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Mission Statement: To champion the development and achievement of the Oregon Swimming Community.

HOD Meeting Sunday, October 1, 2023 – 9:00am, Pacific University – Murdock Hall, McGill Auditorium		
Attendees	59 Attendees Present	
TOPIC	DISCUSSION/ RECOMMENDATION	ACTION/ FOLLOW UP
Welcome, Agenda Items/Consent Agenda, Special Announcements		
Meeting officially opened at 9:00 am. Administrative Chair Jack Burnett helped conduct the meeting with Emily Melina Consent agenda items to add or pull for discussion: • Add addition of 10 & Unders at Zones • Rex wants to do voting later in meeting, nominations right after reports • Change of order of 11-14 events by James added to agenda		
Treasurer’s Report – Rex Watkins Vice Finance Chair		
Treasures Report: presented by Rex Watkins, Vice Finance Chair: Questions regarding highlighted areas - those were second draft items sent out to BOD, yellow was change from first edition. Questions? Rex explained how fees for State meets were charged and changes made 92,000 deficient in terms of meet expenses. First time took advantage of dues – OSI has a fairly large endowment est. 1991 that went into travel fund from surcharges and splash fees. Interest was reinvested except for the travel reimbursements that were used. In 2016 it was decided that operations would have a deficit could look back to. (Past years from travel fund to backfill). This is the first year we made a transfer to move those monies over, as we were forecasted to be below. Rex explained the operating budget in detail. i.e., coaches monies go into the coaches committee. Majority of operating funds come from surcharges, splash fees, travel fund. Questions raised - Rex explained membership figures detailed. Membership post pandemic went up but not as much as we thought. Heather Thomas - At this point in time increasing meet fees? Debbie explains where the money goes into operating fees. How do we know how much raising surcharges will keep us solvent? Rex explained in detail - Would help to have Rhonda here as he is vice finance chair. In past every swimmer in Oregon supported the travel fund. Revenue is 328 k Expenses are projected to be 403 k. Keep going to the same sources for revenue.		

Shelly Rawding said we have plenty of money - right now we have one year. where we need to cover expenses.

Rex suggests that we have a small group to look at overall financial structure and figure out where we go and what serves our purposes. He is terming out as finance chair and happy to serve on a subcommittee and we have many able candidates here.

Emily Melina - We either approve or don't approve the budget- so we can continue it and then keep working on it.

Vote taken; budget passed. Approved by all except one opposed.

An ad hoc group with volunteers will meet to discuss long term budget planning (do not have record of names)

Past Minutes

Past minutes from last year's HOD have already been approved by the Board.

Chair Reports

General Chair	Emily Melina - We not yet back to pre-pandemic levels but overall, in line with the country. Raised champ meet fees, due to costs from host pools and teams. We also created an Outreach athlete fees policy, in your P & P - surcharges and for championship meets facility and splash fees (State meets etc. criteria is online). We have about 130 Outreach athletes in OSI. They can also go up to three regular meets annually. Our budget needs some work, but we are trying to serve our athletes as Shelly pointed out. We should be proud of the work we are doing as an LSC.
Admin Chair	No report.
Senior Chair	Shelly Rawding - Senior training camp to be held in Coronado CA. Doing a lot of team-building activities, Shelly starting to work on April camp between Eugene and Grants Pass. Did transgender athlete presentation last night.
Age Group Chair	See submitted report from Age Group Chair Alexandra Tokman.
Coaches Rep.	Shane Bennett - We had some great presentations yesterday with Carlie and Abi. For next year shoot him some ideas for speakers.
Officials Chair	See submitted report. Judi Creech - 485 officials total registered in OSI. 94 attended sessions in Tigard yesterday. The Official's Committee has conducted education sessions at meets which leads to more success with retention etc. and been very popular this year. Tracy Johnson the administrative referee for Trials this year attended their workshop. This year we had 15 officials invited to work on national decks. If you have HS swimmers that want USA times, they must be registered I.e., for OSAA District and State meets. We need officials in all categories to fill. Judi answers some question from Heather Thomas / Bend about full certification - Heather thought it takes 3-4 years. Judi details how many meets I.e., about 90 minutes, those very motivated could make an 18-hour process. For starters we want them to be training about a year. Referee is longer. Heather speaks about previously reaching out and some referees are no longer certified but listed on the website. Judi does not remove them until they are completely expired. OSI referees are all current, more coming on and more training.

Op. Risk Coordinator	See submitted report. Scott Miyako - Report sent by Russ Scovel. Primary hazards reported are deck tripping hazards. Focus on safe circle swimming for warmups, racing start certified for both freestyle and backstroke. Coaches - make you are certified and up to date. Training / recertification session was conducted at Pacific University on Friday Sept. 29, 2023.
Safe Sport Coordinator	No report.
DEI	See submitted report. Lissa Parker – “In serving as the Oregon Swimming DEI Chair for the last year, I have been learning the ropes so to speak. Part of this work is attending the monthly Western Zone DEI meetings online. OSI has been well represented for diversity, equity, and inclusion, as our own General Chair Emily Melina serves on the USA Swimming National DEI Committee as well as acted in May as the Head Coach for the National Diversity Select Camp. At the State level our DEI subcommittee has met regularly via Zoom consisting of myself, Shelly Rawding, Alex Nikitin and Emily Melina when she is available. We moved toward hosting DEI camps in different areas of the State. Recently we held our first camp at the Lake Oswego pool with 32 athletes -ages 13-17 from around Oregon nominated by their coaches - the criteria were fairly open ended. It lasted 3 hours and we had positive feedback from the swimmers. Besides discussing DEI in groups (and getting to know each other) we had some great water time with Alex leading drills and starts. Coaches were Alex, Emily, Cemil Atay and me. Debbie Laderoute gave out T-shirts, caps and snacks plus did all the background signups and forms. We hope to do another in the coming year looking at the Southern part of the State and need a host team to provide a location. We may do one in Eugene - so southern teams do not have to travel so far.” Another OSI project that Emily has spearheaded is the Outreach Athletes meet entry support program (she spoke about it earlier). This would give Outreach athletes the opportunity to participate in up to three meets annually, where their splash fees are supported by Oregon Swimming. It also gives them an opportunity to apply for assistance for a higher level meets such a State, Zones, etc. There is a form for them to fill out and has qualifications. The Western Zone DEI Committee is putting together a camp for June 17-20 in Indiana concurrent with Olympic trials. Each LSC will send two adults to a DEI summit, and two DEI selected swimmers to the camp. On Wednesday evening that week they will be able to go to the final's session of Trials. There is some detailed information that will be posted once plans are finalized.
Athletes	No report.
Sanctions	See submitted report.
Office	See submitted report. OSI Manager/ Registration / Sanctions Chair Report - Debbie Laderoute Debbie reported that we had 60 kids at the athlete clinic at Pacific University. It was the first time post- pandemic we were able to have a full camp, as well as coaches education on Friday night. We show 55 clubs registered. The category of USA Administrative Official is a lesser fee; however, those folks still need to obtain a background check. We have 258 coaches registered and 485 officials. We also have 4146 premium athletes, 120 Outreach. Core refresher courses are changing so best to get yours done.
Time Standards	See submitted report. Sophia Stone-Holmbeck – We switched to B+ time standards for 10 and Unders. She changed the time criteria for 11 and over for Long Course. She spent a lot of time looking into both SC and LC. She did not get enough numbers to be able to establish

	changes for SC. She would like to propose accepting it as she has presented. This was approved.	
Other Reports		
All Star Team	Debbie Laderoute - Team Manager – The next Allstars will be at UCLA. Cemil Atay- Head Coach - Gave both a report and had a presentation on screen. We had phenomenal support for the Western Zones trip in Boise, Idaho. Had 4 chaperones and 71 applicants. If you had the top 3 in any event you were accepted. Most competitive were 13- 14 girls, 11-12 boys next. Out of 60 selected 49 were qualified. Mixed gender relays a blast. We finished in 6th place and got the team spirit award. Coaches and officials came up to ask what us we were doing. Took flights to Boise, new facility with altitude, fast swimmers swam fast. Pool had doors to open up and kids were close to the deck, most teams were about 60 swimmers. Plans on starting application process sooner, one of the key things it's ok to apply even if you don't have standards.	
Nominations	The following positions were nominated from the floor and were unopposed. General Chair – Debbie can you fill these in? Senior Chair – Finance Vice Chair – Secretary – Technical Planning – Nominations were taken for the Nominating Committee (4 positions to fill plus Junior Athlete (Tenzin Wangpo)) Nominations included Scott Kerr, Heather Thomas, Jack Burnett, Tristan Briggs, and Judi Creech. After elections counted first four were elected Scott, Heather, Jack, and Tristan.	
Awards	James J. Richardson Award - Tony Ranno is a referee- promotes officiating etc. long-standing contributor. - Mike Ahten USA Swimming Outstanding Service Award - Judi Creech - Sherry Watkins Jon Arlin Adapted Award - Griffin Barlow	

New Business		
Long Course 11 and Over Event Changes	Rick Guenther - Presented proposal (see attached report). For 11 and Overs, move them to 4-day format for long course meet - changes made for LC only. Rex Watkins - explains rationale for moving events around. We tried to streamline things and take considerations for 11-12 a bit more, helps transition them to a new environment. Murilo Martins – stated that this separates them in prelims so not mixed with older swimmers as much. Rhonda Soule (OSI Board Treasurer) did timeline for all of it and plugged it in to predict timelines. Cemil Atay – asked if finals are still in individual age groups – yes, they are. Motion passes to redo events/format.	
Limiting Entries into State Meets	Judi Creech, Officials Chair - Don't have mechanism for limiting entries for State meets i.e., Entries closed vs qualifying times closed. Every meet we have coaches contact us and athlete needs to be entered to meet, only person penalized right now is athlete. Judi- entry will only be made available if space is there. Judi added that at Sectionals fees would double. Rex Watkins asked- where would the increase fees go? Should go to the office as they do most of the work. Rick Guenther - every item should go where it goes normally. Judi said that any increase should go to the office as it makes more work for them. (Only for qualifying times that have not been entered). This motion was approved. Rex Watkins - makes an additional proposal and discussion ensued i.e., should additional monies /portion go to the host team? Comments made that where the monies go to should be added into the proposal. Rex makes a motion that any additional fees from this process should go to the OSI General Fund. Rick- should stay in line with what a regular entry fee should be earmarked for. Motion added to the above motion, passes with one against.	
10 and Unders to Zones	Cemil Atay, Zone Coach, BAAC - Cemil has come back in the last 10 years to OSI and has seen firsthand the types of experience with swimmers at Zones. He saw them from other teams, they had a lotta fun. In not bringing 10 and unders we are the only LSC that doesn't allow this. Others may have had none due to lack or requirements. We would be in line with our other Zones allowing them to travel. About 20 years or so ago we had a thinking to restrict them. When we went beforehand, and not individual travel as they are now proposing. They would travel with parents and participated in fun event at the end of the meet. More inclusive, they can engage earlier in the swimming community, travel prep with 24 /7 oversight. What happens when they turn 11 and then compete at regionals with 18-year old's? Team aspect and spirit tends to be not appreciated about the sport. His experience at Zones mirrors more of his college experience. He proposes adding them back again.	

	Debbie Laderoute has questions. Cemil per Zone rules can add up to 80 athletes. This year we took 60, depends on the LSC and team size. Rick Guenther added that as a senior coach he now sees 14-year old's leading the sport. His only question - did USA Swimming changed their stance? Emily Melina LOSC said that the athlete model has changed so they are discounting their previous advisements. Ben Talbott OCST added that if coach does not agree they don't have to sign the swimmer's application. Who does their coaching? Either an extra coach or the 11-12 coach would OSI supplement the additional travel. Per Debbie Laderoute, OSI Executive Director the parents would have to pay additional flights and travel- they still have to pay the application fees etc. they would not eat late with the team (timing does not work). Cemil would like to take 6 per gender. Nathan Templeton - in the past how many would qualify? Heather Thomas - in past we had 4 girls, 2 boys. How many did we take that did not have qualifying time? Lissa Parker - brings up Logan Storie(CAT) and a group of 4 boys that became successful from Zones 20 + years ago. Selection process would be the same. Alex Nikitin - could you not take the 12 and Unders that were not qualifiers and make up the sample size out of 12 and Unders? Would like a similar group size - if you only had one would not be a good experience per Cemil. Various discussion ensued. Per Emily Melina it doesn't affect size just concept. Focus to still take only 60 athletes per OSI Zone budget. (Sophia Stone Hombeck TOR did a quick database search and we had 3 athletes that would qualify this year). Motion passes to take 10 and Unders to Zones. Rex Watkins makes additional points to the above passed motion; Travel and stay with parents only, supported at same rate, 4 swimmers per gender, per budget, One extra coach if needed. OSI Zones support is worked out in terms of location not at a certain percentage, then after figuring total cost the difference is passed on to athlete. After 4 per gender then not take any more non qualifiers. We would need to work within our 60 swimmer cap. Separate addition to the proposal passed.	
Timeline of Events for 11-14's	James Resare HEAT brings up timeline of events for 11-14, make a couple changes to events so swimmers are not swimming same strokes back-to-back i.e., 50,s to 200s. That way we don't have same strokes doubled up or duplicate the same strokes. Changes were approved.	
Next Meetings		
Next BOD Nov. 4th Zoom at 7:00 PM Next HOD Oct. 6, 2024, at 9:00 AM Location TBD With no other business, the meeting was adjourned.		

2023 HOD Reports

Officials Chair Report - Judi Creech

The officials' portion of the Mini-Expo was on held Saturday 9/30/023. Officials meeting and clinic attendance was excellent, 94 officials participated in continuing education.

- We have approximately 485 officials.
- 2022-2023 SC / LC seasons our LSC officials collectively committed 3289 times to support 124 LSC season meets and 5 LSC championship meets
- We have continued our commitment to officials educational and providing

new opportunities. We were able to secure Mike Dilli (FINA referee) and Traci Johnson (2024 Olympic Trials Admin Referee) for our continuing education events. Both were a huge success and we are looking to incorporate events like these on a regular basis to supplement our continuing education efforts.

- Participation in National Evaluations at our championship meets has been increasing. We had 40+ officials participate in the National certification program. We will continue to secure national evaluators for our championship meets.

- We've had 15 officials invited to work national decks (including winter jrs). Attending national meets is a part of the education process. Officials bring back that experience and knowledge to our LSC and that benefits the officiating community as a whole.

Our greatest success in recruiting officials is when a head coach gets involved. We need your support in recruiting new officials. Our 12&U category is especially in need of officials. Officials have done a great job stepping up and working sessions their athletes are not attending to make sure those AM sessions are covered.

While there have been a few features added to OTS, it is still not fully functional for officials and we are working with what we have.

National training standard will be coming out January 2024.

USA Swimming and OSAA Swimming

Athlete MUST be a current member of USA Swimming in Good Standing at the time of the swim in an Observed Meet (High School, Masters) in order for the time to be entered into SWIMS and used for any meet requiring times in SWIMS or OME proven times. At a minimum this means Futures and above. It may apply to other meets as well. No longer can the swimmer join or renew at a later time and have the time loaded.

2023 WAGZ Summary – Oregon Swimming

Cemil Atay (Head Coach) | Assistant Coaches: Madison Day, Chloe Knievel Priewe, Brandon Shreeve, Andrew Reynolds

Team Oregon

- 71 Applicants
 - Started Application process June 1 (minimize churn)
 - 4 selection waves – 1st too tight requiring 3+ cuts / 2nd wave = 1 cut / 3rd wave = 1 cut and or top-3 in any given event / 4th wave post OSI
- 60 Athletes selected
- 49 Qualified Athletes
- 325 Total Swims - 166 Qualified / 159 Non-qualified (i.e. Bonus)
- 40 Relays
- Staff
 - 5 coaches
 - 4 chaperones (perfect! Much better than 2022)
 - 1 Team manager
- Overall Finish = 6th
- Meet Award – Spirit Award!
- Fun activity on last night great success even with tight schedule

Meet Details

- Location – Boise ID
 - Infrastructure excellent – hotel to pool / airport both within 10 min
 - Facility well laid out to host this meet.

- 15 LSC's in attendance (Wyoming / So Cal Not in attendance)
- 2 LSC's with no 10&U Swimmers – OR & AK

2024 Recommendations

- Start application April 1st (post NWAGR) accepting anyone with 1+ cut(s).
 - Non-qualified swimmers to be selected after LC OSI championship.
 - Early applications with no cuts should be spelled out as ok to apply but selection would not be until after OSI or upon achieving a AAA cut.
- Allow 10&U Athletes
 - Had multiple requests/inquiries from parents
 - All LSC's take 10&U's except OR
 - USA Swimming stance is reversed from 20+ years ago
 - All 10&U's travel with parents (i.e. no team travel)
 - Coaches not wanting to send 10&U's don't need to sign application

Overall

OR was recognized as a cohesive, respectful and positive team not only recognized by the spirit award but by direct feedback from numerous LSC's. The team quickly coalesced allowing for readily observable bonds between teammates and coaches. Coaching staff was exceptional – always supportive of athletes and capable of building trust and respect near instantly. Chaperones and team manager were pivotal in the positive experience. All were highly engaged eager to help with any and all tasks. Exceptional effort by everyone involved!