

Board of Director Meeting 1/31/2021

Proposal

Proposal to increase Iowa Swimming Administrative Director – Registration & Membership

- Adding an additional 5 hours to job duties to accommodate making Safe Sport part of one of the staff positions.

Reasoning:

What does the work of Safe Sport Chair involve these days?

A lot of promoting... the push for SSRP using social media and email, new Safe Sport initiatives and quarterly newsletter blurbs require the access of IASI Social media (staff only), the use of frequently updated club contact lists, (which the office manages), and easy access to USA Swimming staff for troubleshooting and problem solving. It has been much more efficient for me to do this as office staff than a separate non-staff Safe Sport Chair would be able to do. **It has added some work to my day, but it also cuts out a middle-man, and makes Safe Sport and Membership more of a consistent, one-stop shop in the LSC.**

It requires familiarity with the quirks of the LEARN platform (and who to reach out to when it's not cooperating), the ongoing tweaks to the USA Swimming website. Understanding the difference between APT for members, and Safe Sport training for non-members. What is required for membership only, for SSRP, for Club Leadership levels? "Does my Down Syndrome athlete have to take APT when she turns 18?" "My club has a problem and I think I need to make a report, but I don't know, can you help me? Here's what I heard happened..." How MAAPP is connected but actually separate from Adult Athlete requirements.

There are also bi-annual trainings (virtual, and in-person workshops in the spring and fall) that must be attended with **all new** Safe Sport material, initiatives, and changes to policy. It's confusing as heck. Safe Sport material is now deep enough that it would be quite a task for a new committee chair to try to familiarize themselves with all of it, and also sort out how to lead and promote the effort every couple years. It makes more sense to have someone with a continuum of understanding. We are not going to be having *less* Safe Sport in our lives any time soon. My opinion is that it would be more forward thinking for the LSC to add this to the paid work of the LSC Membership Office, and maintain that level of understanding over time.

Cost to the LSC - The Zone and Convention workshops tend to have trainings for both Membership and Safe Sport at the same time...it's more efficient and less expensive to send one person to attend them...and it's what we have already been doing, in spite of the fact that we budget for the Safe Sport Chair to attend. The cost of paying Lsc staff an extra 5 hours/week can be mitigated by re-assigning the amount budgeted for a Safe Sport person to attend convention, and the spring Zone workshop, toward that increased pay.