

Agenda for BOD

- 1) Review approve previous minutes
 - 2) Consider items in consent agenda
 - 3) Old business:
 - 4) New Business
 - 5) Adjournment
-

Consent Agenda

SI BOD meeting July 21 2024

General Chair Report: Dave Kilmer

Treasurer Report: John McGlynn

Officials Chair: Bob Horne

Senior Report: Paul Folts (Vote required)

Age Group Report: Sean Redmond (Vote on all-star travel)

Operational Risk: Carlos Davila

Registration Report: Mary Redmond

Program Committee: Paul Mazarelle

Athletes Rep: Kiran Jayasinghe

Nothing to report from: Operational risk, Finance, Admin, safe sport, championship

General Chair Report

The USA swimming annual business meeting is in a couple weeks. Once the meeting takes place we will have to adopt any new rules that are implemented – at our H.O.D. meeting in November. Those rule changes as well as any proposed P&P changes will be sent out at least 20 days prior to the HOD.

We need those who volunteered to be on the nominating committee to come up with a slate of candidates for outgoing board members for the November HOD meeting, by the end of October.

Maddie Mohr – who was appointed to the finance VC position has resigned. This position was temporary and was to be voted on at the upcoming HOD meeting, so we will need someone with someone with accounting or finance background to fill this position in November.

Joy Cabrera (SI secretary) – offered an idea for communication – see new business

Remaining 2024 board meeting dates:

B.O.D. and H.O.D meeting – 7:00 PM Nov 17th

Treasurer Report:

Jan	Mar	May	July	Sept
Checking - \$169,246.50	\$191,094.80	\$192,398.01	\$221,108.94	\$218,205.95
Savings - \$75,043.80	\$75,046.32	\$ 75,048.80	\$75,051.19	\$75,053.75
Investment - \$530,675.63	\$552,541.72	\$567,122.48	\$576,022.21	\$583, 918.64

Officials Report:

The "end of year" officials luncheon was fun and I thank everyone who attended.

'Officials of the 2023/2024 season were : Laura Labyed and Rick Tran

Senior Report:

Travel – Paul will be reporting on Summer travel and will bring up any exception requests.

Age Group Report:

San Diego Imperial Swimming Age Group Report – September 15, 2024

Age Group Zones

This year's Western Zone team consisted of 33 athletes. As a team there were some great swims, and the team finished in 6th place; 10 points behind Sierra Nevada. The meet was held in Boise, Idaho.

Currently, we still do not have a location for the 2025 AG Zone meet; hopefully we know by the end of the month when the zone has its annually meeting. The zone is looking at trying to get sites lined up in a 3–4-year cycle.

EXPENSE ITEM	AMOUNT		INCOME ITEM	AMOUNT
Reimburse non-traveling w/team 15 athletes @ \$1200 ea	\$18,000.00		18 Traveling Athletes Fee @ \$1200 ea	\$21,600.00
Hotel	\$16,232.45		4 extra airline tickets @ \$400 ea	\$1,600.00
4 Vans +gas	\$3,679.28			
30 airline tickets	\$11,220.97			
Food	\$6,223.99			
Entries for 33 swimmers	\$5,400.00			
Outfitting:				
43 backpacks: 5 coaches, 3 officials, 1 team manager, 1 chaperone, 33 athletes	\$2,363.28			
T-shirts	\$1,855.46			
41 Jackets with embroidery + embroidery on backpacks	\$1,708.95			

Packets for parents & athletes	\$65.38			
Social	\$1,638.32			
Misc supplies	\$152.34			
Parking for Redmond	\$228.00			
Total	\$68,768.42		Total	\$23,200.00
Total expenses	\$45,568.42			
* swim caps paid by Coaches Assoc so not included				

2025 All-star meet with Arizona Swimming

The all-star meet will be the weekend of January 4, 2025. We have asked about the possibility of having the meet on Friday, January 3 in the afternoon and on Saturday, January 4 in the morning. The reason is that the swimmers will still be out of school that weekend. We do not know the location currently. We talked to the coaches from AZ at the WZAG meet about the meet. They are bringing it up at their September LSC meeting and will let us know.

As a result, I am not able to put together a proposed budget for the meet. Our options would be to go by bus or to fly. AZ is looking at either Yuma or Phoenix, we could go by bus to both locations.

Other questions:

1. Do 10/u travel with the team?
 1. We would get a hotel for all to stay in the same place.
2. If we fly, do we rent vans or a bus?
3. How much should be charged to the swimmers and/or stipends given?
4. Are there any other things that need to be considered?

Program Committee Report: No second-meet bidders on the Oct 25-27 meet weekend. SBA was the only bidder for the second site of the Feb 7-9 meet, and will be the second host.

Diversity, Disability, Equity, & Inclusion Committee Report – Maria D

I will be attending the USA Swimming workshops as Chair and participating in the DEI track. An overview of the workshops/new DDEI resources can be expected at the next BOD meeting.

Athletes Rep Report:

The Athletes committee would like to create a task force for social media content creators. We don't know if we need board approval, but we thought we would ask. We have a list of guidelines and names if this is ok to move forward with!

Also if we could make a quick request from coaches on Sunday to give us contact info of any athletes interested in joining the athletes committee or running for a rep position, that would be great.

Athlete summit report

The 2024 Athlete's Summit went well, with a very high turnout of about 30 athletes (the second highest to our knowledge). We covered all the topics we planned and were able to gather feedback from attendees to generate new goals and ideas for the upcoming year, as well as create a group of interested attendees to help with our previous goals for the next few months. The event was entirely athlete-run, with supervision from Joy Cabrera.

Schedule for the summit:

9:30-9:50 Check In. Got swimmers checked in – each one got an SI sticker, cap, water bottle, and USA-S keychain.

9:50-10:20 Introductions/Icebreakers. Had athlete facilitators and attendees introduce themselves. To get athletes more comfortable, we split them into random groups and had them go on a 10 minute scavenger hunt/let them talk amongst themselves.

10:20-10:35 Governance. Gave a lecture-style breakdown on how athlete governance works within swimming and provided stories/examples/advice on how to get involved. Every attendee received a handout pulled from USA-S resources on governance to take home.

10:35-11:00 Beach Cleanup/Servant Leadership. Gave a brief definition of servant leadership. Used the same groups from the scavenger hunt and gave each one a pair of gloves and a trash bag, then had them walk along the beach and pick up trash. When we came back together as a group, we had athletes talk about how they've used servant leadership in their life or how they would use it in the future.

11:00-11:15 Break. Provided snacks and water.

11:15-12:00 Leadership Styles and Values. Attendees received a handout explaining leadership styles and how to develop/work on skills. We let everybody work as a big group and then split them up to talk about everything as a whole.

12:00-12:30 Break. This was our scheduled lunch break, but pizza had not yet arrived, so we took a group picture and let attendees have some free time. We were able to have one-on-one conversations with people who came up to us and went around gathering emails from people who were interested in helping us with projects.

12:30-1:00 Brainstorming. We broke into three large groups and had an athlete facilitator for each group, and had athletes talk about what they would like to see from the LSC, projects they would start if they ran for athlete representative, and give feedback for the summit.

1:00-1:15 Lunch. Pizza arrived and we gave the athlete's another small break.

1:15-1:50 DEI. Gave lecture-style talk on the importance of DEI in swimming. Attendees did the Identity Flag activity. Then we came together as a big group and posed some questions to help athletes understand the concept of privilege and differences within the sport and in real life, then opened up to group discussion. Athletes were given a handout for DEI made by the DEI committee.

Notes: While we think the summit ran pretty well, there are several things we noted we can improve next year (for the benefit of the next athlete representatives)

- such a large group made it harder for attendees to speak up and feel comfortable. With only three facilitators for the majority of the time (four at the beginning), we felt like we connected less on an individual level. During the summit we made several impromptu changes such as the scavenger hunt (unplanned but felt it was necessary), splitting attendees into several groups at random (we noticed kids only talked to people they already knew), and letting kids have more agency (letting them hang out with their friends during breaks, or letting ourselves get off schedule in efforts to promote a more relaxed environment).
- on the other hand, the large group let us reach a wider and more diverse audience. We were able to see several different types of personalities emerge throughout the day. During our beach cleanup, we hung back and the attendees took over without prompting, something that did not happen the last two years with a smaller group. Though the large group was intimidating to attendees at first, people got much more comfortable and vocal towards the end.
- the younger generation has a shorter attention span, and we did not account for it enough. Athletes asked us for shorter sections, preferring to get up and move around at more frequent but smaller intervals, instead of having a longer discussion section and then a longer break. We took this into account towards the end of the summit, but next year it would be smarter to schedule those breaks in and/or plan more activities that involve movement and engagement.
- we did not have enough shirts to hand to everybody, but instead used them as prizes during discussion questions. This was very successful and we recommend it is used next year!
- we used a very simple facilitator guide and composed a somewhat flexible schedule. In the future, for a group this big, a more detailed facilitator guide and schedule would be useful. It is easier to be flexible with a smaller group, and better to have more planning than too little with a larger group. This helps future facilitators feel more comfortable too.

We will be sending out a thank you email and google feedback form to attendees within the next day. We have also added all of them to our Athletes Committee email list and have invited them all to join our meetings. We asked if any of them were interested in joining specific meetings geared towards social media improvements and there were several, so we made a separate list of their names as well and are thinking about creating a task force for them if possible. There were also several ideas/feedback agreed upon between different groups during our brainstorming session – we will create a more streamlined list and send it to the chair/board so everybody is aware of what we are working on + what SI athletes want, sometime within the next week.

We look forward to working with this group of leaders and guiding them towards becoming athlete representatives in the fall!

- Kiran Jayasinghe

Coaches Rep Report:

Time stds for Championship meets in the works. Hopefully we can get them finalized, approved (by an e-mail board vote) and published in the next 30 days.

Registration Report: - Mary Redmond

	2021 Registrations 060120 thru 083121	2022 Registrations 090121 thru 083122	2023 Registrations 090122 thru 083123	2024 Registrations 090123 thru 083124	
Registration Type					Member Type
Athlete Premium (YR)	2693	3271	2966	2854	Athlete
Athlete Seasonal 1	21	117	109	82	Athlete
Athlete Flex	1453	1133	672	737	Athlete
Athlete Outreach	61	60	46	48	Athlete
TOTAL ATHLETE REG	4228	4581	3793	3721	Athlete
Individual	307	353	438	392	Non-Athlete
Life	5	5	5	5	Non-Athlete
Club	27	29	29	30	Clubs
Club Seasonal	0	0	NA	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
Total Athlete Registrations 2023: 3793

The registrations numbers are through Sept 15, 2024

There are 6 apprentice officials registered but there is no fee until they pay their registration fee after they complete their shadowing. They are not counted in the registration numbers.

Outstanding Fines owed through 7/15/24

CALI: \$75 SDSA \$75 SOL \$300

Update from USA Swimming:

Coaches that were registered before 9/1/22 will no longer be required to take the following courses as they are grandfathered in: QFC: Quality Coaching Framework, Welcome to USA Swimming, Rules and Regulations and CORE Certification.

All coaches registered for the first time after 9/1/22 will be required to take the courses.

The Registration Fees for 2025 will remain the same as the 2024 fees.

2025 Registration Fee Information – can be found on the SI website.

USA SWIMMING ANNUAL BUSINESS MEETING & HOD: San Diego Imperial Representatives September 26-28, 2024

In person Representation:

Dave Kilmer: General Chair

Sammie Hail: Administrative Vice Chair
Sean Redmond: Age Group Chair
Mary Redmond: Registrar
Bob Horne: Officials Chair
Maria Davila: DEI Chair
Kiran Jayasinghe: Athlete Rep
Catherine Rowe: Athlete Rep
Simran Jayasinghe: Western Zone Rep
Juli Arzave: USAS Athlete Executive Chair

Virtual Representation:

Maja Palmroos: USAS National Safe Sport Committee Chair
Krissy Payton: Coaches Rep/Technically Planning

Old business:

New Business:

Idea submitted by Joy Cabrera:

I feel we still struggle to reach a majority of our families with LSC-related news and announcements and I'm not certain many go to our website regularly. I'm proposing at the end of our quarterly BOD meetings, we, as a group, identify the topics/updates just discussed that are most important to push out and share with the families. I'd expect maybe 2-3 top items each quarter but of course that could change based on the business at hand. While I'm drafting the full meeting minutes, I can create a separate document that pulls these top items we identified. We can post these under "News" on the website and also email a copy out to the main contact at each team and ask that they share it with their families.

Adjournment:

Next meeting -

November 17 HOD meeting at 7:00 PM BOD meeting to immediately follow the HOD meeting.