

Wisconsin Swimming, Inc.
Board of Directors Meeting
December 2, 2014: 5:45-8:00pm
University of Wisconsin-Waukesha Room A100



Meeting Minutes

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

General Chair George Geanon called the meeting to order at 5:53pm.

Attendance:

George Geanon (LAKE)
General Chair
Troy Engstrom (WBSC)
Finance Chair
Jacob Johnson (BAC)
Technical Planning Chair
Drew Walden (BAC)
Past General Chair
Kevin Milak (PX3)
Senior Chair
Pat Lewno (SEA)
Treasurer
Brent Boock (EBSC)
Age Group Chair
Rick Potter (UN)
Officials Chair
Angela Monty (FCY)
Diversity & Inclusion Chair
Lexi Monty (FCY)
Athlete Representative
Dave Joyce
Records/Times
Anna Schwarz
Knight Public Affairs, LLC.

The Board of Directors directed staff to post a draft of the minutes to the website within 1 week of the meeting, with the understanding that it would be formally approved at the next meeting. Also, any proposed changes/edits should be noted with the date/time and who proposed the changes/edits. This direction was approved by unanimous consent.

2. Committee Reports

The time standards are available on the website. The meet announcements will be placed on the website in the near future, the officials have reviewed the documents. Regional templates are out to the hosts but have not been posted on the website yet.

Rick Potter wanted to make sure that everyone had seen the immediate rule change related to the breast stroke with the butterfly kick will be allowed any time prior to the first breast stroke. Any questions regarding this change should be directed to Rick Potter at rickpotter@charter.net.

3. Finance Chair and Treasurer Report

a. Review of Finance/Budget Meetings

Pat Lewno disseminated various budget documents to the Board of Directors for review, discussion, and possible action. She also outlined the various recommendations from the Budget Committee.

b. Budget Committee Recommendations

i. Awards

The recommendations from the Budget Committee were as follows:

The LSC pays for plaques, any extra awards due to ties, shipping-Regionals, Silver State, 12 & U, and 13 & O Short and Long Course. Logistically this means that the LSC would pay for everything and then invoice the individual clubs. This was approved by unanimous consent.

Additionally a motion was made to approve the following recommendations from the Budget Committee: host club pays for ribbons & medals up to \$1,000 (Regionals & Silver State), up to \$2,000 (13 & O Short Course & Long Course), and up to \$1,500 (12 & U Short Course & Long Course) beginning in 2016 by Jacob Johnson, 2nd by Kevin Milak. Approved unanimously.

ii. Background Checks

The Budget Committee recommended that we eliminate the background checks from the Administrative Expense Line. The Officials Committee has reviewed this recommendation and they will be increasing the clinic fees by \$5 and will be cutting expenses by not printing the mini rulebooks. A motion was made to no longer pay for official renewals after January 31st, 2015. All Officials renewal expenses incurred and dated prior to January 31st, 2015 will be paid but any after that time will not be paid for, by Rick Potter, 2nd by Drew Walden. Approved unanimously.

iii. Stipends

The Budget Committee recommended that Board of Directors stipends be removed. The removal of Board of Directors stipends would be effective September 1st, 2015. Those currently holding positions will finish their terms with their stipends but anyone who takes office effective September 1st, 2014 will no longer have a stipend. There was no official action taken on this recommendation.

iv. Officials Committee Budget

For additional information related to the Officials Committee Budget please see the notes under the "Background Checks" section above and/or contact Rick Potter at rickpotter@charter.net.

v. Zone C and Open Water Meets

The Budget Committee recommended that Zone C and Open Water Zone income and expenses be moved back into the Travel Fund (Restricted Account) and that the Swimmer Fees for Open Water be increased to \$50 (includes entry fee, t-shirt) and that the 2013-14 Zone C fees per swimmer at \$165 (includes entry fee, uniform-warm up jacket, 2 t-shirts, 2 latex caps, and 1 silicone cap).

A motion was made to approve the move of Zone C and Open Water Zone income and expenses to the Travel Fund by Brent Boock, 2nd by Angela Monty. The motion was approved 5-4.

A motion was made to maintain the swimmer fees for Open Water at \$35 and to maintain the 2013-14 Zone C fees per swimmer at \$165 by Drew Walden, 2nd by Angela Monty. Approved unanimously.

vi. Surcharge

After discussion of the proposed changes to the Surcharge Fees a motion was made to maintain the current splash fees by Dave Joyce, 2nd by Jacob Johnson. Approved unanimously.

The Board of Directors reviewed the recommendation of the Budget Committee to increase the Sanction Fee from \$20 to \$30. The Board directed staff to research how this is done by other organizations and potentially explore other options. A motion was made to maintain the current Sanction Fee at \$20 by Rick Potter, 2nd by Dave Joyce. Approved unanimously.

vii. Membership Fee

The recommendation of the Budget Committee was to increase the registration fees by \$2 per year for the next four years (2015,2016,2017, 2018) and maintain club registration fees from \$200 to \$500 with \$300 being refunded to each club attending the LSC Annual Meeting (in accordance with our bylaws).

Additional Budget Action Taken:

A motion was made to remove the grant program, as recommended by the Budget Committee, by Rick Potter, 2nd by Jacob Johnson. Approved unanimously.

A motion was made to approve the Budget as Amended by the actions of the Board of Directors by Dave Joyce, 2nd by Jacob Johnson. Approved unanimously.

viii. Non-Athlete Registration through Team Unify

Rick Potter shared information about Team Unify with the Board of Directors. A handout was disseminated to the group. This program would help with maintaining contact lists and payments. There is an approval process to be added to any contact list. The general consensus of the Board of Directors is that this the direction that we should be heading in and that Rick Potter will work with Carol Graham and Dale Nickels to move this project forward.

4. Facilities Survey Update

George Geanon shared that Kevin Basehart emailed him and is a little behind his original projections as of now but he will be back on schedule when he comes before the Board of Directors and the House of Delegates in January to update everyone on the survey progress.

5. LSC Administration

a. Minutes

We will be continuing to streamline this process.

b. Bylaws

George Geanon and Anna Schwarz met yesterday and are working to correct the WI Swimming Bylaws to line up with the USA Swimming template. George Geanon is hoping to present the bylaws at the January meeting with the understanding that a vote on the changes would be voted on at the April House of Delegates meeting.

In reviewing the Bylaws, USA Swimming strongly recommends that if you have more than 25 clubs in your LSC you should have two coach representatives and you stagger their elections, so that every year you

elect one. George Geanon asked the board for guidance regarding adding this second coach representative to the Board of Directors. There was discussion about the various ways to set that up if we choose to add that position to the Board of Directors.

A motion was made by Dave Joyce to maintain the current policy of one coach's representative on the Board of Directors, 2nd by Drew Walden.

Voice Vote-Majority In Favor, Motion Passes

The Board of Directors also noted that this topic could be reviewed at the January meeting for further discussion if necessary.

c. Sponsorships

This will be discussed at the January meeting.

d. Lobbying efforts

This will be discussed at the January meeting.

6. LSC Championship Meets (Age Group, Senior, Tech Planning)

a. Time Standards

b. Meet Announcements

These items were discussed during the committee reports section of the meeting. Please see that section of the minutes on page 1 for more information.

7. Policy Updates

a. Zone

This will need to be ready by the January meeting.

b. Sanction

We need a Sanction policy by the end of this year, December 31st, 2014 in order to be in compliance with the Sanction Review Panel at the Zone Level. Jeanne Drzewiecki will be working on this project. This will most likely be sent around to everyone via email for approval so that we will be in compliance.

Any questions regarding Policy Updates can be directed to George Geanon at gdgeanon@gmail.com.

8. LSC Annual Meeting Update

There will be an update about this at the January meeting.

9. LEAP/Strategic Planning Update

a. Facilities-Governance-Communication-Education

This will be discussed at the January meeting.

b. Schedule Board Orientation Session-February 2015

We will need to have a Board Orientation Session. There have been some changes to the LEAP program.

10. New Business

We will be working on job descriptions and clarifying various responsibilities for Board members and employees, including a provision for an annual review for employees.

In accordance with USA Swimming policy the employees will not be able to have a vote on the Board of Directors, they will have “voice not vote”. This will need to be added to the bylaws and will go into effect as of the approval of the bylaws. George Geanon will have to review the USA Swimming policy to see if a more specific timeframe for when those members may not vote takes effect.

George Geanon also asked the Board of Directors for direction regarding the voting rights of ex-officio members. The USA Swimming template states that ex-officio members have “voice, not vote”. According to our bylaws ex-officio members have “voice and vote”, this is also consistent with Roberts Rules of Order. We will maintain that policy until notified otherwise.

Drew Walden shared a question that was raised to him by others. The question was why did the House of Delegates vote on the Knight group but not the pool proposal? George Geanon clarified that there was not particular reason that one was approved over the other. He shared that the Knight group contract was a larger cost and he felt it might be a good idea to bring it to the larger group.

Kevin Milak shared concerns regarding the capability to do more things online as an LSC. He is asking for some people to assist with identifying areas for streamlining the ability to utilize online services and prepare a proposal or several proposals, especially related to OTS information and editing the policy/ies to reflect some of those items or changes.

George Geanon shared that Pat Lewno and the Finance Committee indicated that we have a sum of fines that have never been levied and we need to have consistent enforcement. We may need to revise the policy to create a stronger pathway to allow us to levy those fines uniformly.

Pat Lewno asked the Board of Directors to take action regarding a late reimbursement submittal. There was general consensus that this issue needs to be discussed in a larger scope and our process/policy needs to be reviewed with the Tech. Planning Committee. The Board discussed the situation, reviewed past precedent, and a motion was made to approve reimbursement for the athletes but not the club provided that they meet all criteria by Brent Boock, 2nd by Kevin Milak. A friendly amendment was made

to clarify that proof of participation must be provided by the end of 2014. The amendment was approved unanimously. The motion as amended was approved unanimously.

Pat Lewno asked the Board of Directors to review an issue related to a group that received a grant and is asking for the payment now even though they have yet to receive the items that the grant payment is going towards. They expect to receive the items within 4-5 weeks. A motion was made to stay with our grant protocol and that we do not reimburse until delivery of the material by Drew Walden, 2nd by Dave Joyce. Approved unanimously.

The Board of Directors directed George Geanon to add the Times Module discussion to the January Board of Directors Meeting Agenda.

11. Next Meetings

a. BOD and HOD January 27, 2015

i. The next Board of Directors and House of Delegates meetings will be held on January 27, 2015 at the UW-Waukesha Campus. Contact George Geanon at gdgeanon@gmail.com with any questions.

b. Age Group/Senior

i. The next Age Group/Senior meeting will be held on January 13, 2015 at Brookfield City Hall from 10am-12pm. Contact Brent Boock at boockbrent@gmail.com with any questions.

12. Adjournment

a. The meeting was called to adjournment at 9:17pm by unanimous consent.