



MINUTES Final

DATE: 07/15/2025

TIME: 8:30 p.m.

LOCATION Zoom Conference Call

Call to Order

- Midwestern Board of Directors
- Board Meeting
 - Called to order 8:35pm – Stefanie Martinez; noted quorum present
 - Purpose of Meeting: Regular BOD Meeting
 - Reminder to be visible to vote
- Roll Call by Zoom sign-in
 - BOD Attendees: Stefanie Martinez, Steve Kidder, David Nelson, Paige Skidmore , Toby Rees, Aidan Cho, Jeff Steiner, Sam Bach, Greta Olberding, Jack French, Betty Kooy (staff)
 - HOD Committee Chairs/Coordinators Present: Steve Marchitelli, , Leslie Mayo,
 - BOD Absent: Addisyn Storms, Arnav Gupta, Amber Bargstadt
 - HOD Committee Chairs/Coordinators Absent: Lori Howard, Erica Storms, Dan Brailita
 - Guests: Anthony Miles, Kim Schmidt, Jimmy Parmenter, Casey Kistler, Bill Haney, Starre Haney, Georgia Androy, Mallory Ferguson, Sandy Santos, Pat Rowan, Janet Cho, Betsy Purcell
- Declaration of Conflict of Interest Statement: Stated in published agenda; no declarations.
- Approval of Previous Minutes
 - No corrections to minutes
 - Motion to accept April 15, 2025 Minutes – Jeff Steiner; Seconded – Jack Frency, Approved
- Consent Agenda
 - Staff Report
 - Registration Report
 - Financial Reports
 - ~~Officials Report~~ (noted missing)
 - Governance Committee Report
 - Executive Committee Notes (1)
 - Sanction Committee Notes (2)
 - Motion to accept Consent Agenda – Jack French; Seconded – Jeff Steiner; Approved.

The following narrative is AI generated, reviewed.

Quick Recap

The meeting covered various administrative and operational aspects of a swimming organization, including technical issues, policy changes, and event planning. Discussions focused on clarifying age requirements for competitions, updating policies and procedures, and addressing concerns about athlete participation and support. The board also approved fee changes, discussed social media promotion, and reviewed reports from athlete representatives on leadership training and proposed initiatives.

Next steps

- Leslie: Send correct pricing information to Stephen for registration fee updates in the policy document
- Steve: Update policy and procedure document with correct 2025-2026 registration fees after receiving information from Leslie
- Stefanie & Mallory: Work on creating an athlete handbook/guide document with roles, responsibilities, and contact information
- Steve & Governance Committee: Help develop the athlete survival guide/handbook with athlete representatives
- Jeff: Update MOU with dates and times for the Float On program and obtain signatures from appropriate representatives
- Arnav & Float On Committee: Finalize dates and volunteer recruitment for the Float On program in August
- Miranda - FAST: Continue recruiting officials and volunteers for the 13 & over and 12 & under Championship meets
- Sanctioning Committee: Continue reviewing meet formats and potentially implement new guidelines for event limits per session
- Betty: Update outreach reimbursement process to reflect new maximum \$5 event fee structure
- Betty: Update meet information to include the \$20 buyback fee for both prelims and finals
- Betty & Stefanie: Communicate the buyback fee update to all coaches, meet referees, and admin referees
- Stephen : Post announcement seeking volunteers for the media coordinator position to promote Midwestern Swimming achievements
- Board Members: Respond to Betty regarding attendance at the annual business meeting and register for the conference
- Betty: Work on hotel reservations for the annual business meeting attendees
- Kim Schmidt: Take over as interim finance chair to complete remainder of Betsy's term

Summary

Screen Sharing and Agenda Updates

Stefanie and Stephen discussed technical difficulties with sharing screens and whiteboards during the May HOD meeting. They eventually resolved the issue by using the screen broadcast function. Stephen mentioned that Dan's report was not included in the consent agenda because it had not been received. It was clarified that Greta, the athlete at large, is a voting member of the board of directors

Swimming Competition Age Requirements Clarification

The meeting focused on confusion surrounding the age requirements for the championship meet, with Jack reporting that some participants were frustrated by the inconsistent labeling of the event as "13 and over" on various platforms, despite it being described differently elsewhere as "open" or "senior." Jimmy clarified that the events should be titled "Senior Champs" and "Age Group Champs," with "open" referring to any age group with a qualifying time. The group discussed the need to clarify the event's name and age requirements to avoid further confusion, with Jack suggesting that coaches could help address participant concerns.

Meeting Minutes and Membership Review

The meeting began with Stefanie confirming quorum and reminding members to keep cameras on for voting. The declaration of conflict of interest was reviewed, and the April 15th meeting minutes were approved. Several reports were reviewed under the consent agenda, with the officials' report not being received. Jack raised a question about membership numbers, which Leslie and Betty clarified by comparing current and previous year's data, noting the inclusion of additional teams like SWAT for the 2024 registration year. Mallory,

who attended the Central Zone Athletes' summit, was scheduled to present but faced technical difficulties with screen sharing, which Stefanie helped resolve.

Athlete Leadership and Diversity Training

Mallory shared her experience at the Central Zone Athlete Summit camp in Cleveland, where she participated in leadership training and classroom sessions focused on diversity, equity, and inclusion; leadership styles; project communication; digital tools for athlete-led projects; and professional development. She highlighted key takeaways from each session, including the importance of using various digital platforms for outreach, practicing effective communication and presentations, and developing confidence in speaking up as athlete representatives. Mallory also described a hypothetical project idea for an athlete summit camp aimed at younger swimmers and emphasized the value of diverse perspectives in LSC meetings.

Athlete Leadership Resources and Summit

Mallory shared her experience at the Central Zone Athlete Summit camp in Cleveland, where she participated in leadership training and classroom sessions focused on diversity, equity, and inclusion; leadership styles; project communication; digital tools for athlete-led projects; and professional development. She highlighted key takeaways from each session, including the importance of using various digital platforms for outreach, practicing effective communication and presentations, and developing confidence in speaking up as athlete representatives. Mallory also described a hypothetical project idea for an athlete summit camp aimed at younger swimmers and emphasized the value of diverse perspectives in LSC meetings.

Athlete Safety and Coordination Improvements

Mallory presented on her experience at a summit, highlighting concerns about chaperone arrangements and transportation for minor athletes. Stefanie acknowledged these issues and outlined steps to improve coordination, including earlier advertising and potentially creating a dedicated athlete mentor position. The group discussed creating a comprehensive handbook for athletes and agreed to explore ways to better disseminate information, with Leslie suggesting involvement from the Athlete Committee in updating the website. Mallory emphasized the importance of having athlete representation on all club boards.

Project Collaboration and Program Expansion

The meeting focused on updates regarding a project collaboration between Arnav Gupta, Matt Brailita, and Jeff Steiner through the Kroc Center, with input from USA Swimming and Mallory's connections. The team discussed plans to connect with USA Swimming's Learn to Swim program, expand DEI efforts to indigenous populations, recruit lifeguards and volunteers, and utilize Float-On programs for athlete leadership. Jeff explained that an MOU is nearly finalized, pending dates and signatures from both parties, and outlined insurance requirements and next steps. The group also reviewed policy and procedure changes proposed at the House of Delegates meeting, with Stefanie suggesting a singular vote for approval unless specific provisions were discussed.

Policy Updates and Meet Planning

The board approved the proposed policy changes to the MW Policies and Procedures with a provision to update fees to 2026 amounts, and Stephen confirmed he had already corrected the USA Swimming membership fee from \$76 to \$78 (which is incorrect). Leslie will confirm the 2026 amounts with Steve for inclusion. The board discussed the need for officials and volunteers for upcoming championship meets hosted by Miranda from Fremont, with Stefanie emphasizing the importance of supporting her after organizing three major meets in a row. The sanction committee has approved most fall short course meets, though a few were put on hold due to pending issues.

Event Fee Increase

The board discussed increasing the maximum individual for event fee for Timed Final meets from \$4 to \$5 to address declining swimmer participation and meet durations with suggested 3 event limit per session. Jimmy and Stefanie explained that the change would give clubs flexibility to run shorter, more efficient meets while maintaining revenue. Leslie raised concerns about the lack of research on comparable LSCs and suggested tabling the motion to allow more time for analysis.

A motion was made by Jack and seconded by Dave to raise the event fee for Timed Final meets to a maximum of \$5, with Stefanie breaking a tie as a voting member.

Annual USA Summit and Business Meeting

Announcement was made regarding the USA Swimming annual business meeting and prospective attendees need to confirm their attendance soon, as travel and hotel arrangements are needed. Betty agreed to try making hotel reservations for the meeting, though attendees may need to book individually if she cannot.

Addition of Buy-Back Policy for Championship Meets

The board also recommended a \$20 buy-back fee for missed prelims and finals events, with a recommended lower fee for outreach swimmers, but it was confirmed that outreach swimmers cannot be identified in recon. Discussion included questioning whether 'bad behavior' might be encouraged by this policy. The group agreed to implement a \$20 buy-back fee for both prelims and finals, as previously decided by an ad hoc committee.

Announcement regarding Finance Chair Position

Stefanie announced that because of a change in the Bylaws at the May HOD meeting Betsy can no longer serve as Finance Chair. She is appointing Kim Schmidt to fulfill the unexpired term. There were no objections to the appointment.

Midwestern Swimming Policies and Promotion

Questions were raised regarding promoting Midwestern Swimming on social media. Jimmy raised concerns about the lack of social media promotion for Midwestern Swimming's successes at recent meets. MW needs to promote Midwestern Swimming.

Stephen agreed to reach out to Betty about posting a job opening for a media coordinator.

The conversation ended with an agreement to meet again in two months (September 16, 2025).

Adjournment: 10:25p.m.

Reviewed and Submitted by: Betty Kooy, Secretary