

xMeeting Title: Pacific Swimming House of Delegates Meeting

Date: May 6, 2017

Attendance:

Board members attending are noted by an 'x' in the table below/ board members not present but excused are marked with an 'E'. Team representatives and guest in attendance are also noted.

Board of Directors		Kent Yoshiwara	X	Zone Reps		Club Reps		Tammy Hopkins	X	Office	
John Bitter	X	Jennifer Winters		1N – Jim Stretch		Curtiss Kikuta	x	Chris Horner	x	Cindy Rowland	x
Leo Lin	X	Clint Benton	x	1S – Cliff Reyda	x	Steve Morsilli	x	Josh Senecal	x	Laurie Benton	x
Todd Krohn		Mike Davis		2 – David Benjamin	x	Carol Cottam	x	Janet Green	x	Traci Benton	x
Lehla Irwin	X	John Schonder		3 – Kevin Twohey		Brian Holm	x	Karyn Kikuta	x	Diana Fetterman	x
Joey Sementelli		Michala Roan	x	4 – Jerry Rudd	x	Jennifer Thiem	x	Jen Gutierrez	x	Jeanette Soe	x
Debbi Tucker	X	Rick Waterhouse		Jim Morefield		Kevin Raab	X	Jim Aumann	x	Annie Stein	x
Mary Ruddell	X					Dionne Dunn	x	Valerie Rudd	x		
Paul Reidl		Susi Jackson		Athlete Reps		Derek Hutchinson	x	Mengjin Wu	x		
Don Heidary		Marie Lin	x			Jodi Wright	x	Paul Murphy	x		
Rick Beebe	X	Veronica Hernandez	x	Calla Richards	x	Asher Green	x	Millie Nygren	x		
		Larry Rice	x	Allison Kulikowski	x	Mike Piccardo	x	Ben Chung	x		
		David Cottam	x	Robert Mitchell	x	Kyle Kikuta	x				
				Tessie Scavone	x	Jay Rowland	x				
		Joe Woo				Paul Gorospe	x				

TOPIC	DISCUSSION - CONCLUSION	RECOMMENDATION/ ACTION	FOLLOW- UP DATE
Meeting Called to Order	Meeting was called to order by John Bitter at 6:40 PM (1840 HRS).		
Conflict of Interest	Meeting opened with reading of the USA-S Conflict of Interest Statement: <i>Is any member aware of any conflict of interest (that is, of a personal interest or direct or indirect pecuniary interest) in any matter being considered by this meeting which should now be reported or disclosed or addressed under Pacific Swimming Conflict of Interest Policy? No affirmative answers. If a board member determines there is to be a conflict of interest at any point during the course of the meeting when a specific subject is being discussed and/or action is being taken, a declaration of a conflict of interest should be made at that time.</i>		
Minutes from Previous Meeting	October 9, 2016 HOD minutes. Approved.	Passed	
Ratify Actions of BOD	Motion to ratify action of the BOD since previous meeting of the HOD on October 9, 2016. Approved	Passed	
Officers' Reports			
General Chair	John Bitter – Final HOD speech 8 years ago, I put this on...(crown)...my first House of Delegates after I had been elected, which was at this hotel. After the HOD and the awards banquet, I had to change into a suit and fly to New York to attend the		

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	<p>Golden Goggles. The first summer that I got elected, I immediately went to a bunch of depositions that I didn't really want to be a part of. But I quickly learned a lot about the legal system that I didn't know and didn't realize and care not go through again. But, I've been very fortunate to be able to do this for 8 years. I thank all of you for allowing me to do this. I have been fortunate to work with some fantastic people on the Board throughout the years. We have come a long way to what I hope will be a good future for this LSC. We now have an office, an actual physical office. We have a staff that consists of six people; several of them are part time; a few are full time. There will be a staff presentation about how they're going to become even more involved with making sure that the committees are running. We are going to model this after USA Swimming as far as to how staff are liaisons to the committees. So we make sure that the committees are doing their job; reports are posted; we are doing the right thing for the membership to be able know what is going on. The staff has taken over many duties that volunteers did. It doesn't mean they can't do it, but that they didn't have the time to do it. Society changes and people's commitment to time becomes more precious. So Staff has taken on many roles that we felt were necessary to have the LSC work functionally well and continue to move forward. After the first round and then I got reelected and, then all of sudden, everyone was saying we are going to find a way to get United States Swimming allow us to change the Bylaws to let you do it again. Okay, and then we did the same thing. This time we are not going to do it anymore. It is time for someone else to take over; to bring their voice into this; to see what they can do. I hope during this time we laid good framework for growth and possibilities. We are the third largest LSC in the country and we do a lot of things LSCs are doing; the larger LSCs are a lot like what we are doing. Actually we are doing more in some areas than many of the LSC's throughout the country. I am very proud of that. I do not want to bore you with much diatribe. But I couldn't name every person who has stood by me and tolerated me during meetings and my off-the-wall ideas many times. But I do want to definitely thank Mary Ruddell, who has stood by me for six years of these years. You (Mary) were with us for the first two years but that was under different circumstances. We are now audited on a regular basis, every other year by an outside firm. I think that it is very important for transparency of our budget process and how we are utilizing our funds. Mary has learned how to communicate with John. She sends a text, instead of an email or a phone call. It just says "CALL ME," in capital letters and then I will call her: kinda like my mom. So I kinda call her my mom, because that is how our relationship is. I will give her all the credit in the world for listening to all my ideas and finding a way to make those ideas happen. I come up with some ideas and Mary makes if happen with money. It's one thing to have an idea; it's another thing to come up with the money or the means to do it. Several years ago when we had to deal with the raise from USA Swimming on registration. She came up with a way to put money away so we didn't have to do the raise every year that USA Swimming was doing. Now Pacific Swimming is going to control Far Western in a different way than it used to. So there are a lot of good things that are coming. I would also like to thank Leo, who for the last several years, has served as my other arm. With my ascension to the USA Swimming Board, there have been times that I can't be here or I couldn't be here, Leo stepped in and took over and handled things very well and I appreciate that. With George's passing in March, Leo has also been taking care of scheduling for us. The staff has been taking care of scheduling and we will continue that way until the end of summer. We are finalizing the schedule for next year. Leo, Mary, myself, Cindy, and the whole staff met last week. We went through the whole schedule and we found the holes that we need to fill. We, hopefully, will have that up by the end of the month so that we will know what meets we have on</p>		

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	the schedule for the next year. I'll leave it to the next General Chair to decide who they want for the next Scheduling Chair. I am not disappearing into the woodwork. I will still be around. There are many projects that I started and still want to make sure that they continue on.		
Vice Chair – Program Operations	<p>Leo Lin:</p> <ol style="list-style-type: none"> USA Swimming is still holding up the Bylaws that we submitted 2 years ago. Quite a few LSCs have submitted and protested the way it is being done. The General Council of USAS is dealing with it. There were protests from the LSCs that 1 template does not fit all the LSCs. Bigger LSCs have to find different ways to handle things. That would be Southern California, Illinois, and us. LSCs with 10,000 plus athletes are very different than those with about 5000. For us, it is like dealing with the different zones. There has been so much reaction that USAS is revisiting the process. The choking point was every time a LSC submitted a Bylaw, they insisted that they have the right to review the entire set of Bylaws including all that had been approved in the past. We will not be working on any new Bylaws until the process has been dealt with. (John) Clint will be talking in New Business about a monumental vote in USAS to change the whole structure of the Board and how it governs USAS. It will come up in Dallas at the HOD. In my opinion, it is the way we need to go because Boards should be governance, not administrative. There is a task force that is dealing with the Bylaws issue with the LSCs. They are working with Governance, but have not come back with what it will look like. 		
Vice Chair – Program Development	Not present.		
Treasurer Age	<p>Mary Ruddell:</p> <ol style="list-style-type: none"> The finances of the LSC are doing very well. We are working on spending our investment fund by offering the grant programs. Round 2 ends May 15th and funds allocated by the grant must be spent by August 1st so that I can close out the year. We are going to be offering Year 2 of the grant and are for the athletes training equipment. Investment committee will be meeting on the 23rd and dealing with that. We have money set aside to not have to raise our annual dues. It will keep us tidy. Next year is our zero year. At that point, we will still have money for at least another 2 years before we have to start to consider raising dues. We are hoping that some of the other programs that we will be putting in place, like Far Westerns, will be able to earn money so that we will continue to not have to raise the annual dues. Every year USAS raises our dues by \$2. It is \$56 this year. Contact me if anyone has questions about the finances. 		
Age Group Committee	Veronica Hernandez – no report		
Senior Committee	<p>Lehla Irwin (report by text)</p> <ol style="list-style-type: none"> December sectionals still does not have a pool. This past year they expanded sectionals in our area to 3; one in December, one in March, and one in July. East LA is not available next December. 		
Registration	No Report.		

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Staff	<p>Cindy Rowland (presentation)</p> <ol style="list-style-type: none"> 1. I know most of you now. I have been working for Pacific Swimming for about 18 months. We got an office and the first thing we did this year was change to a different office. This office area is more financially prudent. It has free parking. It has 2 windows and is pretty awesome. We may be staying there for a while because it is a pretty convenient place. 2. There are 6 staff members <ol style="list-style-type: none"> a. Traci – is here (meeting) and is running the projector. Other duties are communications, records management, maintains the meeting calendar. b. Diana - does all of our website, newsletter, special projects, and orders the special awards for big meets. c. Annie – does sanctions, time standards, and MEFAP coordinator. d. Jeannette – handles all travel arrangements for all our all- star teams. e. Laurie – is our institutional expert. She knows where all the “bodies” are buried. We go to her for all the history on the membership. f. I (Cindy) – do a lot of hats here at the office. Business oversight, financial review with Mary, and penal review, coordinate swimming events like this one. 3. Next slides about the staff projects. <ol style="list-style-type: none"> a. Formation of staff liaisons with the committees. b. Working on with MKR to write an accounting policy manual c. Working on making it an easy transition to the new Board d. Working on some sponsor partnerships e. We are working on marshal credentialing. The tags will be sent out to the Zone chairs. It has printed material on marshal duties and responsibilities. Hopefully, there will be a marshal certification program. This is for 2018. f. LEAP program g. Enhancement of Far Westerns for the athletes. 4. I feel privileged to work with all of you. Thank you all. 5. Larry Rice question – Will Cindy be soliciting input from other sources since marshals do not take their duties and responsibilities seriously. Affirmative answer from Cindy. Flyer will be distributed with the tags. Being a member of USAS will likely not be a requirement. But there will be a test that they have to pass. Comment that this would be internal to Pacific Swimming. 6. Steve Morsilli question – Travel support for World Championship Trials is not included here. Mary stated that we have it. \$300 plus airfare. Will have to look it up. There are 3 travel support opportunities for coaches for this year. 		
Standing Committees			
Standing Committees	Reports submitted are posted.		
Diversity	<p>Kent Yoshiwara</p> <ol style="list-style-type: none"> 1. Committee consists of 14 members. About ½ of them call in to each meeting. 		

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	<ol style="list-style-type: none"> 2. Diversity Task Force has been in place for a year. Asking that any one dealing with diversity issues is invited to call in for the meeting. No requirement to be a leader in the LSC or a club. Looking to hear ideas. This program was started when USAS was in the room. 5-6 people have been on the calls. Different people have been calling in. Minutes are posted on the website after the meetings. We are looking at swim parents, club leaders, coaches, and other LSC leaders that we want to hear from. We get information from many sources. We are targeting the swim parents and club leaders for the Diversity Task Force. Sports and Corporations are looking at increasing cultural awareness and diversity; not just with ethnicity or socioeconomic criteria. USAS recently changed their mission statement and a few other items related to gender identity as well. So we are trying to make sure we are in line with what USAS is doing as well as the population in general. We not only look at cultural but also at families that are having issues with participating in the sport. If we look around the room, we are a very privileged group and we may not know that we are privileged because this is the way we have always done it. Not everyone has access to everything that we have. I put together the program trying to keep in mind those that don't have the advantages we have. 3. Pacific Swimming Annual Diversity camp was held Nov 6, 2016 in Richmond. Their swim center has an indoor pool, which we felt was a good idea for November. It was recently redone and opened a year ago. We had about 50 athletes; one of the larger diversity camp put on by an LSC. We have been doing this for about 7 years. This year had the largest coaching staff that we have ever had. Usually, diversity camps have 3-4 coaches. This is a tribute to how much interest there is and we want to get more coaches involved. We were able to get a Sierra Nevada coach and Kent has reached out to coaches outside of Pacific Swimming for help on this. Bill Woolsey, Manny Banks from USAS, and the former mayor of Richmond came to speak to the group. We were able to talk a lot about the issues of getting the kids into the water, keeping kids in the water, and what happens in those communities where swimming does not have priority and where money is an issue. The mayor was helpful in getting us into this pool and there was a lot of help from USAS. The summit was held in a classroom setting. Stayed at the pool until about 9 am and then to the classroom until 3 pm. Jim Wheeler gave us an indoor pool in San Francisco for 3 years. This year Richmond donated the pool. Looking for a pool in Zone 1 South for the next camp, which will be held in November. USAS will be involved and will likely bring other guests. 4. We are one of the few LSCs that have a diversity grant program. Other LSCs have been contacting us to find out how we do the grant program. More LSCs are beginning to do more of that. Slides of grant recipients since 2010 displayed. We are finishing up our grants for 2017. We have a meet reimbursement program. 5. We have done some work recently on Outreach membership. USAS requires each LSC to offer a lower annual registration fee for those athletes that can't afford it. Each LSC has its own criteria to qualify. The free lunch and reduced lunch program is not consistent across the board. Some cities will offer free lunches for every student in their city. That shouldn't mean that student could now apply for the \$5 registration. So we looked at other criteria to determine a family's eligibility. We are reaching out to other LSCs to see what they are doing. We have the most complete list that Kent has seen so far. John may know more. We are working with the Western Zone as well. We are leading the Western Zone with 		

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	<p>some of this stuff.</p> <ol style="list-style-type: none"> 6. We have the Fred Siegrist Diversity Scholarship to help an athlete that makes it on an All-star team and cannot afford the copay. Money is set aside to help those athletes. Other LSCs don't have that either. 7. Western Zone Camp and Summit will be in San Diego at San Diego State. Each LSC sends at least 2 athletes. If some LSCs don't send any, other LSCs are allowed to send more. There is a selection process. The first one was held in Pacific Swimming in 2014. 2016 camp was held in Utah. Kent will be leading the next Western Zone Diversity Camp. There are reservations for meeting rooms on the campus. The summit portion of it is made up of coaches and adult leaders from the LSCs that are involved in their diversity programs or have an interest or want to get involved with the programs in their area. The Western Zone Diversity Committee is fairly active and meets every month. Eastern Zone meets quarterly. Southern Zone meets twice a year. Central Zone meets once a year. Western Zone is looking at helping each other's LSCs. 8. I want to reiterate the idea of privilege and how good we have it and how those that aren't in our sport really need help to get into the sport. Keep that in mind and if you have any clubs near neighborhoods that is in financial need and underrepresented, not having the resources to participate, we have ways that we can offer assistance. 9. John – Thank you to Kent. Pacific Swimming is way ahead in its Diversity and Inclusion programs than any other LSC. All due to Kent and his hard work. 		
Resolutions and Orders			
	<p>2017-2018 Budget No item pulled. Budget ratified. Mary Ruddell (Treasurer)</p>	Passed	
New Business			
	<p>Elections</p> <ol style="list-style-type: none"> 1. General Chair (White ballot) – David Benjamin 2. Vice Chair, Program Development (White ballot) – Veronica Hernandez 3. Vice Chair, Program Operations (White ballot) – Debbi Tucker 4. Secretary (White ballot) – Marie Lin 5. Treasurer (White ballot) – Mary Ruddell 6. Registration Coordinator (White ballot) – Judy Siegrist 7. Senior Vice Chair – Brian Holm nominated from the floor and Lehla Irwin on ballot. Brian accepts the nomination. Brian stated that he is willing to learn and to help. Lehla is willing to step aside and willing to help Brian. Result: Brian Holm 8. Age Group Vice Chair – Kyle Kikuta and Liv Lyons on ballot. Result: Kyle Kikuta 9. At Large – Susi Jackson, Curtiss Kikuta, Leo Lin, Mike Piccardo, Larry Rice, Jay Rowland on ballot. Result: Curtiss Kikuta, Leo Lin, Mike Piccardo, Larry Rice, Jay Rowland 10. Administrative Review Board – Aaron Burrows, Danielle Christensen 11. Volunteer of the Year – not announced. 		

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	12. Ballots were destroyed.		
	<p>Clint Benton – Changes in USA Swimming Governance</p> <p>At Colorado Springs 2 weeks ago, the USAS Board of Directors voted, very momentarily, based on a study that came from the USAS Governance Committee. We requested that they hire a firm to study how the USAS Board of Directors was governing our sport. And, after they completed a very thorough study, it had almost 75% responses from the people they were going out and talking to; 100% of the Board. Everybody fed them the information that they were looking for. He came up with a new way for USA Swimming to govern itself. And that is through changes in the Board of Directors. We wanted him to look at governance from the standpoint of governance is a body of doers versus a body of oversight. As he came out of that study, USAS Board of Directors currently consists of 34 voting members. 5 ex-officio members are present at the meetings. Not a lot gets accomplished. Those of you who will be going to convention this year will see a recommendation for a Board of 9 members. It will look totally different. There will be a transition. No one will be removed. The existing members will be termed out. They will be replaced with new people or not and they will need to meet new requirements. It will be in 2019 that the entire change will be seen. There will be a new Nominating Committee to be formed at the USAS level. There will be no nominations from the floor. Nominations will be screened, verified, and vetted by Nominating Committee. You can go to the Nominating Committee and put your name in. But all of that must be done in advance. Volunteers are still the cornerstones of USA Swimming. No one is trying to do away with that. The committees will still exist and they still will do their jobs. They will now report to the President-CEO, daily staff organization that will be running USAS that will be directed by the new Board. They will set goals, set objectives, set strategy for where USA Swimming is going. It will be up to the new President/CEO to be responsible (just like in business) to achieve those goals. They will be doing it through the volunteer organization which are the committees. No changes for the athletes. Their representation stays the same. One of the unique things that Governance Committee did besides giving a lot of input to help the consultant; we voted to eliminate ourselves. It was felt that the Governance Committee should come from the Board itself. They will form their own Governance Committee. Governance will still be working with the Bylaws. Asking all the people going to convention to support so that USAS can move into the future, not stay in the pass. We do not want to end up with 40-50 members. The Bylaws will still go to the HOD. Policies/Procedures and Rules/Regulations will go to the CEO. This will still go before the HOD at convention. There will still be a Rules and Regulations Committee but unknown form. Nominating Committee will come from the Board, in terms who goes on the committee. The term of service for Nominating Committee is 3 years. Term limits are 2 4-year terms on the Board and need to go off for at least 2 years before you can come back. There is redundancy and lack of accountability that will to be eliminated. FAQs sheet is being developed to be sent out to the membership.</p>		
Next Meeting	Executive Committee 5-17-17; Board of Directors 7-19-17.		
Meeting Adjourned	Meeting Adjourned 07:49 PM (1949 HRS)		

RESPECTFULLY SUBMITTED BY

DEBBI TUCKER

SECRETARY – PACIFIC SWIMMING BOARD OF DIRECTORS