

Governance Committee
Sunday, February 28, 2021, 7:30 pm Virtual Meeting
Minutes

Present: Julie Bare, Vince Colwell, Pam Cook, Tina McCauley, Sarah Tobin
Absent: Branden Burns, Gracie Girts, Gabby Kariotakis, Emman Claire Shemo-Lambert

Governance Mission Statement:

The mission of the Governance Committee is to assist the Board of Directors (“Board”) of Lake Erie Swimming in fulfilling the Board’s responsibilities with respect to (a) Board organization and function, including the recruitment, nomination, and orientation of Board Members; (b) Board Committee structure, membership and function; (c) Board governance policies and the necessary modifications to such policies; and (d) Strategic Plan.

Meeting began at 7:33 pm.

Approval of January 24 2021 Minutes – Motion to approve. Pass unanimously

Approval and Additions to Agenda – Under New Business added New Board Member Orientation

Old Business

- Board Items Update
 - Manuals – LESI BOD approved committee and board manuals at their Feb. 15, 2021 meeting.
 - BOD Evaluation – BOD Self Board evaluation will be done in the next month with BOD members giving feedback on the process and evaluation questions. The Committee Chair Evaluation will take place at the committee meetings which are scheduled to meet during April.
 - Committee Listings and Alignment – The committee members listed are either not current or members that should be on the committee (required by LESI) are not listed on the committee. Also the Ted Stevens Act requires 20% athletes on all committees including Coach and Official committees. A suggestion was made to have each club athlete rep be represented on the Coaches Committee. Vince will discuss this with Committee Chairs so that the listing is current and aligned by the April committee meetings.
 - Strategic Plan – Vince indicated that LESI will adopt an interim 1-1 ½ year Strategic Plan to go through August, 2022. At the committee meetings in April the individual committees will develop a goal/s for the strategic plan. Pam will present the new LEAP structure at the LESI March BOD meeting. Some items in the new LEAP structure possibly could be implemented with committee goals.
 - P&P – clearly stated anti-discrimination policies, procedures for reporting DEI related cases, and transgender athlete policies. Pam indicated this should be done by the DEI committee by the end of March so that LESI HOD in April can approve the P&P legislation. LESI will be reviewed in September, 2021 as part of the new LEAP structure. Vince indicated the timing could be tight for this to happen.
- LEAP required items for Fall, 2021 review that need attention. These items were carried forth from Governance January meeting to focus attention on future items LESI BOD should be working on.
 - Governance

- New QUAD Strategic Plan or interim one
- P&P – clearly stated anti-discrimination policies, procedures for reporting DEI related cases, and transgender athlete policies.
- Feedback from Members
- Programming
 - Description of how LSC ensures DEI is embedded in all LSC programming.
 - LSC business development training for clubs
 - LSC volunteer development training
 - Promotion of Open Water programming
- Communication
 - None

New Business

- Whistle Blower Policy – Pam is customizing this document for LESI and will send to BOD for review and approval.
- New Board Members Orientation – New Board members will be coming on the Board as a result of Coach and Athlete rep elections in April. A targeting orientation for these new members should be conducted with a Governance member as part of the orientation team. Vince will be facilitating this new board member orientation.

Meeting adjourned at 8:27 pm.

Below is a schedule of 2021 meetings and the committee member who will be taking minutes.

Sunday, December 20 – Pam Cook

Sunday, January 24 – Julie Bare

Sunday, February 28 – Pam Cook

Sunday, March 28 – Branden Burns

Sunday, April 25 – Gabby Kariotakis

Sunday, May 23 – Tina McCauley

Sunday, June 27 – Emma Claire Lambert-Shemo, Gracie Girts