

## MEETING OF THE LAKE ERIE SWIMMING BOARD OF DIRECTORS

Monday, May 17, 2021 Zoom Meeting

### Minutes

#### **Mission:**

To enrich the lives of our athletes through the sport of swimming by providing safe and inclusive programming in a culture that encourages competitive excellence and personal growth.

#### **Vision:**

Lake Erie Swimming inspiring the pursuit of excellence in swimming and in life.

#### **Branding words:**

Lead; Engage; Succeed; Inspire

**Call to Order:** Vince Colwell

#### **Roll Call:**

Stacey Aroney, Eileen Bringman, Branden Burns, Vince Colwell, Pam Cook, Erin Crabtree, Diane Finnerty, Josh Forsythe, Sonja Haywood, Kristen MacPhail, Sarah Mally, Mia Nagle, Sarah Tobin

#### **Not in attendance:**

Mark Krusinski, Maddie Machado, Megan Maholic

#### **Conflict of Interest Declarations:**

**Addition(s) to and Approval of Agenda:** APPROVED

**Approval of Consent Agenda:** APPROVED

**Approval of April BOD minutes:** APPROVED

#### **Announcements:**

1. New Board Members – welcome
  - a. Sarah Mally – Jr Coaches Rep
  - b. Madison Machado – Jr Athlete Rep
  - c. Josh Forsythe – new Technical Planning Chair
2. USAS Governance Proposal – June 30 special meeting
  - a. 33% of committees have to be athletes
  - b. Have to have a special meeting to approve this immediately
  - c. <https://www.usaswimming.org/about-usas/governance/special-hod-meeting/required-usa-swimming-rule-changes>

#### **Action Items:**

1. Strategic Plan Update
  - a. Strategic Plan will run from now until Summer 2022

- b. Three areas to work on – Athlete Development/Performance; Education; Volunteers
- c. DEI has a goal that should be included in the Strategic Plan
  - i. How diverse is LESI
  - ii. DEI Committee will begin to educate coaches on ways to foster swimmers from under represented backgrounds and how to make all the dynamics of all individuals work together
- d. Athlete Development/Performance
  - i. Run a camp before Summer 2022
  - ii. Athlete recognition – athletes have been doing an excellent job showcasing athletes each week on the LE website
- e. Education
  - i. Provide education for parents, coaches, and athletes
  - ii. Could run an education piece prior to HOD (twice a year)
  - iii. Coach Rep, Stacey Aroney, sent out a survey to coaches asking what they would like to see on the LE website. She will report back next month
  - iv. LE website already has pages for coaches, athletes, parents, and officials
    - 1. Need to provide Pam Cook with the information to update these pages
    - 2. Pam Cook will start to post the weekly email on the LE website as a reference for those who are not non-athletes and do not receive the email
    - 3. Pam Cook includes information regarding LESI as well information from USA Swimming in the weekly newsletters
  - v. Sponsor an athlete clinic – Summer 2022
  - vi. Club visits
    - 1. LE BOD present at a Roundtable to teams' BOD via Zoom
    - 2. Roundtable can be done August 2021
- f. Volunteers
  - i. Increase active volunteers
  - ii. Current committee chairs should reach out directly to people to add new members
  - iii. We need all committees to be active
  - iv. We need to raise awareness of the things the LESI board needs help with
  - v. People tend to volunteer if they are reassured that a change will occur
  - vi. Some people perceive that the BOD all think the same and that we don't foster the athletes and that fostering the athletes is up to individual teams
- g. The Strategic Plan document will be a working document
- h. MOTION: Approve the Strategic Plan as presented from now until Summer 2022. **PASSED**

2. Teams that did not attend HOD will all pay the \$100 fine if they had no one in attendance

**Discussion Items:**

1. Reports of BOD Members
  - a. Reports should be submitted the Monday prior to the BOD meeting if want to be discussed at meeting
  - b. Reports will no longer be on the BOD agendas unless sent to LE Secretary to be added to agenda
  - c. Committee minutes should be emailed to Pam Cook to post on the website
  - d. BOD should look at committee reports on the website prior to each BOD meeting. The secretary will include a link to the reports page with the reminder notice of the BOD meetings
2. Committee Members Outreach
  - a. We need to personally ask individuals to get involved
3. Evaluations for Committees/Individuals
  - a. Evaluations to be done prior to Fall HOD (Oct 2)
  - b. Committees should meet, take minutes, send the minutes to Pam Cook to post on the LE website

**Reports:**

1. Athlete Reps – Mia Nagle, Maddie Machado, Megan Maholic
  - a. Currently in a transitional period as Zach is moving on and Maddie Machado is the new JR rep
  - b. Service project the last weekend in May volunteering at Gigi's Playhouse in Lakewood. Gigi's Playhouse is an achievement center which provides programming for people with Downs Syndrome
2. Coaches Reps – Stacey Aroney & Sarah Mally
  - a. Putting together LEAP information for Pam from the club surveys that were sent out
  - b. Updating the coaches email list
  - c. Stacey will catch up with Sarah Mally soon
3. Admin Vice Chair – Kristen MacPhail
  - a. Thank you to Heather and Bill Stewart for putting the LE Virtual Awards program together
  - b. Awards have been ordered and Sarah Tobin will distribute them to coaches at the CCS meet and other meets this summer
  - c. Will talk to Stacey Strickland to get IMX awards distributed
4. Senior Vice Chair – Eileen Bringman
  - a. Had a Senior Committee meeting at Senior Champs. Will write up minutes and send them to Pam to post

- b. Looking for a meet director for LC Senior Championships
- 5. Age Group Vice Chair – Erin Crabtree
  - a. Waiting on Zone meet information
  - b. Kyoko Hong, Zone Chair, will get information to Pam Cook to post on the LE website
- 6. Technical Planning – Josh Forsythe
  - a. Working on getting committees together that fall under Tech Planning
  - b. Swimposium – waiting until we get support from USA swimming to host a Swimposium – hopefully in 2022. LE is on the list to have one
- 7. Treasurer – Diane Finnerty
  - a. No report
- 8. Finance Chair – Mark Krusinski
  - a. No report
- 9. Operational Risk – Branden Burns
  - a. Operational Risk and COVID taskforce will meet to decide what to do after June 2, 2021. Governor DeWine has removed all COVID mandates effective June 2.
  - b. Most swimmers are not vaccinated so we need to be conscious of this when making decisions
- 10. Secretary – Sarah Tobin
  - a. No report
- 11. Membership/Registration/Permanent Office – Pam Cook
  - a. Registration Stats

	May 16, 2021
Athletes – year round	2590
Athletes – flex	313
Athletes – outreach	41
Athletes - seasonal	80
Athletes - TOTAL	3024
Non Athletes	273
Clubs	38

- b. New club out of Stark County Y; Doug Nist is the head coach
- 12. Safe Sport – Sonja Haywood
  - a. Athletes are planning a Safe Sport event Sunday, May 30 at 7:30 pm via Zoom
- 13. Diversity, Equity, & Inclusion – Sonja Haywood
  - a. Meeting with committee next week
- 14. Governance
  - a. Governance Committee wants to see minutes from all Committee meetings that were held in April

- b. Board Evaluations
- c. Help General Chair and support the BOD

### **Old Business**

- 1. Newsletter/website advertising –
  - a. Send any interested advertisers to Kristin MacPhail
- 2. Disability Chair
  - a. Vince Colwell is looking for a Disability Chair but has two members for the committee
- 3. Operational Risk Manual needs to be updated
  - a. An Operational Risk Manual will be done prior to Fall HOD

### **New Business**

**Meeting Adjourned at 8:45 p.m.**

### **Next Meeting:**

Monday, June 21, 2021 at 7:30 pm via Zoom

Respectfully submitted,

Sarah Tobin

## Athlete Development and Performance

Strategic Goals	Objective	Action Steps	Who is Responsible
Improve Performance of LESI 14&Under Athletes	Annual Camp		Age Group Chair Tech Planning Chair
Improve Performance of LESI 15&Over Athletes	Annual Camp		Senior Chair Tech Planning Chair
Increase Athlete Recognition	Recognize athletes accomplishments on website		Athlete Reps

## Education

Strategic Goals	Objective	Action Steps	Who is Responsible
Provide Education for Parents, Athletes, Coaches	1 Hr presentation before HOD		???
Sponsor Annual Athlete Clinic	Increase Resources provided on website Athletes Helping Athletes Clinic	link newsletter	Coach, Official, Athlete reps Senior Chair Athlete Reps Tech Planning Chair
Develop collaboration between LSC & Clubs	Team President Roundtable		General Chair Pam Cook

## Volunteers

Strategic Goals	Objective	Action Steps	Who is Responsible
Increase number of active volunteers	Fill committee appointments	Individuals reach out to individuals/teams	Division Heads Committee Chairs
	increase club representation in committees		Division Heads
	communicate and educate about benefits of volunteering	committee reports/minutes Club service point awareness	Committee Chairs
Provide better education for succession and retention of volunteers	Foster/create positive culture of volunteerism in LESI	Get active Focus on Athletes	BOD Committee Chairs

## Diversity, Equity, Inclusion

Strategic Goals	Objectives	Action Steps	Responsible Party
Identify how diverse we actually are			
Have a DEI event			
Increase Education to Coaching Staffs about dynamics of coaching underrepresented groups			

updated May 17, 2021

**Deadline**

**Deadline**

Summer 2022

August 2021

**Deadline**