**Call to Order: 11:13 am, Rock Bottom Brewery (Park Meadows) and ZOOM Option**

**Roll Call:** Tristan Cross, Erik Eikenbary, Vinny Pryor, Bill Bartel (Zoom), Mark Hesse, Kelly Eisenhart, Payton Fontenot, Shawn Smith, Scott Powell (Zoom), Rich LeDuc, Andy Niemann, Brian Wixted, David Brown, Katherine Sewell (Zoom), Hayden Ayotte, Ken Ebuna (Zoom)

**Any Changes to the Agenda (New Business, Late or Revised reports):**

**Adoption of Agenda and Acceptance of Consent Agenda:** (pulled reports listed) Staff report, Senior Vice Chair, Sanctioning Committee **Motion to adopt agenda and consent agenda - Passed**

**Reading, Correction, and Adoption of December 12, 2021, and January 5, 2022 Meeting Minutes: Motion to Adopt Dec 12th minutes with no corrections – Passed Motion to Adopt Jan 5 minutes with no corrections - Passed**

**Report of Board of Directors** (voting members)

General Chair - Tristan Cross

Administrative Vice Chair – Barbie Baker

Finance Vice Chair - Jillian Hayes

Senior Vice Chair - Eric Eikenbary

1. Scratched the 4-hour rule proposal
2. Discussion regarding Awards for both Age Group and Senior Coaches and athletes
	1. Discussed many ways to change the Coach awards but want to make sure there is a vetting process to ensure the nominations accurately reflect correct information. Discussed how the selection process is created and how nominations are received. Discussed changing to small team/large team awards.
	2. Motion for Age Group Award – Change the title to Age Group Staff of the Year. **M/S/P**
	3. Motion for Coach of the Year – Change the title to Senior Coach of the Year **M/S/P**
3. RISE Athletes proposal **TABLED**
	1. Discussion regarding the cost and value based on the proposal presented. One thought was the LSC could support half of the costs and athletes cover half.
	2. Asked Eric to go back to RISE staff and offer some other scenarios for options to get price down and be able to engage more athletes.

Age Group Vice Chair - Vinny Pryor

Secretary – Ingrid Briant

Treasurer - Bill Bartel

Coach Representatives –Mike Novell, Mark Hesse

Senior Athlete Representative – Elizabeth Brock

Junior Athlete Representative – Kelly Eisenhart

Senior At-Large Athlete Representative – Allie Sanchez

Junior At-Large Athlete Representative – Payton Fontenot

Diversity, Equity, and Inclusion – Rich LeDuc

Officials – ­­­­­­­­­­­­­­­­­­­­­­Scott Powell

Safe Sport - Linda Eaton

Technical Planning - Shawn Smith and Sanctioning Committee

1. Discussion of the 4-hour rule penalty change

 Proposed Penalties - Addition to 4 Hour Rule Violation:

1st Offense: Warning Letter stating how club violated Sanction or Meet Conduct Rules, a $250 fine, and required education with sanctioning committee.

2nd Offense (within a three-year period)

1. A Monetary Fine of a minimum of $500 including percentage outline below.
2. Violations specific to 4-hour rule violation: a corresponding percentage of the individual entry fees generated by extension of session beyond 4 hours for 12& Under Swimmers (as calculated by time) will be owed to the LSC to be deposited exclusively into the athlete reimbursement fund. (Example= 5-hour session would require 20% of the individual entry fees from that session penalty)

3rd Offense (within a three-year period)

1. Possible loss of future sanctions for a minimum of one calendar year.
2. A Monetary Fine of a minimum of $1000 including percentage outline below.
3. Violations specific to 4-hour rule violation: a corresponding percentage of the individual entry fees generated by extension of session beyond 4 hours for 12& Under Swimmers (as calculated by time) will be owed to the LSC to be deposited exclusively into the athlete reimbursement fund. (Example= 5-hour session would require 20% of the individual entry fees from that session penalty)
4. Probation which may include but not limited to meet host training, being assigned a non-host club senior official as Meet Referee, CSI Senior Official in an advisory capacity, and or other remedies to be determined by the situation.
5. Motion: To accept the proposal above to be the new sanction violation specifically for the 4 Hour Rule violation. **M/S/P**

**Report of CSI Staff**

Executive Business Manager - Jackie Stiff

Membership/Registration - Jackie Stiff

Records/NTV/Top 16 - Linda Seckinger

**Report of Ex Officio Members** (non-voting members)

Past General Chair - Andy Niemann

Seasonal Club Representative - Cody Allen

Seasonal Athlete Representatives – Hayden Ayotte, Katherine Sewell

Geographic Zone Representatives - Rich LeDuc, Lane Bretschneider, Melinda Hunzeker, Lindsi Bradbury, Sean Stockton

Operational Risk - Brian Wixted

Disability – David Brown

Open Water – Meghan Hershey

Club Development - Andy Niemann

1. Discussion regarding New Seasonal Club requirements – Currently USA Swimming has a multi-step process for new clubs but allows the LSC to require or not require these steps for seasonal.
2. Motion: New Seasonal Clubs in Colorado need to complete the club application, including the head coach finishing all required items, provide an EIN, a budget, and take the Club Leadership Business Management School 101 offered on the USA Swimming Website. **M/S/P**

Governance Chair – Ken Ebuna

**Unfinished (Old) Business:**

1. Strategic Plan Status, Priorities, Assignments, Next Steps –Tristan Cross
	1. Priorities
		1. Rebuild regular competitive schedules to serve majority of CSI athletes
		2. Retention and development of age group swimmers through more relevant competition and programming
		3. Facilitate coach education and information sharing
		4. Survey regarding communication preferences and key areas of interest (education) for all groups involved in CSI (club leadership, coaches, officials, athletes, parents)
		5. Communications plan for CSI member groups
		6. Continuing education for CSI member groups
		7. Committees -- Review/revise current committee structure; update list of committees and job descriptions; establish clear lines of communication between committees, BOD, and membership; recruit new committee members
		8. Prompt publication of committee meeting minutes, agendas
		9. Succession Planning – leadership recruitment plan, transition meetings

Discussed the plan to prioritize the above listed goals. General Chair will work with those assigned to these tasks. Check-ins will also happen at all board meetings.

1. Update on P&P Project – Barbie Barker provided by Jackie Stiff – will have a meeting in April to allow individuals to ask questions before it is officially presented to the board for a vote at May meeting.
2. Proposal re: Management of future HOD meetings (zoom vs. in person) – Jackie Stiff, Erik Eikenbary **VOTE M/S/P as written below**
	1. In person the payment will stay the same.  Online you must be on zoom for at least ¾ of the meeting time on your own zoom.  I would also recommend that we move the start time to 10am which makes it more feasible for a 1-day trip within the 225 miles.
		1. In person (as is now)
			1. 1 rep                     = $100
			2. 2 reps                     = $200
			3. 3 reps                   = $350
		2. Online but within 225 miles of location (address calculated from team’s main pool)
			1. 1 rep on own zoom for at least ¾ of meeting time = $50
			2. 2 reps on own zoom for at least ¾ of meeting          = $100
			3. 3 reps on own zoom for at least ¾ of meeting          = $225
		3. Online outside of 225 miles of location (address calculated from team’s main pool)
			1. 1 rep on own zoom for at least ¾ of meeting time = $75
			2. 2 reps on own zoom for at least ¾ of meeting          = $150
			3. 3 reps on own zoom for at least ¾ of meeting          = $275

**New Business:**

1. Silver State – need vote regarding whether it is a protected weekend **VOTE M/S/P as written in the motion below**
	1. Discussion about historical attendance and why it was being requested to allow this meet to be an unprotected weekend.
	2. Motion: to Make Silver State an Unprotected meet.
2. Governance Committee –summary of board self-assessment and interviews **Tabled to May**, Ken did jump on at the end, but most had already left the room.
3. Transgender Athlete Policy – Scott Powell
	1. Discussed and will follow USA Swimming Policy. You cannot change genders at a meet. It must follow the policy.

**Resolutions and Orders:** The next scheduled Board meeting will be **May 7, 2022**. Written reports from each Board member/representative/committee are due to Jackie Stiff by **May 2, 2022.**

**Adjournment:** **1:45pm M/S/P**