

## Southern California Swimming Board of Directors Meeting

Culver City Veterans' Building, Culver City CA

Wednesday, September 20, 2017

*DRAFT MINUTES*

Meeting called to order at 8:11 pm by Michael Jafari, Chair

**Attendees:** Michael Jafari (Chair), Kim O'Shea (Exec Director), Stacy Smith (Administrative Vice Chair), Ron Ross (Treasurer), Jeri Marshburn (Safe Sport Rep), Mark Schubert (MVN), Don Garman (Metro Coach Rep), Bill Voigt (Orange Coach Rep), DeAnne Preyer (Pacific Chair), Terry Stoddard (Senior Chair), Rick Shipherd (Planning Chair), Judi Divan (Times Chair), Mark Warkentin (Coaches' Rep), Monique Shelton (Age Group Chair), Sarah Dawson (Diversity & Inclusion Chair), Jeremy Anderson (Open Water Chair), Cade Brower (Sr. Athlete Rep), John Ogden (YST), Mike Bechtoldt (WEST), Jon Moore (Metro Chair), Sheri Stoddard (PASA), Brian Brown (CA-NV Senior Rep), Nathan Wilcox (NOVA), Camden Powell (Coastal Athlete Rep), Alex Crisera (Pacific Athlete Rep), Logan Reeves (Coastal Athlete Rep), James Gallagher (ROSE), Richard Davis (Orange Officials' Rep), Sean Kakuma (Coastal Age Group Chair), Steve Quan (MVN), Connor Grant (CANY), Cami Stein (CCAT), Alina deArmas (official), Maureen Lennon (Secretary)

Approval of BOD Minutes for June 21, 2017. **M/S/C**

### **Executive Director's Report- Kim O'Shea**

- Kim introduced Nicole Hendry, the SCS Office Manager. Nicole has extensive customer support experience and is transitioning to apply that in our swimming context.
- Kim noted that in SCS year-on-year registration numbers for year-round athletes, we did not grow and the chart below reflects the corrected numbers distributed to attendees at the meeting.
- USA Swimming has extensive statistical analysis tools available for all, including the ability to search and compare retention rates in all age groups, performance rates for achievement of time and championship meet standards, and more. The LSC should use these metrics in the upcoming strategic planning process.
- NACC 2017 Report. Mexico brought their largest team ever and won the competition. This meet is a great step in our developmental progression for elite age group athletes. We should produce a developmental plan, showing what is expected of athletes, coaches and officials through all levels: age group/JOs, Western Zones, NACC, and then on to national competition. Expectations at each level should be defined, showing what behaviors (code of conduct, sportsmanship, team pride, goal-setting) are to be learned and experiences (representation, competition, independence) to be gained.
- Kim recommended the LSC provide greater funding and support to the Western Zone meet, since it is a great first step in representing the LSC.
- USAS Convention Report
  - LSC came in well under the budget: previously, we had \$13,500 budgeted for 17 delegates, and approved a \$5135 variance in June to include hotel expenses for eligible delegates = \$18,635 budgeted. Covering hotel, airfare (our delegates did a great job of finding reasonable flights, averaging \$280/ticket!), SCS dinner and breakfast, as well as USAS delegate registration for 15 delegates, expenses are at \$13,045.
  - Registration Meetings: USA Swimming is much further along in the OMS (Online Membership Services) than in April. USAS shared a flow chart of the registration system, where errors/exceptions will be caught by the clubs before coming to the office. A helpful new future feature is the dual-screen approval process, where the office will be able to compare the incoming renewal to current registration, updating what is needed and importing new/without losing recorded data (ethnicity, geo. Committee, etc.).

- The Athlete Protection Training (APT) Course has been updated, and now consists of modules: 75 points are required, and this can be done with the required 50-point course, and one of two 25-point elective courses. More elective courses will be added in the future, to serve our varied membership in their areas of interest and relevance. These items are on the USA Swimming website, via the LEARN platform: [www.usaswimming.org/protect](http://www.usaswimming.org/protect)
- Insurance for Coaches: [www.usasmarketplace.com](http://www.usasmarketplace.com) There are insurance options available for USA Swimming members, including Home, Health, Dental, Vision, Life, Home/Auto, and other supplemental offerings through IOA Insurance Services. Specific questions, contact JD Wallum: 719-651-5582, [JD.Wallum@ioausa.com](mailto:JD.Wallum@ioausa.com) .
- USAS Governance changes: sweeping changes in the role of the Board, nominating committee, governance v. management style/focus, and number of Board members were all approved by the USA Swimming House of Delegates.
- Junior Coaches: Junior Coach (age of 16 or 17—must be under direct visual supervision of a registered coach) was also approved....becomes effective Sept. 1, 2018.
- Office update:
  - 2018 registration has begun! Great gobs of paperwork!
  - Uploading batch files—the SCS office appreciates the clubs sending batch/file attachments to upload. It enhances the efficiency of the renewal registration process.
  - First month of ACH billings—we have about 45 clubs (so far) that will get their first invoices on September 25, and then their bank accounts will pay the invoice amount on Oct. 1 for all the athlete registrations submitted for September. The SCS office appreciates not having to handle individual checks from families.
- Response time---emails and calls and more emails to check on emails. The SCS office is working hard to provide positive response times, as well as get the stacks of paper registrations sent in daily. The number of additional calls and emails coming in are challenging, particularly as they relate to inquiries about the paper forms sent in. This is an area our clubs could help tremendously: by checking their Club Portals for their current rosters, and communicating with their families about using the Deck Pass app to check for status of current membership

<b>Committee</b>	<b>Total 2014</b>	<b>Total 2015</b>	<b>Total 2016</b>	<b>Total 2017</b>	<b>2018 thru 9/19</b>
<i>Coastal</i>	3,922	3,747	3,674	3,663	526
<i>Pacific</i>	3,835	4,111	3,993	3,786	704
<i>Eastern</i>	4,525	4,308	4,112	4,207	546
<i>Orange</i>	7,410	7,309	7,056	7,044	855
<i>Metro</i>	3,559	3,880	3,773	4,001	370
<i>Desert</i>	1,738	1,720	1,574	1,481	542
<b>Yr-round TOTALS</b>	22,666	23,201	22, 471	21,507	3,557
<b>Outreach</b>	1,377	1,585	1,619	1,589	113
<b>Seasonal</b>	2,352	1,864	1,682	1,479	--
<b>TOTALS</b>	<b>26,395</b>	<b>26,658</b>	<b>25,772</b>	<b>24,575</b>	<b>3,670</b>

- 2017 Non-Athlete (through 8/31/17): Coaches- 975; Officials- 167; Others – 266 = Total 1,385. (the total does not match as some athlete non-members check multiple categories). There are 168 current Clubs registered, with 3 Seasonal clubs and 7 Organizations.

#### **General Chair's Report – Mike Jafari**

- Over the last few months items are becoming increasingly more streamlined as the LSC adjusts to the new transition. Michael had the opportunity to talk and listen to many coaches and officials on different level decks from Age Group to Senior, be at the USA Swimming Convention, and listen to concerns and praise from the board. Among recent changes is a new partnership with Team Unify to take electronic payment directly to Southern California Swimming. This will end paper and check mailing for all renewing athletes. Moving forward this will expand to all forms of payment to SCS including, but not limited to, meet fees. Michael thanked those who participated for their comments and concerns as the LSC narrowed down the online provider.
- USA Swimming Convention was primarily focused around the House of Delegate voting regarding the new USA Swimming Governance structure. It was voted in favor of moving the USA Board from 35+ (depending on number of past chair votes) down to 15. The concept is for the board to move away from day to day work, and let the staff become more efficient, while moving to a more governance role. This was voted on in overwhelming favor by the athlete reps, staff, and HoD members.
- Michael noted an exceptionally eventful next few months as the LSC prepares for future changes this year and the beginning of the Quad within SCS. The Coaches and Officials clinic is at the end of September and the SCS Strategic planning meeting is October 28th.

#### **Administrative Vice Chair's Report – Stacy Smith**

- Stacy asked all to reference and use the new sanction approval request form (on line on the website). It enables users to fill it in online and print it out for mailing. The concern remains about late submissions and insufficient review time for sanction requests. To expedite the process, Stacy requested that teams ask their Admin Referees and their Meet Referees to confirm immediately via email to Stacy and the office that they will be in these roles at the meet. This will eliminate delays getting sanctions approved.
- Ted, as Officials' Chair, will facilitate uploading to the USAS OTS site.
- Following Monique Shelton's Age Group Report, Stacy advised that it is required that teams have a secured facility confirmed before they bid on SCS meets at the June bid meeting. Gators Swim Club won a bid in June for one of the three December 2018 WAG meets. Subsequently, they realized they do not have the intended Santa Margarita High School facility for all days of the meet. Stacy noted that she first reached out to Gators eight weeks ago and there is still no resolution.
- A motion was made to give GSC a week to confirm a site for all days of the meet. If the team is unable to do so, the meet will be given to Piranha Swim Team, who was the 4<sup>th</sup> bidder (unsuccessful) in June. **M/S/C**
- Stacy raised another meet issue, requested by Ron Aitken. For the past three years Sandpipers has hosted a meet for several teams from different LSCs, which is a combined age group and senior meet. Ron has asked for an exemption for this meet from the LSC tech suit rule. It was noted that this meet with multiple participating LSCs created a unique situation. A motion was made to allow the exemption from the LSC tech suit rules, in view of the unique circumstances, and in consideration of USAS provisions for meets that cross LSC boundaries. . **M/S/C**

#### **Senior Chair – Terry Stoddard**

- *Senior Race Series:* Starts this Sunday with dual meets on Sundays: 9/24; 10/ 8 & 10/ 22. Not every event will be offered at every dual meet, but it follows closely the College Dual Meet Format. The Series Championship Meet will be on Sunday, November 19<sup>th</sup>.

- *USA Convention Report:* New Senior time standards were adopted (about one tenth of a second per 50). Therefore, our LSC needs to adjust our Sr. Development Time standards using the percentage from this time standard which Terry proposed could take effect April 1, 2018. Sectional Time Standards will remain the same through December, 2017; March, 2018 and Summer, 2018.
- Sites and Dates for upcoming meets:
  1. 2017 Winter Nationals – Columbus, Ohio - 11/29-12/2.
  2. 2017 Winter Speedo Juniors – West: Iowa City – 12/6-9.
  3. 2018 Open Water Championship[s – Lake Castaic, Ca – 5/11-13.
  4. 2018 Phillips 66 National Championships – Irvine, Ca – 7/25-29.
  5. 2018 Speedo Junior Nationals – Irvine, Ca – 7/31-8/4.
  6. 2018 Futures – West: Santa Clara – 8/2-5.
  7. 2018 Winter Nationals – Greensboro, NC – 11/28-12/1
  8. 2018 Winter Speedo Juniors – West: UT, Austin – 12/5-8
  9. 2019 Phillips 66 National Championships – Stanford – 7/31-8/4
  10. 2019 Speedo Junior Nationals – Stanford – 8/6-10.
  11. 2019 Futures – TBD
- 2017 USA Summer Swimming Championships participation:
  - 2, 290 Female Swimmers / 2,135 Male Swimmers = 4,425 Total Swimmers; 1, 365 Coaches; 1,386 Teams; Number of Swimmers entered in both Juniors and US Open= 60; Number of Teams entered in both Juniors and US Open = 77
- 2017 December Sectionals will be hosted at Crafton Hills College Aquatic Center and hosted by Yucaipa Swim Team – Friday through Monday, December 15 – 18.
- Terry encouraged members to watch the two pieces available on USA Swimming website in regards to the Senior Development Committee's Task Force on the Butterfly Revolution.
- 2020 Olympic Team Selection Meet –Trials Notes:
  1. It will be hosted in Omaha, Nebraska; Dates will probably be either 6/21-29 or 22-30
  2. IOC had approved new swimming events for 2020 Tokyo Games: Men's 800 Free; Women's 1500 Free & 400 Mixed Medley Relay. The Olympic order of events has yet to be determined. This will require some planning on the part of our Trials and some thought provoking discussion regarding meets leading up to Trials.
  3. The Tokyo 2020 Order of events might again have the Finals Events in the morning
- The National Team Program plans to "Trial-ize" Sr. Meets starting with the Pro Series. The idea is to run two days with all the events and then a third day with some different format.
- Frank Bush will officially retire on September 30<sup>th</sup>. A discussion and search is ongoing for the next National Team Director.
- At ASCA a group of people meet and formed the World Swimming Association.
  1. You can become a member for \$5.00 or a Life Member for \$250.00.
  2. [www.worldswimming.org](http://www.worldswimming.org)
  3. They are going to change The World of Olympic Sport.
  4. WSA is an idea born in Sept. of 2015 to address the failure of the existing world bodies to fairly, openly, and honestly administer our sport and provide for our athletes. After 11 decades of failure to become athlete-centered, the WSCA Coaches decided that it was time to develop something *NEW*.
  5. The World Swimming Association's purpose is to provide an organization for swimming that is **Athlete Centered, Administratively Transparent, and Professionally Managed**.
- Ron Aiken, Sandpiper was named Developmental Coach of the Year by USA Swimming for the Second Year in a row. Congratulations Ron!

- USA Swimming has created a few new memberships. One of them is “Flex Membership”. Senior Coaches should put some thought into how this might affect Senior Swimming both in the short and long term.

#### **Age Group Chair – Monique Shelton**

- Age Group Time Standards: Judi has completed WAG, JAG, and Summer JO’s, and Spring JO will be completed soon. These will include relay standards and all should be finished and published on the SCS website by the end of September.
- Tech suit discussions are still going on at the LSC /National level. A study is being done by outside sources to establish cause/reasoning for the rule to be implemented. Many convention goers were interested in how SCS rolled this out. There was lots of interest in moving towards a policy that governs all, to take the pressure off of the coaches. Monique reminded all teams of the tech suit rule and to please educate your families, coaches and vendors to help keep the chaos to a minimum as we fire up the new season.
- Convention notes: USA Swimming Convention included a session on Intro to competitive swimming for long term success (two great presentations by Beth Winkowski from Dynamo and Norm Wright from Northern Kentucky Clippers). Both of these teams have brilliant age group models. Another good presentation was Mind/Body Connection with Keenan Robinson and Allison Schmidt. This focused on mental health and talking to your athletes, asking the “right” questions and really reading them to know if something is just slightly off.

#### **Treasurer’s Report- Ron Ross**

- Ron noted that there was no YTD financial report because he is still in the midst of changing and updating the account structure to facilitate much easier reporting in the future. All reports will be updated at the HOD meeting in November.
- Ron presented proposals for national meet funding and provide input from Dave Kelsheimer regarding a desire for open water and pool nationals and juniors to be funded at consistent levels.
- A Motion was made to fund Nationals at \$1000 and Juniors up to \$600 with the money left over. Futures to be funded up to \$150. This applies to winter and summer meets and open water. **M/S/C**
- Ron presented a Motion to cancel the former executive director’s 401k account, at her request. There is no financial impact or downside to the LSC and it eliminates a board expense. **M/S/C**

#### **Secretary – Maureen Lennon – No Report**

#### **Athlete’s Report – Cade Brower**

- Cade was thankful for the opportunity to attend convention. He appreciated the shout out to SCS at the Western Zone meeting about our athlete summit experience.
- Cade sought Board guidance on how to get the athlete’s proposal on LSC representation (presented at the two previous board meetings) officially before the House of Delegates for a vote in November. With Jeff Julian no longer Legislative Chair, Jeri Marshburn volunteered to assist the athletes in determining what should be a by law change and what should be an appendix.
- Cade updated the board on plans for the Fall Athlete Summit the clinic weekend. The athletes are putting considerable time and effort into these initiatives, and Cade requested much greater support and participation by clubs. He asked everyone to reach out to clubs to get them involved at the athlete level.

### **Coaches' Rep Report – Mark Warkentin**

- Mark encouraged participation at the October Coaches' Clinic. To date, he only had five reservations. The emphasis of this clinic will be more on communication than technique.

### **Disability Report- Deanne Preyer on behalf of Shari Tidwell**

- There will be a Disability Workshop for coaches February 2-4, 2018, at OTC.
- There were no major decisions at convention relating to Disability issues.
- It is unfortunate that the Paralympic World Champs were canceled/postponed because of the Mexico City earthquake.

### **Diversity & Inclusion Report – Sarah Dawson**

- Convention Report of the Western Zone Diversity and Inclusion Issues: The Western Zone D&I Camp will be held at San Diego State University. 48 athletes (up from 34 athletes attending the last two camps), 2.5 day camp, \$250.00. Held the weekend of our JAGs 2018. Due to the increased cost of adding 14 more athletes, the D&I committee asked the Western Zone Board of Directors to allot \$1500 more to the D&I camp to offset costs (requested at the Western Zone meeting at convention), to be added to the \$6000 left over from the previous camp (held in Utah)-- to cover the increase in the number of athletes allowed in from previous years.
- Non-binary, Senior at University of Michigan swim athlete, G Ryan, hosted a talk at convention. The emphasis in the talk was on the use of pronouns being important to athletes who do not identify as male or female. Using the pronouns "they, them, their" was of utmost significance in being able to address them and having them feel safe in the environment of the moment. They also talked about the extreme cases of being uncomfortable in what we perceive as innocuous environments, i.e. Going to the bathroom in the hotel lobby area, being on a swim team and having to swim as a gender that they don't identify with, or even going to the doctor and filling out the form and choosing gender, which only has two options. G was very real and aware of the confusion and helplessness in understanding as they talked, but encouraged coaches and others to learn and ask questions of those athletes that may be in the same position as G. All teams need to adopt a TRANSGENDER team policy and templates and samples are available from SCS.
- Southern California D&I Camps: Both camps will have a combo of pool and lecture sessions. Special guests, Cullen Jones and Mariejo Truex will be on hand. There will be a parents/athletes and coaches track. Both camps will be held at Brenda Villa Aquatics Center on the weekend of Oct. 21<sup>st</sup> and Oct. 22<sup>nd</sup>. Lunch will be provided both days, snacks will be provided on the 1<sup>st</sup> day.
  - Diversity Camp-Oct. 21<sup>st</sup> IMX Based camp
  - Inclusion Camp-Oct. 22<sup>nd</sup> Outreach/Scholarship or federal lunch program recipient.
- Sarah provided copies of three USAS Handouts available on the USAS website: "Creating a Safe Space for and Inclusive Atmosphere to Prosper", "Keys to Displaying a Positive Coaching Behavior", and "Recommended Practices for the Inclusion of Minor Transgender Athletes".

### **Officials' Chair Report – Ted Olivieri**

- Southern California Swimming has 203 certified officials on our roster with 23,000 athletes. Ted distributed an updated database of certified officials. The database shows the names, address, phone numbers and the official's current level of certification. The purpose is to provide our clubs access to all officials in our LSC.
- Ted reminded the board that SCS does not have an assigner. In fact, the clubs are encouraged to contact anyone on the list to officiate their swim meets. Ted is available to answer any questions or concerns about our LSC officials or schedules.

- Going forward, Ted will enter officials in OTS from Committee level meets or higher. Meet refs will do the OTS entries for all other meets.
- Ted advised that Richard Davis would be making a presentation at the officials' clinic on the tech suit rule and tech suit guidance. If and when officials see an illegal suit, they will disqualify the swimmer. Coaches need to be reminded at each pre-meet meeting to address this issue with their own swimmers.
- A recent USA Swimming Individual Medley rule clarification was reviewed.

#### **Open Water Chair Report – Jay Anderson**

- Jay commended SCS's showing in Open Water at meets this summer.
- The USA Junior and National Open Water meet next year will be at Town Lakes in Tempe Arizona. It is May 11-13 (which conflicts with some CIF meets).
- Open Water Junior Nationals will now add a 7.5K race. The schedule will be 10K Friday; Junior 5K Saturday and Junior 7.5 and National 5K Sunday.
- Jay clarified that the date of the Summer LSC Open Water meet is still being confirmed, but it will either be the day after JAG or the day after Sectionals (NOT the day after JOs).

#### **Operational Risk Report – Stacy Smith**

- Stacy pleaded with all to be diligent about filing the USAS incident report immediately following any incident. It is on line and easy to do and a copy automatically goes to SCS as well. This is the way to facilitate getting funding to families to get appropriate medical treatment and follow up.
- Convention Report - There will be changes this year in the *Safety Training for Swim Coaches* training program. One change will be to make CPR training consistent with lifeguard training, including infant CPR.
- Stacy updated the group on evolving concussion recovery research. Previous protocol called for rest and minimal stimulation. The new approach is to go to school, normal activity, screen time, but nothing too strenuous. There is a defined 5 point progression for when concussed swimmers can go back to swimming. The last step is underwater swimming.
- In addition to the safe diving start certification that coaches currently do, USAS is now adding a back stroke start certification requirement.

#### **Planning Chair – Rick Shipherd**

- Planning was clearly defined by Kim O'Shea since the previous board meeting: *Membership of the Planning Committee:* • Administrative Vice-chairman • SCS athlete representative • Coach and athlete representative from each SCS geographic committee. • Age Group and Senior Chairmen • Officials' Chairman • Coaches' Representative. *Responsibility of the Planning Committee:* Develop a proposed calendar shall be presented to the April Board of Directors meeting. Upon acceptance by the Board of Directors, all clubs shall be notified and given the procedures and documentation required for bids to host the meets. Bids will be heard and meets awarded at the June Board of Directors meeting.
- The Planning Committee meeting was moved to the Sunday of the SCS Clinic at El Camino College. The meeting will have a restricted agenda, including *Topic #1* SCS All-Star teams. A critical analysis and discussion on SCS travel practices and funding for All-Star team events. *Topic #2* Format for Championship level meets. Specific consideration of the format for LCM J.O.s and how teams can successfully host/participate in summer JOs. *Topic #3* The SCS competition calendar for 2019-2024. Discussion on how coaches can better facilitate the needs of age group and senior group athletes to promote competition participation from our membership and for the improvement of competitive results at the national level.

## Review Chair Report – Clem West – No Report

### Safe Sport Chair – Jeri Marshburn

- Jeri advised that there is a post on the SCS website regarding the SafeSport fellowship applications.
- Jeri presented the SafeSport reports from several Zones as an overview of that is being done in the area.

### Times Recognition Chair – Judi Divan

- Total meets loaded into SWIMS for CA in 2016-2017 season: 345
- SCSRT-Top 16 loaded to SCS website: June 30, July 31, August 31.
- SCS records loaded to SCS website Aug 31- SCY & LCM Records
- New NAG (since June 30): 11-12 Boys 200 LCM Free Relay NOVA
- All New SCS Records have been loaded to the SCS website (since June 30)
- SCS website to be updated shortly with new 2017 WAG, 2018 JAG, 2018 Spring & Summer JO and National/SCS senior time standards
- Downloadable Hy-tek Age group time standards in progress
- Downloadable Hy-tek Senior time standards in progress

## NEW BUSINESS

### 1. Meet Bids:

- The post-CIF meet had no bidders at the June bid meeting. Since then, Beach Swim Club has offered to host the meet at the Belmont temporary pool. Motion made to accept and award. **M/S/C**
- Golden West Swim Club cannot host the Kevin Perry meet in 2018. It was proposed to open the meet up again for bids until after the Senior Committee meeting.

### 2. Policy Change Requests:

- Motion made to eliminate the requirement to verify birth dates for first-time registering swimmers. Motion amended to include a requirement that a verification be done by the club registrar for all newly registered swimmers and that an affidavit is included in August 2018 registration and team materials that needs to be signed by someone on the team documenting that birth dates will be verified for new swimmers. **M/S/C**
- Kim proposed to eliminate the need for a separate signature on the code of conduct page as part of non-athlete registration, since there is a signature on the registration form itself regarding CoC compliance. Policy change request accepted.
- Ron Ross requested changing two policies: (1) \$11 charge annually to life members and (2) the \$1 per page charge for storage of meet results. Both policy changes were accepted.
- Kim requested a waiver of the \$10 transfer fee for a specific group of LA County swimmers in a unique situation, pending approval of a new club for them to transfer to. This proposal was accepted.

### 3. Terry Stoddard advised of the death of swimming colleague, Don Watkins. The memorial service is Saturday, October 21<sup>st</sup>, at the Kearny Mesa Recreation Center in San Diego (3170 Armstrong St. SD 92111). A SwimSwam article on his passing has additional details on donation options.

Meeting Adjourned at 10:10 PM

Respectfully submitted,

Maureen Lennon, Secretary (8 pages)