



## Governance Committee Minutes – 5/11/2022

- In attendance were Ken Ebuna (Chair), Ingrid Briant, Linda Seckinger, and Chris Synsvoll
- Meeting called to order at 8:33 pm.
- Motion to approve minutes from March meeting passed.

### Old Business

- CSI Committee/Appointed Positions Interest Form
  - Chris finalized form, Linda to use new website update jot form to add to CSI website (add a link to the form on Governance page where volunteer work and CSI involvement is referenced)
- Policy and Procedures Compliance - Ingrid and Linda gave an update on the status. A review and opportunity to ask questions was offered to the board prior to the May 7 BOD meeting, numerous revisions were discussed at the May 7 meeting, and the P&P was approved with those changes at the meeting. Ingrid is tasked with incorporating the changes from the BOD meeting and the document will be posted soon.
- BOD orientation assessment – Ken will get this out to the BOD.
- Committee SOP Recommendations – in progress. ***Governance Committee is to review the latest draft and send any edits to Ken and Kelly in a redline document between now and the next Governance Committee meeting.*** We will discuss and finalize it at our June meeting and will add it to the BOD manual.
- BOD Candidate Solicitation – Linda and Jackie sent it out to coaches on April 14. Many of the emails have been opened, many have not. No applications have been received yet. Will renew it as a news item on July 1 and have a September 1 deadline for applications.
- BOD Member 15 min interviews – should we do these again? If so, when? Consensus was to do every other year in person and every year as a written assessment.
- Annual assessment document modifications – ***Governance Committee to review board assessment form and determine if any changes/updates are warranted. Provide any edits to Ken in a redline document by August 1.***

### New Business

- Governance Tasks PowerPoint – Committee discussed the possibility of doing some of the tasks referenced. We will continue to evaluate these.
- Member surveys – of CSI membership categories. Consensus is these are a good idea but need to determine how they will be done. Perhaps each group (Athletes, Coaches, Club Development, etc.) would produce a survey and another body (Program Development?) would ensure completion?
- BOD Retreat – consensus was this is a good idea (probably a full day on an annual basis going forward). Ken to reach out to Tristan with our recommendation to hold one before HOD, likely in late August.
- Governance Table at Specified LC meets – an idea Ken presented for further discussion to increase visibility of volunteer opportunities within CSI and as an opportunity for recruitment. Various possibilities were discussed, including the possibility of having the Governance Committee cover a

table at the CSI LC Open annually and having the zone reps cover tables at their respective meets over the summer. We will revisit what this might look like at our June meeting.

- USA Swimming Workshop – Ken summarized some takeaways from his involvement in this informative and productive workshop. He shared the following quote from a session that focused on leadership and culture: “Humans are designed to interact and connect. Connection happens when people are seen, heard, and understood for exactly who they are, and for who they are not. The feeling of belonging happens when people are accepted for who they are, and for who they are not. Trust happens when people can express who they are, and who they are not with an assurance of being included and uplifted.”
- Member’s items for consideration/discussion – none.
- Meeting adjourned at 9:47 pm