



**SAN DIEGO-IMPERIAL  
SWIMMING**

# 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>	3/26/2023	<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

	<b>Agenda Items</b>	<b>Person Leading Discussion</b>	<b>Purpose</b>	<b>Time</b>
1	Call to Order / Welcome--	Sally	Start meeting	7:00
2	Approve BOD Minutes from January M/S/A	Sally / Debbie	Approval	7:02 – 7:05
3	Consent Agenda Review with point-outs (please see yellow highlighted sections)	Sally	Information sharing	7:05 – 7:45
4	Don Watkins scholarship program and support for this year	Maria	Agree to changes proposed	7:35 – 7:50
5	Agree to travel support for summer meets	Dave	Support for senior swimmers through summer	7:50 – 8:05
6	Western Age Group Zone Team – agree funding levels for this year	Sean	Support of age group zone swimmers	8:05 - 8:20
	Consent agenda – M/S/A			
7	Close Open Meeting	Sally		8:20
8	Closed Board Meeting			8:20 – 9:00

## OTHER NOTES OR INFORMATION

Meeting will be conducted via Zoom. For security reasons link is not being posted on the website. The email address [office@si-swimming.com](mailto:office@si-swimming.com) can be contacted for the link Coaches and BOD members will

be sent link.

Attendees:

Board: Sally Taggart, Keith Clements, Bill Eisenhamer, John McGlynn, Mel Eisenhamer, Dave Kilmer, Sean Redmond, Paul Mazzarelle, Amy Cox, Cathy Elgas, Maria Davila Cadena, Simran Jayasinghe, Kiran Jayasinghe, Revere Schmidt, Isabella Dang

Other: Heather Gebauer, Bob Horne, Mary Redmond, Vinh Dang, Reid Krebs, Kevin Lee, Hugo Camarillo, Eric Hughes, Scott Lawson

General Chair Report - Sally Taggart

Treasurer Report – John McGlynn:

Finance Chair – Bill Eisenhamer:

Membership Report – Mary Redmond

Athlete Report – Simran Jayasinghe

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 – Carlos Davila

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

Consent Agenda

**General Chair Report - Sally Taggart**

- USA Swimming Workshop is next month: We have non-athlete members going and two athlete members attending.
- All board members have signed conflict of interest for year.
- Will be paying to keep zoom license for LSC (estimated cost about \$200)
- Summer Meet Schedule: Key change is that in May there will only be two NTS meets to ensure that everyone does have a meet.
- A huge thank you to Dan Peck for getting all the SI records updated (including age group championship)
- Membership: Compared to this time last year, SI overall athlete membership remains down 13%. Meet participation remains about flat (see information below with details).
- Board vote (via email) approved paying for admin hotel room (2 nights) for short course age group championship.

- Governance Committee: work will kick off in early May (after we see what USA Swimming is expecting / planning for so we can include). Changes in committee members: two new athletes (Izzy Cox and Isabella Dang) and Heather Gebaeur
- Nominating Committee: lots of open positions coming up... anyone interested should contact Reid Krebs (athlete), Joe Benjamin, or Rob Mackle.
- Ian Carsten Scholarship: with donation from Doug Carsten, continue with \$1000 scholarships that are given out at Splash and Dash
- Senior IMX Award: same process as last year with information provided in April (would someone like to run this in 2023)
- Outstanding Service Award for the LSC (from USA Swimming): would someone like to run this so we have a person this year.
- Meet Financial Review: Completed detailed review of meet splashes and finances thru February completed. Month by month splash information and finance numbers are below but overall observations are as follows:
  1. The LSC made a good decision to change up our swimmer / splash fees this year as it has kept our meet revenue whole
  2. To date, all teams have made money from the money they have hosted.
  3. As expected and communicated, SBA timing system fees have about doubled this year; we should anticipate being over budget for the year by \$15,000 (ish).
  4. We are about constant on swimmer count and splashes from last year (or said another way, going to 4 / events per day has not made a material impact.
  5. Allowing host teams to keep money from scratches has changed the revenue ~ \$2000 to the LSC. That being said, we need to make sure that scratches are scratches and DFS and NS are accounted for correctly by the admin and deck ref. Anything after check in is closed must be counted as a DFS or NS.
  6. Moving one of our meets from LSC to team hosted has not made a material impact to our financials.

In looking at what needs to be considered for next year to ensure meets are successful for our swimmers and meet the requirements of the host teams and LSC, the following ideas are being considered:

- ~~1. Meet with SBA to see if costs of short (i.e., less than 2 hour meet sessions) can be reduced from a four hour minimum, increase splash fee by \$1 when those events are included in a meet as these meets are not very profitable for teams and LSC.~~
2. Meet with prelims / finals should have another \$1 / splash fee increase given the timing system and rental costs for the pool.
3. Adjust swimmer fees for prelim / finals meets up by \$5 over timed finals to account for increase in pool rental costs
4. Consider seeing if another LSC prelims / finals meet can become team hosted. (note: the LSC is not well resourced to continue to take on hosting duties and additionally USA Swimming is pushing towards requirements for a meet quality control system that the LSC cannot manage. Additionally if we want to have any additional USA swimming meets held in SI, teams are required to host and must have experience in holding a successful P/F large meet)
5. Ask program committee to keep to no more than 3 meet / month schedule to ensure meets are well attended (generally 2 B/C meets and one BB+) given stability of numbers.
- ~~6. If SBA does not change cost structure, we will need to look at what changes we can make. we will probably need to change split between teams and LSC to ensure we can cover programs in the future.——~~

Treasure, Finance Chair, Senior Athlete Rep, Vice Chair, and General Chair will meet before next board meeting to finalize recommendations for 2023 – 2024 swim year and Vice Chair will review status and options with SBA for timing system contract. Also, please note, out of respect for the host teams, individual meet financial

reports will NOT be shared.

Swimmer and Splash Comparison										Revenue and Costs			
Month	Meets		Swimmers		Swimmers / Meet		Splashes (Entered)		Splashes (Actual)	LSC Net Revenue		Timing System Costs	
	2021	2022	2021	2022	2021	2022	2021	2022	2022	2021	2022	2021	2022
Sept	2	2	1254	1092	627	546	3332	2838	2548				
October	2	2	1165	1330	583	665	4690	4912	4465				
November	2	2	1127	1250	564	625	5011	5488	4532				
December	2	4	1772	1815	886	454	7850	8119	7490				
January	2	4	775	1280	388	320	4102	6950	6504				
February	2	3	1512	1657	756	552	6904	8365	7234				
March	2	3	1370	1243	685	414	5504	5213	5051				
Total thru Feb	12	17	7605	8424	3803	3162	31889	36672	32773	\$ 76,441	\$ 82,315	\$ 23,035	\$ 47,205
Notes:										Notes:			
1) Excludes Western Zone Open Water and All Star Meet										1) 2021 is missing one meet of revenue			
2) WAG (940 swimmers) and Senior Classic (620) had additional out of LSC Swimmers (December & February)													
3) Sectionals (March) required to reduce size to less than 900 swimmers ~ 150 decrease													
4) March splash numbers are still preliminary and exclude 14&under age group meet on 3/25													

Treasurer Report – John McGlynn:



TreasReport-2023032  
0.pdf

Year to Date Report is attached

Finance Chair – Bill Eisenhamer:

Some progress with the audit, but have not seen any final report. John has been working to get them the information they request, and responses seem to take time. Note: status has put us on USA Swimming radar as we are out of compliance with our Affiliation Agreement.

1. Chase:

Checking: \$237,147.01 as of 1/15/2023

Savings: \$55,031.98 as of 1/15/2023

Reminder this is up since we transferred the \$20k for trials.

2. Schwab: 480,632.36

Don Watkins: \$52,893.12 (last contribution was 11/2019)

Ian Carsten: \$52,023.13 (Last contribution: Mr. Carsten 12/2022)

- Reminder, people can contribute to this fund, and the Dan Watkins fund, to support our abilities to continue programs.

Membership Report – Mary Redmond

Registration Type	2020 Registrations 090119 thru 053120	2021 Registrations 060120 thru 083121	2022 Registrations 090121 thru 083122	2023 Registrations 090122 thru 083123	Member Type
Athlete Premier (YR)	3375	2693	3271	2641	Athlete
Athlete Seasonal 1	NA	21	117	NA	Athlete

Athlete Flex	369	1453	1133	444	Athlete
Athlete Outreach	116	61	60	33	Athlete
<b>TOTAL ATHLETE REG</b>	<b>3860</b>	<b>4228</b>	<b>4581</b>	<b>3118</b>	<b>Athlete</b>
Individual	313	307	353	349	Non-Athlete
Life	5	5	5	5	Non-Athlete
Club	32	27	29	25	Clubs
Club Seasonal	1	0	0	NA	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: 4581**

**SWIMS 3.0 Update as of 3/14/23**

USA Swimming is working on the functionality for teams/clubs to be able to renew athletes for the next season. New swimmers will always be registered for the first time by the parent/guardian. Parents will be required to update their documents once per year even if the club renews their swimmers. The testing of this functionality will be done in July.

Refunds for duplicate registrations must be submitted to USA Swimming within 30 days of the registrations.

Junior coaches who are under the age of 18 are not required to meet the SafeSport training requirements per the Center's requirements.

Individual Times link on USA Swimming is not working correctly. All the times are uploaded into SWIMS and parents/teams will need to go through the team portal or through the swimmers record – times are listed under Profile.

April 4 begins the seasonal registration period if a club has set themselves up to allow the seasonal registrations.

**ZOOM License: The zoom license will expire at the end of March for teams/LSC that paid through USA Swimming**

Unattached non-athlete members or unattached athlete members will need to contact Mary Redmond for the registration link for Unattached.

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

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

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

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

CSTE	RSD MEET	10/14/2022	\$75.00

Any 17-year-old athlete who has not completed the APT requirement by their 18th birthday will not be a USA Swimming member in good standing unless or until the APT requirement is completed. This includes eligibility to compete in USA Swimming sanctioned meets, club practices and all other related activities.

**Athletes who are about to turn 18 or who are 18 must create their own log in account with USA Swimming to take the APT course. They can still be attached to their parents at the same time.**

Athlete Report – Simran Jayasinghe

No report

Diversity Committee Report – Maria Davila

**I. Don Watkins Scholarship:** Sally & Maria met about two weeks ago to discuss updating the criteria used to evaluate scholarship applicants. **Proposal to update criteria to reflect attached point & award structure**

1. The application will once again be distributed via Google Form. Link will be posted on the website and sent to coaches following the Board meeting.
2. Proposed Timeline
  1. March 26 - Assuming approval of changed structure, application link distributed & posted to website.
  2. March 27 - Application opens
  3. Week of April 3-7 - DEI Committee to meet to discuss scholarship recipient selection subcommittee
    1. Goal is to appoint subcommittee by end of meeting
  4. April 14, 11:59PM - Application closes.
    1. *Note:* application deadline may be extended, subject to BOD approval, depending on total # of applications submitted by this date
  5. April 16 - 26 - Applications reviewed by scholarship recipient subcommittee
  6. April 28-30 (exact date TBD) - subcommittee to meet to discuss applications & determine award recipients
  7. April 28-30 (exact date TBD) - subcommittee selection report to be sent to Board for approval of 2023 scholarship recipients
  8. Week of May 5 (assuming approval of recipients) - scholarship recipients & coaches to be notified via email & certificates to be mailed out
  9. May BOD Meeting - recognition of 2023 scholarship recipients
3. Money will not exceed remaining DEI available funds.

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si dei scholarship  
point system proposa

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

We have had a very busy and successful 2 months of meets with President's Day Senior Classic, Sectionals and Age Group Championships, plus other age group meets. Bob Horne (Officials Chair) did an excellent job being the Meet Referee at several meets and organizing other Meet Referees. Bob is looking to add a few more Meet Referees and Starters and Deck Referees to that stable of our officials. This will help our officials grow in the LSC and continue to restock our pool. Bob Horne did a training session for new officials in January, and we had over 20 new officials either complete or start their training. Good to see that we are generating a lot of interest as we need to continue to replenish our officials. We continue to struggle not being able to use Officials Tracking System (OTS). Currently we can add officials to our meets, but Officials no can track the meets they worked. USA Swimming is struggling to get this system operational. We also have a portable scoreboard that the LSC owns and was damaged at one of the rainstorm meet. Kevin Lee and Carlos are working on a plan to get the scoreboard back in working order.

## ***Safe Sport Report – Melissa Eisenhamer***



Hello everyone:

With the transition to the new registration system and such from USA Swimming, it has been very quiet on the Safe Sport side. Plus I think they are getting ready for the big LSC Safe Sport Leadership Conference in Denver next month. I will be going to hear what they have in store for LSCs regarding Safe Sport and hopefully by meeting with other LSCs and even other National Governing Bodies we can obtain more information and tools to get us on the right track.

The one thing I cannot stress enough is for teams to bring their changing tents to swim meets. This will help the flow of who is in what restrooms. The changing tents are great for adult athletes to change in so they are not in the same restrooms as minor athletes. It also helps minor (or even adult athletes) that would like privacy a spot to change in. If your Safe Sport tent is falling apart, I recommend purchasing a new tent. Maybe upgrade and take it to Swim West/Paradowskis and they can heat press your logo on it (or whomever does your heat pressing).

Please let me know if you are the Safe Sport person for your team. I would love to update my list of Safe Sports in our LSC and disperse information to you as I receive it.

I will have more info at our May LSC Board of Directors meeting.

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

Have a great Spring season!

Thank you.  
Mel :-)

### **Officials Committee Report – Bob Horne**

No report

### **Equipment Report – Kevin Lee**

Discussion over scoreboard repairs will be part of closed meeting and reported out in May.

### **Operational Risk Report – Carlos Davila**

SDI Operational Risk Report March 19, 2023

There has been some changes at USA Swimming, the person that oversaw updating all the emails is no longer working with USA Swimming. Without this update, I am not able to receive any of the reports of occurrence and communications from USA Swimming, I asked all the teams and coaches to send a copy of their reports to the operational risk email.

From the last board meeting, I got one report from FAST.

I want to remind teams, coaches, officials, meet directors, and meet administrators 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:  
<https://fs22.formsite.com/usaswimming/form18/index.html>

This will allow USA Swimming to track an injury and provide financial assistance to the injured party. And please send a copy to  
[operational-risk@si-swimming.com](mailto:operational-risk@si-swimming.com)

Thanks again for all the support.

**Technical Planning Vice Chair – Paul Mazzarelle**

No report

**Senior Chair – Dave Kilmer –**

Proposal for summer travel is below MSA :

		Date	Location	Estimated total costs					multiplier	proposed support	2022 Amt
				Hotel	Nights	Travel	Car Rental	Total			
60%	OW Juniors	April 21-23	Sarasota FL	\$329	3	\$600	\$175	\$1,762	0.6	\$1,057	\$970
70%	OW Nationals								0.7	\$1,233	\$1,132
70%	Nationals	June27-Jul1	Indy	\$125	5	\$620	\$340	\$1,585	0.7	\$1,110	\$1,430
30%	Sectionals	7/13-16	Fullerton	\$155	4	\$80		\$700	0.3	\$210	\$245
30%	Senior Zones	July 25-29	Clovis	\$155	5	\$200		\$975	0.3	\$293	\$280
50%	Futures	July 26-29	Sacramento	\$150	5	\$280	\$460	\$1,490	0.5	\$745	\$725
daily	Junior Nat'l	July 31- Aug 4	Irvine	\$110 per day of competition						\$110/day	\$110 / day

**Age Group Vice Chair – Sean Redmond**

2023 San Diego Imperial Swimming Western Zone Age Group Championships task force proposals

Team Selection:

- The intent is to have 48 swimmers on the team: 8 swimmers for each age group and gender. This does not include the up to 4 para swimmers: 2 12/u and 2 13-14
- To apply for the team, swimmers must have achieved at least 1 WZAG standard (national age group AAA).
- Swimmers with 6 cuts will automatically be selected to the team.
- Swimmers with 2-5 cuts will be selected by the WZAG Champ staff. The selection will be using the swimmers best times; submitted and listed on their application; using the results from the 2022 WZAG championship meet. They would be looking at the top 8 and top 16.
- Those swimmers with 1 cut may be considered for selection to complete a relay. If there are three swimmers in an age group: a fourth swimmer may be selected. If there are 7 swimmers, an 8<sup>th</sup> swimmer may be selected.
- All swimmers will swim 6 events and up to 4 four relays.

Cost breakdown – based on 48 swimmers.

Entries - \$20 surcharge, \$20 per event, \$7.50 per relay	\$170
Outfitting – \$20 - 2 caps, \$50 – 4 shirts, \$55 swim bag/backpack, \$45 jacket	\$170
After meet social \$40	\$40
Hotel – 2 per room at \$200 per night - \$100 each for 5 nights	\$500
Airfare	\$500
Food - \$80 4 lunches, \$120 4 dinners	\$200
Total per swimmer	\$1580
Total for 48 swimmers	\$75,840

Cost breakdown for staff – based on 7 coaches: Head coach and 6 coaches for 1 per group and 1 team manager/chaperone.

Hotel – 1 coach per room @\$200 per night	\$1,000 each
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Airfare	\$500
Outfitting – same as swimmers minus the caps	\$150
Food – same as the swimmers	\$200
After meet social	\$40
Total	\$1890
Total cost for a full staff	\$15,120

Total does not include ground transportation at \$1,000 per van.

Renting vans will be about \$1,000 per van. The number of vans will depend on how many swimmers are traveling with the team. This does not include the cost of gas.

The hotel is about 8 miles from the pool or about 15 minutes.

Breakdown of LSC and swimmer splits

	LSC 30%	Swimmer 70%	LSC 40%	Swimmer 60%	LSC 50%	Swimmer 50%
	\$474	\$1106	\$632	\$948	\$790	\$790
X 48	\$22,752		\$30,336		\$37,920	
Staff	\$15,120		\$15,120		\$15,120	
Staff Stipend	\$2,300 (500 HC/300 AC)		\$2,300 (500 HC/300 AC)		\$2,300 (500 HC/300 AC)	
Sub Total	\$37,872		\$45,456		\$53,040	
w/van(1)	\$1,000		\$1,000		\$1,000	
<b>Total</b>	<b>\$41,172</b>		<b>\$48,756</b>		<b>\$56,340</b>	

The total is the cost to the LSC.

For those not traveling with the team, or if the LSC decides to not travel as a team; the stipend would be at the 30, 40, or 50%

If SI travels as a team:

- 13-14 will be (strongly) encouraged/ expected to travel as a team.
- 11-12 will be encouraged to travel with the team.
- 10-u will travel with their parents.

If the swimmer travels on their own, not as a team. It would be recommended that the families stay at the same hotel; I have made reservations for 30 rooms at a hotel that is about 10 miles from the pool; 10-15 minutes' drive. The hotel is next to a mall.

If the LSC is giving a stipend the amount would be from the LSC 30-40-50% breakdown.

Additional Information:

Budget amount for Western Age Group Zone was set at \$42,500

Coach Stipend used last year was \$300 per coach and \$500 for head coach.

Stipend will be set @ minimum of \$475 / swimmer – MSA

Recommendations of task force accepted -- MSA

The board will review the overall number late summer and adjust up if possible .

**Coach Representative - Cathy Elgas**

No report – Coaches meeting at the beginning of long course meeting.

**AT Large Member – Amy Cox**

No report

Next Meeting: Sunday, May 21st @ 7:00 pm