

Ohio Swimming, Inc. Board of Directors Meeting

Conference Call – November 19, 2017 8:00 pm

513-275-6543 (no PIN) or via computer: www.uberconference.com/ohioswim

APPROVED MINUTES

1. Call to Order and Roll Call

BOD members:		BOD Members:		BOD Members:	
General Chair – David Back	x	Senior Athlete Rep – Kierstyn Cassidy		Safety Coordinator – John Pristash	x
Admin Vice Chair – Anne Lawley	x	Junior Athlete Rep – Katrina Kanzari	x	Sanctioning Chair – Anissa Kanzari	x
Senior Vice Chair - Norman Wright	x	Ath Rep (C) – Annie McNenny		Disability Swimming Chair – Jim Peterfish	x
Age Group Vice Chair – Chad Rehkamp	x	Ath Rep (NW) – Chloe Kaminski		Officials Chair – Pam Birnbrich	x
Secretary – Mark Johnson	x	Ath Rep (SW-D) – Luke Knopf		Technical Planning Chair – Todd Billhimer	x
Treasurer – Joe Waller	x	Ath Rep (SW-C) – Lucy Callard		Safe Sport Chair – Mike Yeager	x
Coaches Chair – Kris Moellenberg	x			Diversity/Inclusion – Terry Anchrum	
Coaches Rep – tbd					
Committee members:					
Chip Carrigan – Open Water	x	Erin Schwab - Office -	x	Kristi Princell - Finances	
Brent Peaden - Zone		Jr NW - Brady Ireland		Jr Central - Bridget Parker	
Jr Dayton - Peyton Farrell		Jr Cincinnati - Angelika Georgostathis			

2. Approve Agenda - Agenda **APPROVED** with amended agenda

3. Consent agenda

- a. Adoption of October 2017 minutes – with grammatical correction from Anne.

4. Board Reports

- a. Athlete Representatives – No Report
- b. General Chair – No Report
- c. Admin Vice Chair – Attached
- d. Senior Vice Chair – Attached
 - David proposes a one-time exception to grant funding of \$3600 for travel for athletes of the Manta Rays due to clerical error.
 - No tax ramifications to OSI or athletes.
 - PCY was asked to refund the \$2 sub-charge back to OSI but has not yet responded.
 - Travel fund policy will be edited to disallow based on clerical errors in the future and also will clarify that observed or approved meets will not be allowed to be a travel funded qualification meet.
 - Motion **APPROVED** to reimburse Manta Ray swimmers.
 - Norm, Anissa, Erin and Todd to look into resolving the PCY problem.
- e. Age Group Vice Chair – No Report
- f. Treasurer – Attached
 - Kirsch has completed review of OSI books.
 - Question was asked about whether or not OSI is looking into electronic payment vendors such as Venmo. Answer was the reason we are using 3rd party credit card vendor is on our forms we use.
 - Currently we are charged 2.9 % in fees.
- g. Coach Representatives – No Report
- h. Operational Risk Coordinator – Attached
- i. Sanctioning – No Report
- j. Disability Coordinator - No Report
- k. Officials Chair – No Report
- l. Technical Planning Chair – No Report
- m. Safe Sport – Attached
- n. Diversity and Inclusion – No Report

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APPROVED MINUTES

5. Committee Reports
 - a. Membership/Registration – No Report
 - b. Times/Records – No Report
 - c. Open Water – No Report
 - d. Outreach Coordinator – No Report
 - e. Zone Team Coordinator – No Report
6. Old Business
7. New Business
 - a. Update on the nominating committee task force
 - Todd thinks that the next meeting they should get to where they want to go with this.
 - b. Future HOD rotation. Dates and Locations for fall and spring
 - Erin will post to OSI website.
 - Most importantly is the location.
 - c. 4-hour rule
 - Mike indicates that there are several Central Ohio clubs that seem to be continually in violation of the 4-hour rule and is looking for guidance. Todd will look into this and requests anyone with information to contact him.
8. Announcements
 - a. Submitted for LEAP 2 recertification. 2 comments from evaluators. Kudo's from Oregon's LSC chair. Paul Thompson likes what we have done.
9. Next BOD Meetings – Sunday December 17 2017 8 pm.
10. Adjournment at 9:10 PM.



Safe Sport Chair Report Ohio Swimming BOD November 2017

To: Ohio Swimming Board of Directors
From: Michael Yeager
Date: November 19, 2017
Re: Safe Sport Report to the BOD

Safe Sport Mission – To inspire a culture of athlete and member protection at all levels of USA Swimming.

USA Swimming Case Report & Trends

Staff continue to see reports of inappropriate behavior at earlier intervention points: boundary violations, red flag behaviors. That is a great news as the training is working and issues are not getting past the initial intervention phase. Reports of conflict continue to increase. There is still a need to distinguish between conflict and bullying and a need for a willingness to engage in respectful conflict resolution and compromise. Rude behavior does not always mean bullying, there needs to be some more training about working out issues and documenting what has happened and further step to be taken by utilizing an “action plan”.

APT Training – <http://www.usaswimming.org/learn>

There have been some issues with the APT training on [USAswimming.org/learn](http://www.usaswimming.org/learn) – a fix has been placed on the test environment and should be live on the main site by Thanksgiving. At the latest it will be live by December 1st. An email went out on November 16th to all officials in OSI about this and if there are any other questions or concerns and APT training they can reach out to myself or learn@usaswimming.org.

United States Olympic Committee SafeSport Audit of USA Swimming

Based on this review of USA Swimming’s SafeSport-related documentation and administrative materials, USA Swimming’s policies and procedures met the requirements of the Athlete Safety Standards.

USOC engaged Baker Tilly Virchow Krause (Baker Tilly), to assist the USOC in the completion of SafeSport audits, to assess compliance with SafeSport policies and procedures at the USOC and all of its NGBs and High Performance Management Organizations (HPMOs).

Baker Tilly performed a review of USA Swimming to evaluate compliance with the Athlete Safety Standards. The following activities were performed for this review of USA Swimming:



Safe Sport Chair Report Ohio Swimming BOD November 2017



- ❖ Developed and executed an audit program that included:
 - Holding a virtual entrance meeting to discuss and document USA Swimming's SafeSport program and processes.
 - Selecting a sample of 10 from the required individuals to ensure a background check was performed and education and training was completed. See Appendix A for a list of documents reviewed.
 - Reviewing USA Swimming's athlete safety policy and determining whether the following was addressed:
 - Required misconduct is prohibited and defined;
 - Reporting procedures are documented; and
 - The grievance process is documented and complies with Athlete Safety Standards.
 - Identifying which individuals are required to undergo a criminal background check and complete education and training.
- ❖ Conducted a virtual exit meeting, if requested, following delivery of the draft report, to discuss audit findings and recommendation(s) with USA Swimming. See Appendix B for a list of individuals interviewed.

Upcoming Meetings

Meeting/Date: Safe Sport Committee Business Meeting February 24, 2018

Meeting/Date: 2018 Zone Workshops:

Eastern and Southern Zone Workshop: Alexandria, VA April 13-15, 2018

Central and Western Zone Workshop: Denver, CO April 27-29, 2018

Respectfully Submitted,

Michael J. Yeager

Michael Yeager
Safe Sport Chair



Safe Sport Chair Report Ohio Swimming BOD November 2017



Appendix A: Documents Reviewed

We reviewed the following documents:

- ☐ Athlete Safety Standards Program Questionnaire
- ☐ Grievance List
- ☐ Population listing of “required individuals” (i.e., covered individuals required to undergo background check and training)
- ☐ Reporting to SafeSport Pamphlet
- ☐ USA Swimming Attachment 2 – US Center for SafeSport Proposed Legislation
- ☐ USA Swimming Membership System Screen Prints
- ☐ USA Swimming Rule Book 2017

Appendix B: Personnel Interviewed

We interviewed the following personnel:

- ☐ Mike Unger, Interim Chief Operating Officer and Chief Executive Officer
- ☐ Susan Woessner, Director of SafeSport

Administrative Vice Chair Report – November 2017

- Code of Regulations – approved by USA Swimming as submitted
- Attended Governance workshop in Colorado Springs. Takeaways for OSI:
 - Central & Western Zone Workshop 4/27-4/29 in Denver – be on the lookout for tracks and suggested attendees. It would be nice to get some OSI folks there this year.
 - OSI ranks 39 in 10-year growth (30.4%) vs USA Swimming's 46.4% growth.
 - OSI ranks 23 in overall size
 - OSI retention rate of 74.5% beats National rate of 74.2%
 - Looking for transition to a culture with "LSC focused goals" rather than operational

Ohio Swimming, Inc.
BOD Meeting
Operational Risk Coordinator Report
November 19, 2017

Summary of communications with USAS regarding possible limitation of the use of backstroke ledges at select meets.

1. Text of initial e-mail I sent to Paula D'Amico, USAS Admin. Asst.: *"Ohio Swimming, Inc. is considering a proposal that would limit or eliminate starts from backstroke ledges at our Regional and JO meets. At our BOD meeting this evening, I had mentioned that the Operational Risk Committee presented a proposal at the Operational Risk Chairs (Safety) Workshop this past June that would update USAS's Racing Start Safety Certification Protocol for Combined Forward and Backstroke Starts (copy attached). I believe that it was mentioned that this proposal would be presented at Convention for approval. This document, if approved, would be helpful in guiding our decision. None of our members who attended Convention could recall if this had taken place. Can you clarify if this is still just a proposal or has it been approved by USAS?"*
2. Paula then forwarded my e-mail on to George Ward / Director of Risk Management / USAS. Text of his response: *"I am not sure that Ohio could limit the use of ledges since they are permitted by the rulebook. Probably a Jay Thomas call. Club Development is going to discuss the implementation of the protocol with the board so I would hold off for now. Most LSCs have indicated that there is limited use of the ledges. At competition, where are ledges, generally time is scheduled so the swimmers who choose to use them can be trained in their use. For now, you will need to certify backstroke starts with or without the ledge in either case. We have not had any bottom strikes from use of the ledge, to my knowledge, that resulted in an injury being report and will have Paula check the records. The studies that have been done indicated that more experienced, older swimmers are most at risk than younger less experienced swimmers. However, we are talking slightly deeper and a little further from the end wall. Probably not significant."*
3. Text of my response to George's e-mail: *"Thanks for your insights into the use of backstroke ledges. Our goal at Ohio Swimming for inquiring into the possible restriction of their use in specific meets was for the safety of our younger swimmers. We certainly did not want to violate any rules or procedures promoted by USAS. Our concern was for our younger swimmers (10 & under) who may have difficulty in lowering the ledges prior to a start, or have them return to the upright position before the swimmer can get his/her feet placed. After discussion, we agreed to form a task force to look into the use of ledges during our short course season. Our main goal would be to see if there is a risk of injury, or are we just being "over cautious".*
4. Text of George's reply: *"Thanks for the follow up. If you are talking about 10 & under rather than a blanket rule that would be more acceptable if it turns out to be a safety issue with that age group. Let me know what your task force finds out regarding the safety issue. I don't think we have considered the difficulty factor with the younger age group using the device – just that the actual dive from their use would not create a problem."*
5. George had forwarded my e-mail to Mike Seip, Director of Competition for USAS. Text of his reply: *"I was forwarded your email to provide an answer on the question of the proposal mentioned below. I have worked through the channels to find the answer for you. Before the rules committee can respond, they requested a reasoning/explanation of the rationale for the proposal. If you can provide me with a summary, I will pass it on and provide an "official" answer for you. I look forward to hearing from you."*

6. My reply to Mike was basically the same response I gave George (#3 above).

Summary:

- From an operational risk standpoint, it seems like USAS was initially more concerned about older swimmers potentially hitting the bottom of the pool rather than younger swimmers incurring injuries to their head, face or arms while attempting to set the ledge in place.
- I did a fast review of the accidents reported to USAS nationally for the first half of 2017. To the best of my knowledge, I could not find any reports of injury to swimmers from the ledge.
- I will continue to monitor reports from Ohio Swimming, Inc. as well as reports nationwide from Paula D'Amico at USAS for any possible injuries in this area.
- I will keep in contact with USAS as to any updates they may be able to provide.

Three Point Pool Entry Video

- I recently received a video on the correct way to enter a pool, using a 3-point pool entry.
- The video is available to teach swimmers the proper technique when entering the pool.
- View here: www.usaswimming.org/utility/arizona-swimming---3-point-entry or go to [//usaswimming.org/insurance](http://usaswimming.org/insurance). The video is posted under Safety/Operational Risk.
- The video was developed by Alexandra Farlow, Operational Risk Chair at AZ Swimming.



Treasurer's Report Ohio Swimming BOD November 2017 Meeting

To: Ohio Swimming BOD

From: Joseph Waller

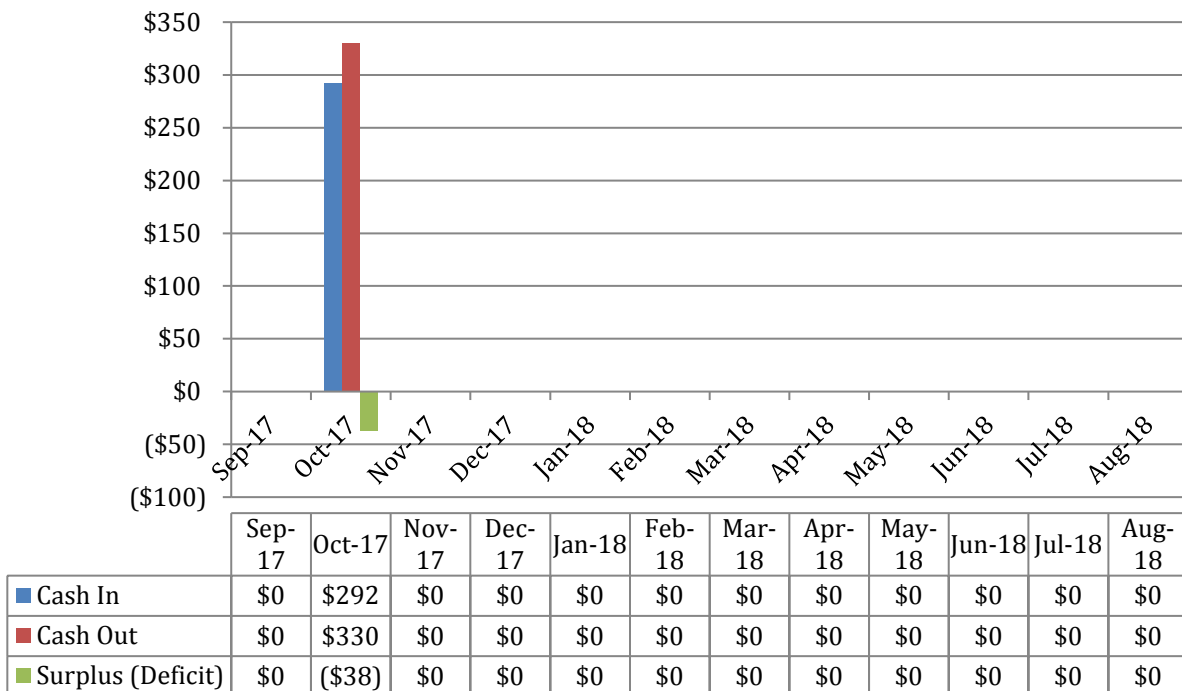
Date: November 18, 2017

Re: OSI Treasurer's Report

1. YTD Financials as of fiscal October (P2)

- a. Inflows = \$292,412 vs our \$897,679 budget, or 33% YTD
- b. Outflows = \$330,353 vs our \$909,194 budget, or 36% YTD
- c. YTD Net Deficit = \$37,941

YTD Cash Inflows (Outflows) in USD \$Thousands



2. P&L Actual versus Budget = **\$26,426 YTD Unfavorable Variance**

Main Drivers of Surplus (Deficit)

FY18 Membership/Dues Receivable	\$ (90,123.00)
FY17 Membership/Dues recovered in FY18	\$ 35,345.00
Planned Use of Reserves	\$ (11,515.28)
Credit Card Fees YTD	\$ (1,186.27)
Senior Travel Fund Underspend (Overspend)	\$ 17,450.00
All Other	\$ 23,603.81
Surplus (Deficit) YTD	<u>\$ (26,425.74)</u>
Estimated FY17 Membership/Dues to be recovered in FY18	<u>\$ 10,000.00</u>
Actual Surplus (Deficit) YTD	<u><u>\$ (16,425.74)</u></u>

The bottom line: We are still early in the year. Through careful focus on keeping the FY18 registration process on track and thereby drawing down the Membership/Dues Receivable closer to zero, the actual consumption of OSI financial reserves of \$11.5K for the year is still achievable through close attention to individual line item budgets. We have good progress on the collection of the FY17 Membership/Dues Receivable, with \$35K collected through October, and approximately \$10K to \$13K yet to collect.



Treasurer's Report
Ohio Swimming BOD November 2017 Meeting

3. Priorities

- a. Registrations
 - i. FY18 – Erin is working to catch up collections to USA Swimming automatic withdrawals.
 - ii. FY17 - 10K-13K net receivable outstanding related to FY17 registrations. OSI Staff are working diligently to collect.
- b. Finalizing the FY17 Review with Kirsch CPAs and follow-up on internal control enhancements.
- c. Form 990 preparation in process.

Respectfully Submitted,

Joseph Waller

OSI Treasurer

11:07 AM
11/15/17
Cash Basis

Ohio Swimming

Profit & Loss Budget,vs. Actual

September 2017 through August 2018

Budget to Actual

	Sep '17 - A...	Budget	\$ Over Bud...	% of Budget
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
2017 Income Recieved in 2018	35,345.00			
Athlete	195,381.52	468,600.00	-273,218.48	41.7%
Club Membership Dues	4,665.00	13,000.00	-8,335.00	35.9%
Non Athl	27,667.00	61,415.00	-33,748.00	45.0%
Outreach	155.00	375.00	-220.00	41.3%
Seasonal Swimmers	5,330.00	35,700.00	-30,370.00	14.9%
Total Memberships/Dues(USA Swim)	268,543.52	579,090.00	-310,546.48	46.4%
Other Income				
Approved/Meet Obsvervation Fees	200.00	3,300.00	-3,100.00	6.1%
Banquet Income (C1)	0.00	4,500.00	-4,500.00	0.0%
CZ Diversity Select Camp	0.00	40,000.00	-40,000.00	0.0%
Interest Income(Ckg/Saving)				
Dividends	27.16	65.00	-37.84	41.8%
Total Interest Income(Ckg/Saving)	27.16	65.00	-37.84	41.8%
Misc.	600.00	0.00	600.00	100.0%
Official Dues (\$6.00) (C3)	1,290.00	2,000.00	-710.00	64.5%
Officials (T-shirts,Badges) C3	0.00	0.00	0.00	0.0%
Zone Team (C4)	0.00	72,000.00	-72,000.00	0.0%
Total Other Income	2,117.16	121,865.00	-119,747.84	1.7%
Sanctions & Meet Revenue				
Entry Fees	11,803.00	105,000.00	-93,197.00	11.2%
Facility Fund (Reserved Fund)	7,048.50	59,250.00	-52,201.50	11.9%
Sanctions	550.00	4,200.00	-3,650.00	13.1%
Senior Circuit Entry Fees (C5)	0.00	5,400.00	-5,400.00	0.0%
Travel Fund (Reserved Fund)	2,000.00	19,750.00	-17,750.00	10.1%
Sanctions & Meet Revenue - Other	349.50			
Total Sanctions & Meet Revenue	21,751.00	193,600.00	-171,849.00	11.2%
Total Income	292,411.68	894,555.00	-602,143.32	32.7%
Expense				
Memberships/Dues Exp.(USA Swim)				
Athlete	237,566.00	382,800.00	-145,234.00	62.1%
Club Membership Dues	1,330.00	4,550.00	-3,220.00	29.2%
Individual Non Ath	20,820.00	50,170.00	-29,350.00	41.5%
Outreach	270.00	375.00	-105.00	72.0%
Seasonal Swimmers	2,490.00	30,600.00	-28,110.00	8.1%
Total Memberships/Dues Exp.(USA Swim)	262,476.00	468,495.00	-206,019.00	56.0%
Operations				
Administrative Review Board	0.00	96.00	-96.00	0.0%
Administrative Vice Chairman	0.00	480.00	-480.00	0.0%
Age Group Chairman	0.00	96.00	-96.00	0.0%
Athlete Representative	487.00	960.00	-473.00	50.7%
Coach Representatives				
Coach Education/Training	310.00	2,880.00	-2,570.00	10.8%
Coach of Yr Clinic, Scholarship	1,000.00	2,000.00	-1,000.00	50.0%
Coach of Yr Plaques	0.00	200.00	-200.00	0.0%
Total Coach Representatives	1,310.00	5,080.00	-3,770.00	25.8%
Disability Swimming Coodinator	0.00	1,152.00	-1,152.00	0.0%
Donations	0.00	1,440.00	-1,440.00	0.0%
General Chairman(Discretionary)	0.00	9,600.00	-9,600.00	0.0%

11:07 AM

11/15/17

Cash Basis

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2017 through August 2018

	Sep '17 - A...	Budget	\$ Over Bud...	% of Budget
LSC Conventions/Clinics/Dues				
Central Zone Dues	0.00	96.00	-96.00	0.0%
D&O Insurance	0.00	500.00	-500.00	0.0%
House of Delegates Meeting	478.40	1,920.00	-1,441.60	24.9%
Recognition Banquet Exp (C1)	0.00	13,920.00	-13,920.00	0.0%
USAS Convention	21,618.84	19,680.00	1,938.84	109.9%
Workshops	921.13	1,440.00	-518.87	64.0%
Total LSC Conventions/Clinics/Dues	23,018.37	37,556.00	-14,537.63	61.3%
Officials Chair (C3)				
Background Check	76.00	1,021.44	-945.44	7.4%
Background Check Renewals	608.00	4,104.00	-3,496.00	14.8%
Officials Chair(Tshirts&Badges)	158.37	599.04	-440.67	26.4%
Officials Travel	1,500.00	15,360.00	-13,860.00	9.8%
Wkshops,Meetings,Recog,Training	1,790.00	2,788.80	-998.80	64.2%
Total Officials Chair (C3)	4,132.37	23,873.28	-19,740.91	17.3%
Open Water				
Camps	0.00	3,360.00	-3,360.00	0.0%
Total Open Water	0.00	3,360.00	-3,360.00	0.0%
Outreach/Diversity				
CZ Diversity Select Camp	0.00	40,000.00	-40,000.00	0.0%
Diversity	0.00	2,880.00	-2,880.00	0.0%
Diversity/Inclusion Clinic	0.00	480.00	-480.00	0.0%
Outreach-Gear	8,612.78	12,000.00	-3,387.22	71.8%
Outreach Travel	0.00	2,880.00	-2,880.00	0.0%
Total Outreach/Diversity	8,612.78	58,240.00	-49,627.22	14.8%
Permanent Office				
Bank Charges	37.00			
CC & Electronic Fees	1,186.27	0.00	1,186.27	100.0%
Office Expense	2,724.83	9,500.00	-6,775.17	28.7%
Payroll Expenses	18,019.14	89,745.00	-71,725.86	20.1%
Worker's Compensation	0.00	310.00	-310.00	0.0%
Total Permanent Office	21,967.24	99,555.00	-77,587.76	22.1%
Safe Sport Coordinator	0.00	2,400.00	-2,400.00	0.0%
Safety Coordinator	0.00	576.00	-576.00	0.0%
Secretary	0.00	100.00	-100.00	0.0%
Senior Vice-Chairman	0.00	96.00	-96.00	0.0%
Treasurer				
Audit	4,840.00	4,995.00	-155.00	96.9%
Tax Prep	695.00	2,795.00	-2,100.00	24.9%
Taxes	0.00	100.00	-100.00	0.0%
Total Treasurer	5,535.00	7,890.00	-2,355.00	70.2%
Total Operations	65,062.76	252,550.28	-187,487.52	25.8%
Swimmer Support				
Awards				
Age Group	0.00	15,000.00	-15,000.00	0.0%
Open Water	0.00	397.00	-397.00	0.0%
Seniors	513.94	500.00	13.94	102.8%
Total Awards	513.94	15,897.00	-15,383.06	3.2%

11:07 AM
11/15/17
Cash Basis

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2017 through August 2018

	Sep '17 - A...	Budget	\$ Over Bud...	% of Budget
Championship (Facility Reserved)				
LC Jr. Olympics	0.00	6,517.50	-6,517.50	0.0%
LC Regionals	0.00	14,812.50	-14,812.50	0.0%
LC Seniors	0.00	6,517.50	-6,517.50	0.0%
Open Water Championship	0.00	3,555.00	-3,555.00	0.0%
SC Jr. Olympics	0.00	6,517.50	-6,517.50	0.0%
SC Regionals	0.00	14,812.50	-14,812.50	0.0%
SC Sr Championships	0.00	6,517.50	-6,517.50	0.0%
Championship (Facility Reserved - Other)	0.00	0.00	0.00	0.0%
Total Championship (Facility Reserved)	0.00	59,250.00	-59,250.00	0.0%
Meets				
Distance Meets	0.00	5,000.00	-5,000.00	0.0%
Senior Circuit Meets (C5)	0.00	9,000.00	-9,000.00	0.0%
Total Meets	0.00	14,000.00	-14,000.00	0.0%
Open Water				
Ohio Open Water Cup	0.00	0.00	0.00	0.0%
Total Open Water	0.00	0.00	0.00	0.0%
Senior Travel Fund (Reserved)				
Futures	1,300.00			
Long Course	1,150.00			
Open Water	150.00			
Short Course	-300.00			
Senior Travel Fund (Reserved) - Other	0.00	19,750.00	-19,750.00	0.0%
Total Senior Travel Fund (Reserved)	2,300.00	19,750.00	-17,450.00	11.6%
Zone Team				
Zone Team-Open Water	0.00	1,152.00	-1,152.00	0.0%
Zone Team Coaches(C4)	0.00	1,056.00	-1,056.00	0.0%
Zone Team Expenses (C4)	0.00	73,920.00	-73,920.00	0.0%
Total Zone Team	0.00	76,128.00	-76,128.00	0.0%
Total Swimmer Support	2,813.94	185,025.00	-182,211.06	1.5%
Total Expense	330,352.70	906,070.28	-575,717.58	36.5%
Net Ordinary Income	-37,941.02	-11,515.28	-26,425.74	329.5%
Net Income	-37,941.02	-11,515.28	-26,425.74	329.5%



From: Norm Wright, Senior Chair
To: Ohio Swimming Board of Directors
Re: One-time Exception to Travel Fund Reimbursement

BACKGROUND:

Between 2013-2016, Powel Crosley YMCA (PCY) was awarded bids to host the Ohio Swimming LC senior circuit meets (OSI sponsored and subsidized). Coupled with being awarded the bid, they also agreed to allow the Cincinnati Marlins to host their summer meet the same weekend, despite the Circuit meet being a protected weekend.

In March 2016, the Senior committee made the decision and informed PCY, that funding for the 2016 LC meet would be discontinued. Despite the last-minute notification of pulled funding, PCY still hosted a sanctioned meet that weekend, as many teams already had the meet on their team schedules.

In summer 2016, PCY submitted their request for a 2017 LC sanction after the published deadline. As a result, the Marlins did not waive the conflict to allow PCY to host a sanctioned meet the same weekend. No other weekend was available at the YMCA to host a meet.

Instead, PCY applied for an 'Approval' in April 2017 to host a Senior Meet to include USA Swimming seniors, NCAA athletes, YMCA swimmers, tri-athletes, and Masters Swimmers.

In the application (which was a recycled version of the senior circuit meet) for the 'Approval' PCY listed that \$2.00 was to be collected for the OSI Travel Fund. This money was collected by PCY but was not turned over to OSI since it was not a 'Sanctioned' meet. PCY was approached about submitting the collected fees and they denied submitting the money. The one statement regarding collection of money for the OSI travel fund was mistakenly not removed from the meet information and the meet host collected the money. However, splash fees and travel funding were not collected from this meet by OSI.

CURRENT STATE:

The Mason Manta Rays team attended the PCY Senior Meet albeit it was an approved meet, and their money including the travel fund fees. At the end of the 2017 LC season, several RAYS families were using this meet for travel funding requests, but were denied because it was not a qualifying meet for funding per the OSI Policy Book. Many RAYS parents have made inquiries about why their request was denied and are pushing back seeking reimbursement, along with the support of their Head Coach.

Approved meets do not provide financial return to OSI, therefore do not meet the qualification requirement for travel funding.

RECONCILIATION:

In an effort to align this situation with the OSI Vision, Mission and Values I would propose that we put the athletes first when considering the following proposal. I believe that there is no fault of swimmers that paid their fees, attended the meet and submitted their reimbursement request by the deadline. If there is blame to place it is on either PCY or OSI for the clerical error listed above.

Vision Statement: A.D.M.I.R.E. Ohio: Leading the country in developing fast swimmers.

Mission Statement: Ohio Swimming provides leadership and support to coaches, volunteers and swim programs that maximize every swimmer's potential for excellence.

OSI Core Values: Athlete Centric, Diversity, Mutual Respect, Integrity, Responsible, Excellence



PROPOSAL:

As there seemed to be some confusion as to the sanctioning status of this approved meet by both the RAYS team and its parents, and because of the clerical error to support the claims, I propose that OSI provide a one-time exception to this group of parents and grant their request for travel funding in the collective amount of \$3600 with the following stipulations:

- This is a one-time only exception based on their claims of a clerical error, not the fault of the swimmers or parents.
- The travel fund policy will be edited to disallow reimbursements based on clerical errors in the future, whether an error from the host or OSI.
- The policy will also clarify that under no circumstance will approved or observed meets ever be a travel funding qualification meet in the future.

I seek your concurrence to the above proposal to reimburse only those families that were impacted by this meet and allow a one-time exception for this approved meet to count toward qualification of travel funding.