



Utah Swimming Board Meeting Minutes

Tuesday, 12th May 2020 7:00 p.m.

(Zoom meeting due to COVID-19)

Mission: Provide opportunities, support and a framework for all athletes to excel.

Vision: Athletes Elevated

Date: Tuesday, 05-12- 2020

Start Time: 7:01pm

Board Members Attending:

Paul Larsen, Teri Rhodes, Maureen Schiffman, Mike Werner, Serena Werner, Todd Etherington, Susan Winter, Shane Lamb, Shawn Marsing, Carri Oviatt, Ezra Silva, Alicia Simon

Athlete Reps Attending: Tanner Nelson, Danny Detjen, Yan Dvoretzkiy, McKay Larsen

Governance Committee: Cathy Vaughan, Mike Glissmeyer, Stan Crump

Public: Tom Thorum, Dennis Tesch , Mark Shveyd, Lilly Cole, Grant Skabelund, Craig Bjorkin, Chris Horne, Matt Finnegan, Pierre Guzman, Ron Lockwood, Theresa Werner, Trent - (Total of 32 participants sorry not to be able to list everyone)

| Agenda Item | Discussion | Assignments |
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| 1. Call to Order | n/a | n/a |
| 2. Roll Call | See above | n/a |
| 3. Approval of Minutes | | MOTION TO APPROVE PAST MINUTES APPROVED |

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| <p>4. Approval of Consent Agenda</p> | <p>Board of Director Changes from General Chair Paul Larsen Serena Werner has submitted her resignation as Age Group Chair and has accepted the position as Treasurer of Utah Swimming (a paid position). Serena will also assume duties as Secretary of Utah Swimming in June 2020. Tom Thorum is nominated to fill the vacancy as Age Group Chair Shane Lamb former Treasurer will now serve as Finance Chair. New & Modified Policies from the Governance Committee</p> <ul style="list-style-type: none"> ○ #20 Board Member <ul style="list-style-type: none"> ☐ Note: Approving this policy would eliminate current policy #81 (entitled "Board of Directors") because it is incorporated into this new, more inclusive policy. ☐ Changes to previously reviewed material are marked in color. ○ #432 Investment <ul style="list-style-type: none"> ☐ This policy is required by USA Swimming. It is based on the USA Swimming model policy and has been reviewed, changed, and approved by UTSI Treasurer Shane Lamb. <p>#460 Workfoce Related</p> <ul style="list-style-type: none"> • ☐ •Note: Approving this policy would eliminate current policy # 31 (entitled: Financial Reimbursement Procedure) because it is incorporated into this new, more inclusive policy. • ☐ •Wording for the Financial Reimbursement Request Procedure has been updated by Shane Lamb to allow for email submission of reimbursement request. | <p>MOTION TO APPROVE CONSENT AGENDA PASSED</p> <p>MOTION TO APPROVE TOM THORUM AS AGE GROUP CHAIR PASSED</p> |
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| | <ul style="list-style-type: none"> □ •The "Document Destruction" and "Whistleblower Protection" sections are required by USA Swimming. Both were based on the USA Swimming model policies. □ •Note: Policies were grouped together to allow for future additions (as they become needed.) It was also done to make sharing of these policies with board members and other volunteers easier. (As opposed to having each policy in its own document.) | |
| <p>5. Approval of Agenda Items</p> | <p>Request to add to the agenda a motion to continue to use the virtual Zoom format for all future monthly UTSI board of director's meetings.</p> | <p>MOTION TO USE VIRTUAL ZOOM FORMAT FOR FUTURE UTSI BOD MEETINGS APPROVED.</p> |

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| <p>6. Training</p> | <p>Contact the Governance Committee to have trainings on how to use Zoom.</p> | |
| <p>7. Board Member Reports</p> | <p>Admin Vice Chair Teri Rhodes Teri brought up that the State guidelines for Covid 19 would need to be at green to move forward with plans for the House of delegates and 2020 Swimposium currently planned Oct 24th. USA Swimming has already announced that they are looking at plans to hold a virtual HOD. There was discussion that provided feedback to the Swimposium Committee to look at a scaled down meeting with the format to be added to the June and July</p> | <p>ACTION: Swimposium Cttee to bring suggestions for a scaled down event to June meeting.</p> <p>Current by-laws governing HOD to be</p> |

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| | <p>UTSI BOD agenda. Paul noted that the BOD would need to review the current by-laws that govern UTSI HOD to allow a virtual meeting and online voting.</p> | <p>added to June meeting as a discussion item.</p> |
| <p>8. Staff Member Reports</p> | <p>Athlete Representative McKay Larsen Athletes are anxious to get swimmers back into the water. They are currently looking at social media platform.</p> <p>Safe Sport Chair Maureen Schiffman The Safe Sport report covered in the agenda highlights that there are seven teams that are Safe Sport Recognized and multiple others working on the submission. Anyone that needs help with the process can contact the Safe Sport Committee and McKay Larsen.</p> <p>Diversity and Inclusion Chair Ezra Silva Ezra announced that the D&I Summit has also been moved on-line.</p> <p>Officials Chair Alicia Simon Alicia reported that the Officials Committee is up and running and is looking at how to proceed with training through online programming. There is some concern about not being able to apply new learning without having meets in place. In addition, the focus will be the recruitment and retention of LSC Officials going forward.</p> <p>Sanctions Chair Carri Oviatt Carri indicated that USA Swimming had communicated its position on no sanctions and would be reviewing this issue on May 31st If there are sanctions in June they will likely be virtual or intrasquad meets governed by local and State guidance on Covid-19 mitigation.</p> <p>Registrations Chair Todd Etherington Todd shared that while last month we had discussed a change by USA Swimming to the Flex membership introducing a tiered approach by age this new approach has now been retracted. The registration period for 2021 has changed to June 1, 2020 through Dec 2021. Seasonal memberships are adjusted to 150 days. Club registration is Sept 1st 2020 through August 31st 2021.</p> | |

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| <p>9. Discussion Items</p> | <p>Communications during current restriction of swim activities :-</p> <p>1. Would it be beneficial to have a Utah Swimming Town Hall meeting?</p> <p>Paul Larsen brought up that some of the LSC's have been hosting town hall meetings. He requested feedback as to whether or not we should plan something similar for our clubs. Input from the Clubs attending this meeting was that the Zoom format allowed many of them to participate in the past three months and was more than adequate. There was a feeling that the same clubs attending the monthly meeting were the most likely participants in a town hall session.</p> <p>2. Is there enough being communicated from the LSC? Feedback from the group was that they were receiving communication. For those teams not represented there was a question of whether or not the LSC should attempt to reach out using the updated contact list that Carri has been working on.</p> <p>3. Webinar planned for 18 May (or sometime that week) from John Brooks to discuss Swimming and effects of COVID-19 on College Recruiting</p> <p>Strategic Goal: See one goal attachment</p> <p>a As many are aware, we've worked for months and even years to get traction with a Strategic Plan. After carefully reviewing and pondering the board survey (Thanks you -- we got 100% return!) the Governance Committee is recommending a different approach for 2020.</p> <p>b We hope that as we all work together on this ONE GOAL, that we'll be prepared going into 2021 to get more traction on our desired Strategic Plan for UTSI.</p> <p>c Right now, there's too much for board members to do. So the ONE GOAL for us all to work on is to GET MORE HELP. We believe there are 4 steps to do this. The first one starts in May. The last should be done before the December board meeting. See the ONE GOAL attachment for more.</p> <p>Cathy Vaughan presented the recommendations above with a view to having the UTSI BOD continue to make progress on moving towards our strategic goals. Feedback from the survey and the current situation we are all faced with presents an opportunity to communicate our core values to members and engage more volunteers to establish functioning committees. Teri thanked Cathy for this</p> | <p>ACTION ALL CTTES TO HOST A MEETING IN MAY, SET UP WHEN THE NEXT MEETING WOULD BE.</p> |
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suggestion and allowing the board members not to feel overwhelmed at this point in the development of the strategic plan. In general, the discussion was supportive of this idea although some Chair Committees felt that two meetings of their particular committees would suffice.

Should Utah Swimming follow some other LSC's and cancel all summer activities?

Feedback from Coaches participating in the meeting was that many of them were simply focused on establishing when athletes could get back into the water to train. At this point the general expectation was that teams would be working toward a successful short course season and not be concerned with a LC championship. Athlete representatives however indicate that particularly for Senior Swimmers they would like to see a meet later in the summer if possible. Mike Werner has established that we can run a meet Aug 12th -18th at Kearns which if feasible will likely be more of a celebration of being back in the pool rather than a championship meet. Suggestions for coaches were to call it the Corona Cup Meet. Paul also shared that USA Swimming had requested to host a potential regional meet in the LSC. There was a strong sense that any meets hosted in August should be held for the benefit of Utah athletes and a concern that bringing in travelers from out of State was exactly what the State guidelines discouraged at this time to prevent the spread of the corona virus. The discussion did have implications on communicating a decision to members regarding the July 2020 LC championship and a motion was presented to cancel this event. See motion.

**MOTION
PASSED**

Given the current projections of the Covid-19 impact on USA swimming sanctioned events and out of an abundance of caution to protect our athletes the UTSI Board passed a motion to cancel the LC Championship State meet in July of 2020. The Championship Committee will meet to discuss the possibility of planning and hosting a regional meet in late August. The decision to sanction a meet in August will be made in accordance with local, USA swimming and State guidelines governing the return to pools in Salt Lake County.

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| <p>10. Action Items</p> | <p>1. Continuation of Emergency Grant Funding</p> <p>Shane reported that 10 Clubs had applied for the emergency grant funding representing just over 1500 swimmers and amounting to \$30,000. To be eligible for Phase 2 teams need to have or be working on their Safe Sport Recognition. There was discussion that those teams waiting on receiving the award from USA Swimming were eligible to apply for the grant in May but the funds would be issued upon receiving the Safe Sport Recognition.</p> <p>2. Approval of Treasurer’s Report through May 2020</p> <p>Shane also presented the current balances in the UTSI accounts. Investments had taken a hit due to recent volatility in the stock market but we are still in a good position from both a cash and investment balance.</p> | <p>MOTION TO APPROVE TREASURERS REPORT _ PASSED</p> |
| <p>11. Public Comments</p> | | |

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| <p>12. Meeting Adjourned</p> | <p>Board Meeting Adjourned at 8:40 pm</p> | <p>n/a</p> |
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Next UTSI Board Meeting: 06-09-2020 7:00 pm Zoom Meeting due to COVID-19