**Approved**

**OSI Board Meeting**

**Wednesday, February 6th, 2019, 7:30 pm, Zoom Conference Call**

**In attendance: Shelly Rawding, Debbie Laderoute, Julie Carpenter, Paul Windrath, Greg Bostrom, Christopher Pfaffenroth, Sara Nelson, Marilyn Loitz, Russ Scovel, Emily Melina, Jeff Gudman, Danny Weinberg, Jacki Allender, George Sampson, Quinn Brown, Gabby Calvi, Jessica Maeda.**

**Meeting Called to Order: 7:35 pm**.

**Welcome:** Welcome Danny Weinberg. Request to add to agenda under new business approval to allow Russ access to SWIMS database.

**Special Recognition or Announcements:** Congratulations to Nick Simons who broke Jacob Pebley’s 13-14/open 200 backstroke record.

**Minutes:** Minutes from 1/9 and 11/14. m/s/p

Request to add person’s name beside their title when they submit a report so they will be easier to contact if needed in the future.

**Treasurer’s Report (Paul Windrath):** 2018 finished up with a $7,000 plus revenue over expenses. Balance sheet is same as last year, aging report – all clubs are now current except for 2 seasonal teams. Automatic payments went well this month. Original quad budget for 2018, 2019, 2020 have changed because of LEAP, increased pool rental and hosting Western Age Group Zones etc. Do we want to keep original or update? If we are blowing things out of the water and things are no longer applicable we need a budget that actually reflects where we are at. Suggestion to add an another column to budget. Historically we have underestimated income and overestimated expenses. USA Swimming wants us to have a quad budget but we should reforecast each year. Paul will create a version 2 and report quarterly with ie. 2019 budget, 2019 budget number 2 and 2019 budget actual.

Misinterpretation of one part of Arena contract by Arena so this is still being clarified and has not been signed yet.

Profit-Loss: The 2018 financials are closed and submitted to TKW (our accountants). The attached Profit-Loss includes 2015 thru 2018. Going forward, the YTD Profit-Loss will be reported quarterly. If you would like to see the Profit-Loss for a specific month, please let me know and I will generate it.

Balance Sheet: The Balance sheet for the past 4 years is attached.

Aging Report: All clubs are current with the exception of three seasonal clubs.

Payment Methods: For January: Credit Card (21 for $17,949), ACH (24 for $47,609), and Check (7 for $5,736).

Flex Memberships: For January, there were 76 FLEX and 496 YR. OSI revenue is not adversely affected by FLEX memberships because OSI’s portion of a FLEX is the same as YR. However, since FLEX restricts the number of competitions, will this impact revenue from meet surcharges and splash fees?

Discussion:

Investment Policy Status: The Investment Committee is working on the IP (investment policy) details. The IP should be ready for review during the March 2019 meeting.

Travel Endowment: Currently, within the Travel Endowment, there are three restricted “buckets of money.” They are: Emergency Reserve ($88,000), the TE Earnings from 2016 and 2017 earmarked for Operations ($85,500), and excess Operations assets “parked” in the UBS account ($140,000).

Recommendation: In 2015, the HOD approved ceasing Travel Endowment funding and authorized returning 95% of the earnings to Operations to fund new initiatives. The intent was that the earnings would substantially be spent in each fiscal year. Thus far, these earnings have not been needed. This motion clarifies the earnings amount that can be transferred to Operations in any given year.

**Motion**: amend Article V, Section 1B to include “In any given budget year, earnings transferred into the operations budget shall never exceed 95% of the previous year’s earnings.” m/s/t

Membership Fees (OSI Portion): OSI’s portion of individual memberships is $10 for Athletes, Officials, and Coaches, but for OTHER (i.e. meet directors, safety marshals, etc.) it only - $5. It takes just as much time to process OTHER registrations.

**Motion**: Effective 9/1/2019, the OSI portion of all non-athlete memberships is $10. m/s/t

Discussion: Reasoning for this initially was because of expense of providing officials with credentials and name tags etc. Should other membership increase or should officials membership decrease?

OSI Championship Entry Fees: The facility cost of the OSI Championships is increasing. The facility costs in bid proposals often changes after the bid has been accepted and, in accordance with the P&P, the Board does not have the authority to increase the surcharge to cover these increases. The Board needs the flexibility to manage expense when facility changes in between the HOD.

**Motion**: Amend Article IX, Section 1 (G) to read “Entry Fees – Surcharge ($10 or more per swimmer)…” m/s/t

Motion to accept treasurers report. m/s/p

**Reports:**

**General Chair Report (Shelly Rawding):**

It has been a busy month. We are happy to announce that our attendees to this years Leadership Summit in Colorado Springs in April will be our at-large athlete reps Gabby Calvi, Jessica Maeda and coach Justin Morin.

 Julie Carpenter has been invited to a wedding the first weekend in April – so we cannot use her house on April 7th for our board retreat. Anyone else have room for us that day? We need a new location...

 Bob Bruce is doing a stand out job getting our Open Water Race organized – our next Zoom call for that is on February 11th.

 Please just review that Arena contract one more time before I sign and we go with it. Let me know if you see anything amiss. Thanks again to Paul for working with Jenna on this for us.

 I have two items we need to address at our meeting on Tuesday – the first is our **state meet relays entry procedure**. Currently in OME, to enter an event the qualifying time must be in the SWIMS database in order to enter the given event. This includes relays.

 There are a few teams that are currently unhappy with the OME entry procedure, since they are used to being able to enter relays without having to prove a time for entry. (or prove it after the fact either – since according to tradition no fines are put on teams that do not meet the standard) I said we would discuss state relay entry procedure at this meeting with the BOD to discuss their concerns.

 The other item we need to address is the Zone Task Force item. At our HOD Meeting in October, the Task Force was set up with a few tasks. They were as written down in the minutes:

1. Clarify zone/all stars staff positions by Oct 31, 2018. Open applications Nov 1-14, 2018 and announce staff Nov 21, 2018
2. Create all star application and post to website
3. Evaluation of 10 and unders as part of Zone team, make recommendations and put forward an online vote.
4. Setup information meetings at championship meets
5. Email March 7-11 for an online vote

 The task force has completed their evaluation, and you can read their report that is attached. Their recommendation needs to be shared with teams, it has not been sent out yet.

 The question is on the vote – it needs to be specified **who is voting.** Same as HOD? One club vote and one athlete?

**Senior Chair Report:** no report

**Admin Chair Report (Christopher Pfaffenroth):** John Heitt (THSC) will be the new Times Standards Chair.

**Senior Chair:** no report

**Age Group Chair:** no report

**Coaches Rep:** no report

**Official’s Report:** no report

**Operational Risk (Russ Scovel):**  Trend in warmups at meets. Going to try to focus on practice safety so that when they go to meets they do the same things they during meet warmup that they are doing in practice.

**Safe Sport Report (Jacki Allender):** I attended the 2019 Safe Sport Leadership Conference held January 31-February 1 in Colorado Springs.

Abigail Howard was introduced as the new USA Swimming Associate Counsel and Director of Safe Sport.

Matthew Sandusky of the Peaceful Hearts Foundation was one of the speakers. One takeaway from his talk is for anyone that sees behavior testing boundaries needs to say something.

An interesting statistic: Adults that receive training in keeping kids safe will stand up for kids 100% of the time when witnessing harmful behavior.

I am in the process of becoming certified as a “Darkness to Light” facilitator. This will help with providing education for adults in our swimming community.

Although a great deal of material was presented. Many of the attendees (myself included) were requesting material to help coaches, officials and other adults to understand how to comply with the “mandated reporting” process.

It is hopeful these materials will be presented at the Zone workshops in May.

**Diversity and Inclusion:** no report

Motion to accept submitted reports. m/s/p

**New Business:**

**Relays on OME:** You can’t make up times in OME without override turned on. Discussion to use 400 relay times for the 200 relays which would be especially helpful for the 200 medley relay for 13-14 year olds. There is no requirement in our Policies and Procedures that teams prove the entry times before our championship meets and fines are not levied against relays, they just don’t score points. Not fair to make any changes this season as it is too close to deadline for championship entries.

Motion to allow teams to override relay entry times for the upcoming short course championship season. m/s/p

Discussion to make changes for long course season.

**SWIMS access for Russ:**

Motion that Russ Scovel (Operational Risk Chair) be granted access to the SWIMS database as needed for the Operational Risk Management position. m/s/p

**Zones Task Force (presented by Danny Weinberg):**

Danny is working on All Star report and it will be available soon.

Background:

After the 2002 Zone Meet, Oregon Swimming made the decision to remove 10U athletes from the team that competes each summer at the Western Zone Age Group (WZAG) Championships. This decision was made following the presentation of information by a USA Swimming sports development specialist, which outlined the negative effects of early sport specialization and high-level competition on young athletes. These effects included excessive adult performance expectations (both coach and parental); negative athlete self-image as the result of excessive adult performance expectations; and a significant correlation between early high-level competitive success and a lack of longevity in competitive participation (“burn-out”).

At the time, Oregon Swimming was the only Western Zone LSC to make this decision. In 2018, Oregon Swimming continues to be the only LSC that does not include 10U athletes at the WZAG meet each year. This Task Force was formed to re-examine the decision made 2002 and to make a recommendation to the OSI Board of Directors regarding 10U athlete participation at this level of competition, moving forward. The members of this Task Force consisted of current and former Age Group Zone Coaches, including Head Coaches with previous experience coaching 10U athletes as part of the Zone Team; a Zone Team Manager; several athletes who have competed at the WZAG meet; and several coaches with no previous WZAG experience.

**After considerable discussion, the Task Force has the following statement and recommendations to make to the OSI Board of Directors:**

The All Star/Zone Task Force values the mission of Oregon Swimming, *To build and promote the sport of competitive swimming for the benefit of all swimmers to achieve their maximum potential,* and recognizes the importance of supporting Oregon athletes by ensuring access to competitive swimming environments to provide them with the opportunity to achieve their maximum potential.

The Task Force also recognizes that an athlete’s individual success will not be the same at every age and level of competition and believes that competitive swimming opportunities supported by Oregon Swimming need to be evaluated with this understanding in mind.

In specifically addressing the inclusion of 10U athletes on the WZAG team, three primary factors were considered at length:

1. 10U athletes and their families, in general, are new to the sport of swimming and should be encouraged to take a long-term approach to their involvement. The focus at this stage should be on enjoyment of the sport, the fundamentals of stroke technique, and other foundational aspects of conditioning, such as nutrition and hydration. Additionally, 10U athletes should be encouraged to be multi-sport athletes, avoiding early specialization and over-training that can lead to injury, negative self-image, and early exit from the sport.
2. The acknowledged benefits of the WZAG team experience, including team travel and swimming in a high-level competitive environment, are more appropriately experienced by 10U athletes within the structure and support of their individual team environments and coaching philosophies. The variables that can contribute to a negative WZAG team experience, such as the length of travel and lack of familiarity with teammates and coaches, can be avoided by 10U athletes if they are introduced to these aspects of competition as deemed appropriate by their individual team’s coaching staff, over shorter periods of time, and with the support of family and teammates.
3. The current structure of Oregon Swimming 10U Championships (2 half-day, timed-final sessions) supports the philosophical statements made in points #1 & #2 regarding the focus and training levels of 10U athletes. While the overall structure of the Oregon Championship Meets is another discussion entirely, the Task Force did discuss the addition of a prelims/finals aspect in some form to the 10U Championship Meets. It was felt that the addition of this aspect of competition was thought to be more beneficial in preparing these athletes to compete as 11 year-olds at the LSC level, rather than as 10U athletes at the WZAG meet.

The Task Force does acknowledge that, in any given year, there are likely to be some 10U athletes who possess the combination of personal and athletic maturity to successfully handle the pressures of a week-long team travel meet, in addition to swimming in a high-level competitive atmosphere. However, this Task Force also agrees that, for the vast majority of Oregon 10U athletes and their families, the structure of the week-long WZAG meet, and the selection process leading up to becoming a member of the WZAG team, are not positive, age-appropriate competitive experiences. It is not in line with the Oregon Swimming Mission Statement to support a competitive swimming experience that is in direct contradiction to recognized best practices for 10U athletes.

*Therefore, this Task Force does not recommend the 10U athletes be included as members of the Oregon WZAG Team.*

That said, this Task Force recognizes the importance of acknowledging the competitive achievements of Oregon’s 10U athletes, beyond that of the annual Top 5 Awards, and the current OSI Championship Meets. This additional recognition is afforded to 11-14 year-old athletes through the All Star and AG Zone Meet Teams, and to 15&O athletes through the Senior Training Trip, and this Task Force believes a similar opportunity that is in line with best practices should be available to 10U athletes.

*Therefore, this Task Forces recommends the creation of an invitation-only, Oregon Age Group Training Camp, that includes 10 year-old athletes, with the following suggested structure (final details TBD):*

1. A one-day camp, to be held late April/early May, for selected 10-14 year-old athletes. Suggested location: Corvallis Aquatic Center, because of central location, availability, and facility rental rates.
2. Camp size - 80 athletes: Top 8 of each age group (10, 11, 12, 13, 14), girls and boys.
3. Camp participation would be by invitation only, to the Top 8 athletes of the age groups designated in #2, above. Top 8 designation would be as determined by points scored (High Point rankings) at the OSI 10U and 11-14 Short Course AG Championship Meets, in February (10U meet would be scored retro-actively in order to determine High Point Athletes).
4. Athletes would have to confirm attendance at Select Camp by early March; if invited athletes do not confirm, then the invitation would be extended to the 9th (10th, 11th, etc) athlete in that age group, until there are eight (8) confirmed athletes for each age group.
5. Coaching staff would total 10 coaches, one for each age group (girls and boys), to include the current ASZ Coaching Staff (5 coaches) plus five (5) additionally invited Oregon coaches.
6. In addition to the coaching staff, special presenters would be selected, to include a National Team and/or Olympic Team Athlete and Coach (as available).
7. Overall structure to the camp would be early morning swim clinics / late morning workshops / lunch / early afternoon workshops / late afternoon swim clinics (suggested format).
8. Swim Clinics and Workshops would mirror those offered at Western Zone and National Team Select Camps.
9. Responsibility for planning & execution of Select Camp TBD, but to include the ASZ Head Coach and Team Manager.
10. Financial support to be a combination of funding from OSI (amount TBD) plus athlete fee.

Note:

The Select Camp idea was first considered last spring (2018) as a possibility; at that time it was determined that all costs (facility, guest speakers, food and camp t-shirt) could be covered by an athlete fee of approximately $75.00 - $100.00 per athlete ($6,000 - $10,000 budget). Oregon Swimming can consider how best to support this opportunity financially, given this financial estimate.

Decision on the Select Camp would need to be made ASAP, in order to effectively execute a successful opportunity in April/May 2019.

Discussion: Camp is not a budgetary issue to OSI as it will be funded by the participants. At HOD we said we would have discussion at our Championship meets and an on-line vote March 7-11. What exactly will be voted on? Danny will go back to task force to put together wording for the vote. George offered to help Danny spearhead camp details if this passes.

Next Meetings:

March 6th – 7:30 pm on Zoom.

April 7th – Board Retreat 9 to 5 pm.

**Meeting adjourned at 9:21 pm.**

Submitted by:

Debbie Laderoute