

Wisconsin Swimming, Inc.
House of Delegates Meeting
October 28, 2014-7pm-9:30pm
University of Wisconsin-Waukesha
Room N1033
Meeting Minutes



1. Call to Order and Review of Minutes (Consent Agenda Item)

The meeting was called to order at 7:20pm by General Chair George Geanon.

The minutes from the last meeting (April 2014) were approved as a consent agenda item.

Attendance:

George Geanon (LAKE)

General Chair

Brett Wilson

LSC Coach Liaison (BAC)

Scott Mueller (MFSC)

Pat Lewno (SEA)

Treasurer

Julia Krueger (MSS)

Kevin Milak (PX3)

Senior Chair

Curt Beutler (WAVE)

David Westfahl (SHOR)

Ivar Iverson (SEA)

Neil Wright (SEA)

Lexi Monty (FCY)

Athlete Rep.

Angela Monty (FCY)

Diversity Committee Chair

Cathie Marty

Safety Chair

Pam Soja (WAYS)

George Guddie (NBSC)

Robin Barkes (EPST)

Blaine Carlson (WEST)

Secretary

John R. Carabelli (BAT)

Drew Walden (BAC)

Past General Chair

Duke Bedrerles (SSTY)

Alexandria Doty (LAKE)

Ben Gill (LAXY)

Laura Betcherer (OZ)

Sarah Larson (NBSC)

Sten Keller (OZ)

Amber Johnson (GYST)

David Katz (SWAT)

Brent Boock (EBSC)

Age Group Chair

Corey Mukai (TOSA)

Debra Sala (LOO)

Stephen Good (WAT)

Mark Kohnhorst (LAKE)

Karen Thien (NSSC)

Michael White (SPS)

David Anderson (SSTY)

Carol Graham

Registration/Membership Chair

Rick Potter

Officials Chair

Jacob Johnson (BAC)

Technical Planning Chair

Erin Detwiler (DFAC)

Troy Engstrom

Finance Chair (WBSC)

Meagan Marowsky (FAST)

Trina Schaatz (EBSC)

LSC Athlete Liaison

Anna Schwarz

Knight Public Affairs, LLC.

Eric Knight

Knight Public Affairs, LLC.

Jeff Knight

Knight Public Affairs, LLC.

a. Announcements

We are having our athlete reps. come in a little earlier for something to eat, something to drink, and athlete meetings before the House of Delegates meeting.

Trina Schaetz from Elmbrook Swim Club has volunteered to take the athlete liaison position. She will be working to get the athlete opinions and input. She will also help to create a survey for athletes to take about LSC Championship meets and help to ensure that elections take place in a timely manner.

The athlete representatives were asked to stand and introduce themselves. There were approximately 10 athlete representatives in attendance from a variety of swim clubs.

b. Achievements

Dave Anderson (Former Senior Chair) as a Central Zone Co-Director on the USA Swimming Board of Directors.

Dave Westphal (Former Technical Chair) Thanks to Dave for all his work serving on the Board of Directors.

Congrats to Bob Jenkins who was recently in the top ten finalists for the ASCA Age Group Coach of the year. He has been invited to attend a conference with USA Swimming in Colorado Springs.

c. Other Notes

Convention reports will not be presented as they are published on the website. If you have any questions please share those or share important hot button items to the group. We will not do routine chair reports tonight, but will go back to those at the end of the meeting if time allows.

d. Convention Items to Note

Dave Anderson asked for a recap of the names selected for the Zone Board of Review as well as the Sanctions Appeal Panel.

As of Jan. 1st, 2015 the LSC board of review will no longer exist; it becomes a zone level board of review. The Board of Directors has selected the following:

Non-Athlete Representative: Kim Stoll (SSTY)

Athlete Representative: Hannah Saiz (SSTY)

For the Sanctions Appeal Panel, we have to provide three names, a coach, a meet referee, and an athlete. The Board of Directors has selected the following:

Brent Boock (EBSC), Coach Representative
Rick Potter (UNAT), Referee Representative
Collin DuChene (PX3), Athlete Representative

Rick Potter: There will be an “Extraordinary Congress” meeting of FINA planned for November 29, 2014 to consider some potential rules and regulations legislation. One proposal expected to be considered is to change the rule related to the one butterfly kick allowed during the breaststroke after the start and each turn, such that it would be allowed at any time during the pull- out, prior to the first breaststroke kick, with no requirement for determination that the arm pull was initiated. The second item mentioned for consideration is establishing rules for use of a starting ledge for backstroke. Also, proposing to add a rule that both the starter and deck referee must independently see and confirm false starts that occur prior to the start signal. [Edit Sent by George Geanon on behalf of Rick Potter on 12/5/14-4:22pm]

Deck changing: No longer do LSCs have the option of sanctioning information to include language that strongly discourages deck changing versus strictly prohibiting deck changing. It is now strictly prohibited. The Referees will have to determine how best to enforce that in each situation. Penalties in Wisconsin Swimming Policy include: first offense – warning, second offense – out the next individual event, third offense – out of the meet.

Also Form Bs: Forms required for coaches to request observation of high school sectional or state championship meets. Rick has information on how to obtain those forms and who coordinates that process. See him with any questions.

George Geanon shared that the Governance Committee at USA Swimming was requesting funding for a consultant to review the LSC and Zone structure. The USA Swimming Board of Directors denied this request until more information regarding scope and cost was provided.

The Governance Committee made this request, as there is growing concern about the structure of LSCs and Zones since the policies have not been fully reviewed since the 1970s. The Governance Committee and LSC Development Committee are considering working together on a new consultant proposal.

2. Reports of Officers and Committees

a. General Chair: George Geanon

i. Strategic Planning Summary

Copies are available here tonight and on the website. Areas that we want to focus on include education, communication (including social media), facilities, and governance.

We have completed LEAP 1, we are half way through LEAP 2, and we are heading on to LEAP 3 after that.

The long-range plan will take some time and we will have to draft other individuals in to help out with the long-range planning process.

ii. Facilities Survey-Kevin Baseheart

George presented information regarding this effort. Kevin is working to conduct a GIS survey of WI aquatic facilities. He created a proposal, which the Board of Directors adopted. The project will take approximately 5 months from the time he was hired, which was September. He is on track with his original timeline and will be working with Eric Knight of Knight Public Affairs to assist with identifying additional information for the comprehensive list.

Kevin Baseheart will be invited to speak to the House of Delegates in January. This project is a \$6,000 consultation project and future potential projects related to this have not been determined. There will be more information about this in the future. Members of the House of Delegates asked no questions.

iii. Knight Public Affairs, LLC.

1. LSC Management and Government Relations Agreement

2. Presentation by Jeffery Knight and Eric Knight

In the future WI Swimming may want to create an Executive Director position as the LSC grows. This position would not eliminate any other position; it would simply assist with the management of the LSC.

The Board of Directors has entered into a LSC Management and Government Relations agreement with Knight Public Affairs, LLC (KPA). This management organization will provide the LSC with two types of services: Association Management and Government Relations. The process began in September. KPA will assist with minute-taking, assist with bylaws review, maintain policy and procedure manuals, assist with annual meetings and Swimposium management/planning, and assist with potential expansion into

areas related to sponsorships. Additionally, Eric Knight of KPA will be working on government relations and lobbying related to WI Swimming issues. More and more LSCs are progressing toward non-profit management. The Board of Directors has approved a one-year contract, but the KPA group will step out while the House of Delegates discusses the contract and answers any questions related to the contract.

George Geanon presented to the House the rationale behind the hiring of Knight Public Affairs. Discussion and questions were asked and answered regarding their help with the LSC in general and what, if any, help they would provide to individual teams within Wisconsin Swimming. After a very lengthy discussion, Cathie Marty called the question and Jeanne Drzewiecki seconded. Jeanne Drzewiecki then made the motion that Wisconsin Swimming should hire the Knight Public Affairs Group for a length of one year's time to assist in the Association Management and Government Relations, as stated in the contract, seconded by Cathie Marty. Ayes had the majority vote with one nay heard from the floor.

iv. Convention Report: HOD Questions

Report is available online. There were no questions asked at this meeting.

v. Administrative Vice-Chair/Director of Program Operations

1. Assignment of Duties

**2. Election Administrative Vice-Chair Term completion:
1/27/2015**

George Geanon created a document highlighting the separate duties of Admin. Vice Chair and the Director of Program Operations. This document includes a proposal to create the Director of Program Operations position and to hold an election in January 2015 to select the Admin. Vice Chair. The nominations committee would be responsible for this January election and a new nominations committee would also have to be selected for additional elections in 2015.

The Board of Directors approved the announcement of the election of the Admin. Vice Chair in January 2015 unanimously.

Nominating Committee: Drew Walden, Angela Monty Kevin Milak, Ivar Ivarson, and Laura Betcherer.

We will be seeking applicants for the role of Admin. Vice Chair. If any one is interested in this position see George Geanon.

A new nominating committee will be elected in January for the election at the Annual meeting in April 2015. The positions up for election in April will be: General Chair, Finance Vice-Chair, Age Group Chair, Secretary, Safety Coordinator, and Officials Committee Chair.

There is also a proposal to change the Finance Chair from an elected position to an appointed position without term limits. Many LSCs do this to try and maintain a certain level of expertise in the financial management of the LSC. This decision has not been made but will be discussed at the next Board of Directors meeting.

b. Administrative Vice Chair: Jeanne Drzewiecki

i. Discussion of Meet Bids for 2016 LSC Championships

Handout posted about dates on the website. Meet deadlines are included.

Summer meet bids are due by Jan. 6th, 2015; they will be presented at HOD Jan. 27th.

ii. Convention Report: HOD Questions

This report is available online, no questions were asked at the HOD meeting.

c. Finance Chair and Treasurer Report: Troy Engstrom and Pat Lewno

i. Review of Finance/Budget Meeting

Financial report is available on the front table, see the two-sided document. Subtotal is the unrestricted amount of money that can be used for anything. The travel fund money is restricted to only travel.

Summary of Travel reimbursements: Shares equal \$66 and that brings us to \$74,582.47 to be distributed. 1,122 shares were requested. 16 clubs received reimbursements. Some clubs received multiple meet reimbursements; some were just one meet or the other.

We are looking at the subtotal under income and expenses because that represents the unrestricted funds. The travel funds are restricted and can only be used for those particular purposes.

The Income is \$203,849.44 and Expenses are \$244,628.40 this brings us to a net loss of \$40,778.96. We did plan for a deficit budget and we are on track.

On the bottom you can see the details for the travel account. Carryover is \$9,240.40; contact Pat Lewno for the full sheet if you need to check

Committee chairs will get net income/expense reports for each of their committees.

ii. Initial presentation 2015 Budget

The Budget/Finance Committee met and went over budget line by line. They proposed raising the fee \$2/yr. for 2015-2018. Starting in fall of 2015 for 2016. They also proposed changing the sanction fee from \$20 to \$30. They reviewed this year's budget line by line to create the proposed budget.

The goal is to stay around \$100,000 in unrestricted funds. We are going to review other items at the BOD meeting in December.

iii. Fee Increase Proposal

- 1. Wisconsin Swimming membership fee**
- 2. Sanction Fee**

At the Board of Directors meeting there was significant discussion about the increase in fees related to swimming including USA Swimming fee increases and WI Swimming fee increases. This discussion will continue at their December meeting.

d. Age Group Vice-Chair: Brent Boock

- i. 2015 LSC Championship Meet Announcements**
- ii. Zone Update: Coach Elections**
- iii. Policy 25: Wisconsin Swimming LSC Zone Championship Competitions**
- iv. Convention Report: HOD Questions**
This report is available online, no questions were asked at the HOD meeting.

e. Senior Chair: Kevin Milak

- i. 2015 LSC Championship Meet Announcements**
Convention Report: HOD Questions
This report is available online, no questions were asked at the HOD meeting.

- f. Athletes Representative**
 - i. Senior Rep**
 - ii. Convention Report (Lexi Monty)**

At their meeting tonight the Athlete Representatives discussed the positives and potential areas for improvement at the state meet. The following are some of the items that the athletes discussed:

Positives- The meet was well run and they liked the addition of the ready room area.

Potential areas for improvement- The warm down pool was a little tight, space was an issue. It would be nice to have the entire water park area for warm down. It would be good to have more breaks in between events. The lighting made it hard to see at night, it was very crowded on the deck, and the air quality was an issue. Finally the athletes really want to bring back parade and award music.

A copy of these items will be shared with George Geanon.

The athletes enjoyed the opportunity to meet before the HOD meeting to discuss their ideas and provide their input.

3. Committee Chair/Coordinator Reports

a. Camps

- i. We need a new Camp Coordinator.**

b. Coaches Rep.: Brett Wilson

i. Coach and Swimmer of the Year update

Automatic Qualifiers for long course swimmer and coach of the year are on the table, will be placed on the web tomorrow.

Nominations for coach of the year will be closed November 21st.

The ballots will be out by December 1st and then we can present at the short course state meet.

ii. LSC Championship Coach Meet Evaluation

Brett will be sending out a template about what to ask for in the evaluation.

c. Disability Chair: Laura Betcherer

USA Swimming policy does not line up with Paralympics classification standards. 87% language will be removed. USA Swimming is to be inclusive.

In this state mostly she finds that she fields questions about what is a disability? Most of the time people are asking about medical condition vs. disability.

There was discussion at the officials meeting about allowing athletes and families with medical conditions some additional accommodations.

d. Diversity Chair: Angela Monty

i. Convention Report: HOD Questions

This report is available online, no questions were asked at the HOD meeting.

ii. Women in Coaching Leadership Conference

Angela shared her experience at this conference. It was an eye opening experience. First time USA Swimming ever offered this. They ran a 2-day format where they brought in 30 women from across the country. Talked about challenges we face and our successes. Helped to make connections so people have a network to work with. If you have any ideas for other events see Angela.

e. Officials Chair: Rick Potter

This report is available online, no questions were asked at the HOD meeting.

f. Open Water: Kevin Milak

This report is available online, no questions were asked at the HOD meeting.

g. Records: Dave Joyce

h. Registration/Membership Coordinator: Carol Graham

i. Membership Issues

ii. Convention Report: HOD Questions

This report is available online, no questions were asked at the HOD meeting.

i. Rules: Kim Stoll

i. Bylaws Changes

ii. Policy 25: Wisconsin Swimming LSC Zone Championship Competitions

iii. Policy 26: Children's Online Privacy and Protection Act (COPPA)

iv. Policy 27: Crisis Management Plan

v. Policy 28: Wisconsin Swimming Website Posting of Photographs

vi. Policy 29: Inclusion Policy for Swimmers with a Disability

vii. Policy 30: Wisconsin Swimming Recognition Program

The bylaws changes were posted on the website, they do not require HOD approval, they are mandatory changes required by USA Swimming.

We have five new policies that are also available online. Rules are available online for people to take a look at.

Those are effective as of today.

j. Safety Coordinator: Cathie Marty

k. Safe Sport: George Geanon

This report is available online, no questions were asked at the HOD meeting.

l. Technical Planning Chair: Jacob Johnson

i. Time Standards

ii. Membership Project for Annual Meeting April 2015

Check out the analytics page to see some awesome info.

Jacob will be presenting a summary data sheet once USA Swimming has completed revamping the data.

If you have any questions let Jacob know what you would like included.

They will be posting webinar's on USA Swimming for Swimming 2.0, so if you would like more information you can check those out.

m. Zone Championships: Dave Clark

Futures Meet: The Senior Development Committee of USA Swimming proposed a new series of meets, the Legends. Time standards will be between Speedo sectional and Junior National meets. There are three sites, one is at Purdue, and they will occur the same weekend as our LSC 13 and Over Championship. They will rotate what site you get assigned to over the years. Next year we will not have a conflict with the age group zones and our LSC 13 and Over Championship. In August 2016, Indiana will be hosting a Mega Zone.

4. LSC Annual Meeting Update: Jeanne Drzeweicki

Still working on dates with the venues. Once that is solidified we will get speakers through USA Swimming. It would be the HOD on Saturday April 25th with the BOD getting their business done on Friday, April 24th. We will be looking at a coach's clinic the Sunday afterwards. Once the Saturday venue is solidified we will look at a venue close by for coach recertification.

5. New Business

- a. Waukesha Express (Jeanne)
 - i. They are looking at adding a facility user fee (similar to what Schroeder does) for any meet at Waukesha South Natatorium. Because the meet schedule is already official for Fall/Winter they cannot add a surcharge for any of those meets.
 - ii. Meet bids have already been voted on. They are asking for a waiver to add on non-bid meets held at Waukesha South Natatorium except for the championship meets. The money would go to the school district to complete upgrades, etc.
 - iii. The charge would be \$2/swimmer/day.
The HOD unanimously approved the addition of a \$2/swimmer/day fee to non-bid meets at Waukesha South Natatorium.
- b. Additional Items-Brent Boock
State Championships
In the minutes from the Age Group Senior meeting. Divisions have been eliminated; there is just one division now.

If you are waiting for awards from the long-course 13 & over championships because they are coming from Hasty Awards.

6. Next Meetings

- a. **BOD December 2014**
Next BOD meeting will be a Tuesday in December.
- b. **BOD and HOD January 27, 2015**
Next HOD meeting will be Jan. 27th, 2015.
- c. **Annual Meeting April 25, 2015**
 - i. **Location Options**
 - ii. **Preliminary Agenda**

7. Adjournment

- a. The meeting was adjourned by unanimous consent at 9:09pm.