>th</sup>
- Key Legislation that could impact SI (that is known at this time)
  - Time for swimmer to be “unattached” when changing teams – recommendation is to decrease time from 120 days
  - USA Swimming Safe Sport / US Center for SafeSport requirements for meets (Meet 360) – expect requirements to tighten
  - Transgender swimmer (at elite level) – Maria to discuss
    - FINA policy change pertains only to athletes competing at the elite level (ie. USAS Elite Class meets such as Nationals, Int’l Team Trials, etc.)
      - This policy does not explicitly affect USAS athletes below the elite level (ie. swimmers not making a USAS National Team)
    - At the June 22 USAS National Rules & Regs committee meeting, Chair Derek Paul + General Counsel Abby Howard determined the FINA policy change will be merged/amended with USAS’s existing policy by USAS Staff in collaboration w/ USAS BOD.
      - Transgender policy lives in P&P, thus changes can be made without bringing it to HOD for a vote
        - Exception: if in the future it is determined by FINA a new competition category is to be created (policy language left room to do this), doing this at USAS level will require amendments to the USAS Rulebook to be voted on at a future HOD.
          - Note: this is currently only a “what happens if” not a definitive

LEAP –

It is 3<sup>rd</sup> quarter and it is time for work to begin. Document will be sent out next week with assignments and current documents for review. The website team is aware of all the links that are needed. Also, a side note: USA Swimming no longer offers monetary incentives for this program; it is required per our affiliation agreement.

Governance (Policies and Procedures) and Nominating Committees

Below is the current possible list of changes that are under consideration for our policies and procedures. Please provide any comments / additional suggestions to Dave Kilmer by August 1<sup>st</sup>.



2022 SI Policies and  
Procedures Potentia

Nominating Committee:

DEI and Operational Risk Chair are up along with two athlete roles. Maria and Brian are asked to contact Brad on interest in running again.

Coach Rep can remain; again, Cathy to let Brad know of interest.

Nominating Committee and Review Board are also up for re-election

Also.... Heads-up.... Next election will be a large turn-over for the board.

Website Transition to Team Unify (Brian Torio)

SDI is fortunate to have the father-son duo of Eric and Samuel Quarles assisting with the website modernization effort. As previously agreed, the site is being moved to the Team Unify platform.

The project is underway and will be comprised of two distinct efforts:

1. Site design
2. Content updates

Eric and Samuel are working on the design. They will be reaching out to the likes of Mary and Mel in the near future to share ideas and get feedback. To the extent possible, the design effort will leverage the new logo. As an updated logo should be provided before August 1 this seems doable. If anyone else would like to be involved in the design effort, please contact me ([Brian.Torio@SI-Swimming.com](mailto:Brian.Torio@SI-Swimming.com)) and I will get you connected with the team.

The larger effort involves reviewing and updating the site content. I have built a catalog of all current pages and sections, placing each into one of the following four categories:

1. Migrate as-is
2. Migrate with minor changes
3. Migrate with major changes
4. Do not migrate (delete / remove)

Additionally, I have added all LEAP requirements to the list. An owner has been assigned to each item on the list.

This list will guide the LSC's efforts over the next six weeks. Sally and I will be reaching out to those of you identified as owners in the coming days to clearly communicate expectations and timelines. Successfully migrating content and launching the new site is dependent on each of the owners providing the required content in a timely fashion. Failure to do so will result in content omissions and / or deployment delays.

We thank all of you in advance for your assistance with this important initiative.

**ACH Billing Opportunity: we can set every team (Mary to set this up this ) with the ability to pay the LSC through ACH. The team will need to absorb the transaction fee to use this functionality and will still have the ability to pay via check. This financial decision does need vote by board.**

**MSA**

Teams will be notified of fee prior to system going live -- Fee is 2.95% + \$.30 transaction. This was noted in the May agenda and sent in an email to all head coaches on July 11, 2022

Treasurer Report – John McGlynn:



TreasReport-202207  
08(1).pdf

Finance Chair – Bill Eisenhamer:

A detailed review of the team hosted meet financials has been completed. This combined with the expected cost increase next year and lack of clarity on fees has caused the Finance committee to provide a set of observations and recommendations for a revised fee structure for our meets. These will be discussed / reviewed and voted on by the Board just before the Program schedule discussion. The attached fee structure was M/S/A for the 2022 – 2023 meets.



2022 - 2023 Fee  
Structure Proposal F

1. General Financial Picture for SI is as follows:
  1. Chase Checking Bank Account -- \$221,431.88 (7/8)
  2. Chase Saving Bank Account -- \$ 35,027.28 (7/8)
  3. Schwab Investment Account – \$473,366.78 (7/8)
  4. Don Watkinds Scholarship Fund -- \$ 61,769.57 (3/30) – 2<sup>nd</sup> quarter statements this week
  5. Ian Carsten Scholarship Fund -- \$ 52,601.62 (3/30) – 3rd quarter statements this week

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

Beginning work on our required procedures review. Documents are due by 8/15.

**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	3205	Athlete
Athlete Seasonal 1	NA	21	57	Athlete
Athlete Flex	369	1453	951	Athlete

Athlete Outreach	116	61	56	Athlete
<b>TOTAL ATHLETE REG</b>			<b>4269</b>	<b>Athlete</b>
Individual	313	307	335	Non-Athlete
Life	5	5	5	Non-Athlete
Club	32	27	28	Clubs
Club Seasonal	1	0	0	Seasonal Club

\*\* Available 4/8/2022 and is valid through 8/31/22 for \$40. Form is now on website

Total Athlete Registrations 2018: 3929  
Total Athlete Registrations 2019: 4440  
Total Athlete Registrations 2020: 3860  
Total Athlete Registrations 2021: 4228  
Total Athlete Registration YTD: 4269

**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](http://www.usaswimming.org/coachmember)**

**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.**

**Sanction requirement to host meet: REMINDERS TO TEAM HOSTING MEETS THAT ARE NOT SAFE SPORT CERTIFIED**

**Safe Sport:** Is your team Safe Sport Certified: Yes No

**A \$1000 fine will be assessed to the team if the team is not Safe Sport Certified within 45 days after the last date of the meet.**

**SWIMS 3.0:** Training with clubs will begin in August. I will be contacting you all individually to set up a time for the training as the Club Set up begins on August 15.

I recommend that each team pass out the links listed below to their members to watch the You Tube videos regarding the On-line Member Registration that will begin in September. Members will be required to do their own registration or register their children on line and pay by credit card. This is the first link. The 2<sup>nd</sup> link is for LSC's , Coaches and Vendors. The more knowledge you have the more comfortable you will be as we move forward.

<https://www.usaswimming.org/about-usas/resources/online-member-registration>  
<https://www.usaswimming.org/about-usas/resources/swims-database>

**LACK OF OFFICIALS FINES INVOICED TO TEAMS PER OFFICIAL'S CHAIR**

**SEE P&P: SECTION 15 – MEET OFFICIALS for SIS HOSTED MEETS FOR CLARIFICATION**

<b>CALI</b>	SDSA ALL AGES	4/9/2022	\$75.00
<b>HSA</b>	MRA A MAX	6/25-26/2022	\$75.00
<b>NCA</b>	MRA A MAX	6/25-26/2022	\$150.00
<b>PS</b>	SBA A MAX	6/25-26/2022	\$150.00
<b>RSD</b>	SDSA ALL AGES	4/9/2022	\$150.00
<b>RST</b>	JO MAX	2/26-27/2022	\$75.00
	MRA A MAX	6/25-26/2022	\$75.00
<b>SSD</b>	CAST 12U	1/15-16/2022	\$75.00
	CSTE 13O	1/22-23/2022	\$75.00
	JO MAX	2/26-27/2022	\$150.00
	CAST BC	5/21-22/2022	\$150.00
	SDSA ALL AGES	4/9/2022	\$75.00
	SBA A MAX	6/25-26/2022	\$150.00
<b>CSTE</b>	SBA A MAX	6/25-26/2022	\$75.00

Any team that has NOT paid these fines and any additional fines through 8/1 will not be eligible for 2022 LSC funded team support program. Once fine total has passed \$500 and is late (30 days), team will ALSO be considered not in good standing per our P&P Section 3.10 -- MSA. This information was provided to head coaches via email on July 11, 2022.

**Athlete Report – Lauren Park**

Work is ongoing for planning leadership summit. Final budget (including line item break out) is below and approval to spend up to \$1500 is requested. (Side note is that this year, USA Swimming did not offer grant program so LSC will incur all costs) – 1<sup>st</sup> w/e in August – Kellogg Park

COST BREAKDOWN ESTIMATE			
Source	Items	Cost	Total (with tax)
Custom Ink	Caps	\$160	
	Stickers/Tattoos	TBD	
Domino's	Pizza	\$230	

Costco	Snacks/Water	\$80	
UPS Printing	Handouts	\$70	
Office Depot	Handouts & Folders	\$80	
Money used will not exceed: \$1500 (plenty of wiggle room for the merch, will most likely be under \$1000)			

MSA

## Diversity Committee Report – Maria Davila

### I. Outreach Meet Fee Subsidy Program:

1. 12/u outreach swimmers funded for June meets. Fund will cover facility & splash fees only
2. Only 1 swimmer has applied through the [form](#). (Note: there is another swimmer eligible but team hasn't applied) Coaches need to make sure they're actively telling swimmers who qualify about the process
3. Recommendation is to offer program at end of summer wrap-up meets and free style festival to encourage participation and then reassess program at September meeting – requires vote. – update form so payment will go directly to families and send to teams / administrators – MSA

### II. WZ DEI Updates

- a. New Disability Coordinator: Tharon Drake (NM) has filled the role; Tharon is a former athlete rep & Paralympian
- b. Projects happening around the WZ:
  1. editing P&P + bylaws to use gender-neutral wording
  2. Pacific starting a disability subcommittee re: addressing disconnect w/ programming & information
- c. 2023 WZ DEI Camp and Summit Update:
  1. Camp/Summit Subcommittee: (Rich LeDuc, Virgil Chancy, Phuong Nguyen, Simran Jayasinghe (athlete) and Susan Huckleby.) Committee reviewing camp logistics.
  2. Wyoming Swimming is considering a bid to host the camp. Oregon Swimming is also interested in possibly hosting the camp.
- d. **Next meeting: Monday July 11, 2022, 7:00 PM Pacific Time**
  1. Anyone who wants to is welcome to attend! Zoom Link [here](#).

### III. USAS Updates

- a. Noah Wilson (former MD athlete rep) is the new coordinator for programs and DEI education, working with Leland Brown III at USA Swimming.
- b. DEI training will roll out soon for all the membership. Training will include DEI 101, 201, 301 and 401. Part of training will be to train LSC DEI chairs on how to bring the training to their LSC and use the curriculum.
- c. 2022 Proposed Rules & Regs:
  1. 2 proposals were collaboratively submitted by S. TX & the National DEI Committee to adopt meet procedures to be more inclusive to deaf & hard of hearing athletes.
    - a) Proposals will be voted on at the Sept. USAS HOD
    - b) Maria received a vote from the Ntl. Rules & Regs Committee for Sept. HOD

### IV. SI DEI Committee:



- a. Next meeting: tentatively aiming for end of July or early August. Doodle poll to follow
- b. DEI COMMITTEE IS DESPERATELY SEEKING ADULT VOLUNTEERS.

### **Administrative Vice Chair – Keith Clements**

See reports below... lots is happening.

Safe Sport Report - Melissa Eisenhamer



Hello Everyone:

Congrats to Heartland Swim Association and Manta Rays Aquatics for renewing their Safe Sport Recognized Programs in June. Great job! We have a few more teams moving forward on gathering the points they need to become a SSRP.

Please note: SI was featured as an LSC who is requiring SSRP for meet hosting in this month's newsletter.

One question I get is how do we get parents and swimmers to watch the Safe Sport videos to obtain points needed? I always suggest, with swimmers, take 15 minutes from practice and gather the 12 - 17 year olds to watch the video on a laptop, computer, or iPad. Make a list of who watched and send me the list. Either scan the list or take a picture of it and email it to me. That's easy! Same with parents. Have them gather together at practice, watch the video and send me a list of who watched it. Simple.

As always, please let me know if you have any questions. You can email me at [meisenhamer@si-swimming.com](mailto:meisenhamer@si-swimming.com).

Mel :-)

Officials Committee Report – Bob Horne

We had a second stroke and turn officials clinic late June that was well attended.

Our Junior Olympics meet held in August will be an OME for our officials.

Equipment Report – Kevin Lee

No update

Operational Risk Report – Brian Torio

No incident reports were filed since the last board meeting. This spans both meets and practices. In general, reporting has been inconsistent. In some cases, coaches / teams are simply not filing reports.

An initial email was sent to all coaches within the LSC at the end of May. The goal of the email was threefold:

1. Clearly communicate reporting obligations
2. Remind coaches of the insurance benefits provided to swimmers by USA Swimming
3. Ensure coaches understood that those fantastic benefits were only available once an incident report was filed

Given the importance of this topic, incident filings will continue to be monitored closely over the coming weeks. Further communications will be sent if improvements are not observed.

In addition to the aforementioned coach email, another email was sent to all meet directors and referees ahead of the busy summer season. The email served to remind all parties of the reporting expectations and requirements. As with the first of these emails, it was well received and garnered positive feedback. We will continue to send these emails every few months going forward to ensure all meet directors and referees continue to adhere to the relevant policies.

### **Technical Planning Vice Chair – Paul Mazzarelle**

A draft program schedule was presented with 29 sanctioned competitions being considered from September 10<sup>th</sup> – March 19<sup>th</sup>. This includes open water western zones, WAG, All Star Meet, Senior Classic, Sectionals, and the Spring 14&under championship. There was discussion and a request back to the program committee to revamp, remove sites, and consider having novice meets run by the coaches association rather than mini meets.

For comparison purposes, here are the meets SI has run for the last three full short course cycles:

- 2021 - 2022: 15 meets (including Sectionals); 5 LSC hosted (Don Watkins, November meet, WAG, JO, Senior Classic)
- 2019 - 2020: 27 meets including OW Zones, Sectionals; 4 LSC Hosted (Don Watkins, WAG, JO, Senior Classic)
- 2018 - 2019: 23 meets including Sectionals and 4 LSC Hosted (Don Watkins, WAG, JO, Senior Classic)

### **Senior Chair – Dave Kilmer**

Championship meets are approaching. The summer travel assistance worksheet can be found on the LSC website under the LSC tab sub menu – “forms” scroll down to the “Travel” section.

Summer meets that have funding under Senior Travel:

Senior Zones: \$280

Sectionals: \$245

Futures: \$725

Juniors: \$110 per day of competition

Nationals: \$130 per day of competition

Coaches (when they have funding eligible swimmers) are funded at 100%.

Relay only swimmers are funded at 50%.

Bonuses may be available for IMX completion within SI, and qualifying within an SI open meet (futures and above).

All teams seeking assistance for swimmer travel to these meets are to submit the filled out travel form. Brief funding requirements are found on sheet 1 of the form, however more detailed requirements are found in the Policies and Procedures manual – Section 13. If you have any questions, please e-mail me at dave@castswim.com.

Funding requests are due within 30 days after the meet. Exception requests (usually swimmers who do not meet the 3 meet/year rule) should be submitted within 30 days and will be addressed at the September board meeting.

Senior Sectional meets schedule for SI teams: next 15 months  
July 14-17, 2022 Host: Canyons at Santa Clarita Aq ctr.  
December 15-18, 2022 Host: RMDA at East Los Angeles College  
March 2-5, 2023 Host: NCA at Alga Norte – Carlsbad  
July 13-16, 2023 Host: FAST at Janet Evans Complex – Fullerton

### **Age Group Vice Chair – Sean Redmond**

The Western Zone Age Championship All-star application is out and posted on the LSC website. The applications will be due on Saturday, July 16 at the SOL meet.

The coaches who will be going are Audrey Bailey, Neily Esposito, Brendan Kibala, and Sean Redmond

The All-star silicone caps have been ordered. Each swimmer will receive 2

Airline reservation for the 4 coaches have been made.

1. I would like to ask for reimbursement for the van rental for the coaches and for the rooms for the coaches. That cost will be about \$6500 depending on taxes and gas.
2. I would like to request \$1500 or discretionary funds for the coaches to use for providing water and snacks for the team in the team area. Some items will be fruit, bagel, juice, water and whatever the coaches think they will need. We may need additional money for the coaches meals; depending on what is provided at the meet.
3. I would like to request funding; about \$6600; for SWAG? We are looking at getting fanny packs and t-shirts for the swimmers.

Coach Representative - Cathy Elgas

No report

AT Large Member – Amy Cox

No report

Next Meeting: Sunday, September 18<sup>th</sup> @ 7:00 (zoom)