

Ohio Swimming, Inc. Board of Directors Meeting

Tuesday, June 21, 2022 @ 8:00 pm
Via Zoom Conference APPROVED MINUTES

In Attendance:

Voting BOD Members:		Committee/Coordinators (Non-voting)	
General Chair – Todd Billhimer	X	Disability – George Leatherman	
Admin Vice Chair – Steve Connock	X	Asst. Coach Chair – Amy Saribalas	X
Senior Co-Chair – Chris McKinney	X	Operational Risk – John Pristash	X
Senior Co-Chair – Teresa Fightmaster	X	Camps – Craig Schoenlein	X
Age Group Chair – Kevin Rachal		Open Water – Chip Carrigan	X
Technical Planning – Kyle Goodrich	X	Zone Team – Brent Peaden	
Finance Vice Chair – Joe Waller	X	Office – Erin Schwab	X
Treasurer – David Lloyd	X	Office – Kristi Princell	X
Officials – Anissa Kanzari		Gov Committee – Mark Koors	X
Safe Sport – Lew Timberman	X	Gov Committee – tbd	
DEI Chair – Terry Anchrum		Gov Committee – Edgar Caraballo	
Coach Chair – Rich Morris	X	Gov Committee – Carolyn Strunk	X
Secretary – Christi Holmes	X	Gov Committee – Dan Cherok	X
Ath Rep (Senior) - Jessey Li	X	Admin Review Board – John MacKay	X
Ath Rep (junior) – Maren Patterson	X	Sanctioning – Mark Johnson	
Ath Rep At-Large – Max Christensen		Ex-Officio Athlete – Alyssa Uhlman	X
Ath Rep At-Large – Ian Sander	X	Ex-Officio Athlete – Claire Kemmere	X
Ath Rep At-Large – Laura Zipes		Ex-Officio Athlete – Addison Linard	
Ath Rep At-Large – Tristan Prizler		Ex-Officio Athlete – Ethan Fang	X
Ath Rep At-Large – Jake Karulf			
Ath Rep At-Large – Julia Bohl	X		

Steve C. called the meeting to order at 8:00pm.

1. Approve Agenda – **Motion was made and unanimously carried to Approve Agenda.**
2. Consent Agenda
 - a. Adoption May 2022 BOD Minutes
 - b. June 2022 Treasurer's Report – David L. highlighted a few items from his attached report.
3. Committee Reports / Discussions
 - a. Governance Committee – OSI Survey Results – Mark K. This survey was something that we talked about in the fall at our workshop in the fall. Wanted to give the LSC a chance to provide feedback. Take this information as constructive comments. Thank to Erin for compiling the spreadsheet! Four tabs on Leadership and Support, Core Values, Mission and Vision, DEI/COVID/Comments. Ratings are high. Most in the Good range. Generally everything is in good shape. It looks like we need to be more engaged with DEI and continue to work on this and find ways to improve. Maybe see what other LSCs are doing. This is a long term initiative. There were a few comments about needing more opportunities for beginner swimmers. There were comments about communications – more updates on the website. Several comments about declining numbers of officials and volunteers. Mark requests that the board members look over these results. The governance committee will be meeting soon to discuss in detail and perhaps find some key points on which to focus. Approximately 70 people across the LSC took the survey. The responses were anonymous both in identity and geographical area. Reach out to Mark K. via email with any feedback.
 - b. Senior Committee – 2022 Travel Budget – Chris M. reviewed the committee proposal for the senior travel budget. See attachment. It is very similar to the 2019-20 budget numbers. For long term budget planning, Chris asks if there is a way to set up a separate line item to support meets like the World Trials when they are “stand alone” meet to support reimbursement for these athletes. He would like to see if there is any support for reimbursing the athletes that attended this meet in April. Chip C. asked why the Open Water number is so low. Chris M. explained that the Open Water event is shorter than some of the other events and therefore the reimbursement will be lower. Joe W. asked about how many athletes that were impacted by the April meet. There appears to be about 10 athletes. David L. mentioned that only \$10K out of the \$85K budget so that there are available funds. Rich M mentioned that some of these athletes may be receiving funding from other sources. Erin S. confirmed

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that athletes cannot double-dip for reimbursement. Chris M. will work with his committee to determine appropriate reimbursement. Teresa F. asked if we could get some historical information with regards to OSI spending for reimbursement. Joe W. said he can provide that information. He will email that report to Steve C. and Erin S. so that it can be posted. Lew T. asked when Senior Meet information would be out. Todd B. said that they were waiting for the City of Mason's public affairs to put out some information.

4. Old Business

- a. Over-The-Rhine Rhinos – Steve C. showed a photo and shared some information about the team that Todd B. and the athlete committee have been helping and supporting as they establish their competitive swim program. SwimOutlet has also provided some practice and competition suits. This has been a terrific DEI outreach effort for OSI. This is an ongoing effort with this group.

5. New Business

- a. USA Swimming Operational Risk Committee Surveys – Steve C. said that we received a few surveys via email. John P. asked the LSC to complete a survey regarding meet marshals and racing start certifications and another regarding hypoxic blackout and water temperatures for completion by our clubs. He senses that USA-S is reorganizing some part of operational risk. The surveys are blind, and all clubs are asked to complete them online. He will keep the BOD posted.
- b. OSI FY23 Budget Process – Joe W. said that the normal budget email went out today. Initial budget requests are due by July 4th. The finance committee will meet on July 12th to review the requests and will prepare a report for the July BOD meeting. Goal is to have the budget approved at the August BOD meeting so that it can be presented for final approval at the Fall HOD. Erin S. can send out the Ad Hoc Travel Committee history upon request.
- c. Fitter and Faster Clinic Marketing Request – Todd B. discussed that Fitter and Faster folks are reaching out again to partner with us about communicating information about their clinics to our membership. They have partnerships with other LSCs. In short, they would give us an email template to forward out to the LSC membership without providing. Todd B. feels that this is a low-risk opportunity. We would receive \$400 per email blast. Craig S. mentioned that there are other companies that also want to promote their camps. He is concerned about doing this for one and not another. John M. mentioned that we need to be careful about the appearance of an endorsement from our LSC. Erin S. said that she can send the email on behalf of the company, which John M. backed. Todd B. will set up a meeting to discuss options. Erin S. mentioned that this company tends to schedule events that conflict with our events and were not willing to negotiate.

6. OSI Strategic Plan – Todd B. requested that the groups review the survey information that pertains to their areas and have a report by the next BOD meeting. Goal is to have this wrapped up prior to the Fall HOD. Group leaders need to meet with their groups prior to the next meeting.

7. Announcements

- a. Erin S. said that there are training videos being posted to the USA-S website regarding the new online registration system. She recommended that team representatives or coaches keep checking for new information. Erin will continue to keep club registrars up-to-date, and plans to do some training and Q&A sessions in August. USA-S is sending email blasts about the new system. New change to membership categories – the flex membership is changing to \$30 for 12U only and there will be an Administrator category for those who don't have a direct connection with athletes. John M. requested that Erin S. send information out to the LSC board members. Teresa F. asked if the LSC will lose money in this new process since the LSC will not be collecting the registrations. Erin S. said that there are a few options for the LSC to collect membership fees, but she does not have the details yet.
- b. Todd B. mentioned that the Championship season is coming up – Regionals, Senior Meet and JO's.
- c. Erin S. announced that our four athletes, Julia, Ethan, Jessey, and Alyssa are going to the Central Zone Summit this weekend. Todd B. requested that they give a report at the next meeting.
- d. David L. asked if there is a zone travel team. Rich M. answered that the cost of bussing is very high so we will not have a travel team. Athletes will be on their own to travel to the meet.

8. Next BOD Meeting – Tuesday, July 19, 2022 @ 8:00PM

9. Adjournment – Motion was made and unanimously carried to adjourn the meeting @ 9:02pm.



Treasurer's Report
Ohio Swimming BOD June 2022 Meeting

To: Ohio Swimming BOD
From: David Lloyd
Date: June 21, 2022
Re: OSI Treasurer's Report

1. Financials as of and for the nine months ended May 31, 2022:
 - a. Net revenue of \$316,572 compared to \$156,133 in the prior year. Net athlete registrations and membership dues collected are up 51% compared to the prior year. Meet fees were 115% higher than prior year.
 - b. Outflows of \$199,000 compared to \$144,504 in the prior year. Increase is due to budgeted increases in permanent office costs, higher audit costs, convention costs, JO awards, and swimmer travel reimbursements.
 - c. Our surplus for the YTD period was \$117,572, compared to \$27,029 in the prior year and a budgeted deficit of approximately \$36,000.
2. Other Matters
 - a. Outstanding A/R as of June 20th was \$44,451, up from \$29,459 last month. Amounts overdue past 90 days total \$267, down from \$903 last month. Erin and Kristi continue to do an outstanding job on collections!
 - b. Balance Sheet and Reserves: We continue to be in a very strong balance sheet position with excess reserves of approximately \$74,250. We are also currently carrying cash and money market balances of approximately \$175,000.

Respectfully Submitted,

David Lloyd

OSI Treasurer

Ohio Swimming

Profit & Loss Prev Year Comparison

September 2021 through May 2022

	Sep '21 - May 22	Sep '20 - May 21	\$ Change	% Change
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
Club Membership Dues	13,368.49	10,530.00	2,838.49	26.96%
Club Membership Dues Expense	-4,170.00	-3,890.00	-280.00	-7.2%
Flex Membership	7,429.00	12,520.00	-5,091.00	-40.66%
Flex Membership Expense	-2,400.00	-5,900.00	3,500.00	59.32%
Flex Membership Upgrade	969.00	4,788.00	-3,819.00	-79.76%
Non Athlete	60,733.00	48,298.00	12,435.00	25.75%
Non Athlete Expense	-52,272.00	-41,834.00	-10,438.00	-24.95%
Outreach	170.00	220.00	-50.00	-22.73%
Outreach Expense	-190.00	-220.00	30.00	13.64%
Premium Athlete	492,927.22	349,344.07	143,583.15	41.1%
Premium Athlete Expense	-409,640.00	-301,190.00	-108,450.00	-36.01%
Seasonal Swimmers	10,325.05	5,252.00	5,073.05	96.59%
Seasonal Swimmers Expense	-7,530.00	-5,070.00	-2,460.00	-48.52%
Total Memberships/Dues(USA Swim)	109,719.76	72,848.07	36,871.69	50.62%
Other Income				
Interest and Dividends (Edward	273.76	129.63	144.13	111.19%
Interest Income(Ckg/Saving)				
Dividends	1.18	0.00	1.18	100.0%
Total Interest Income(Ckg/Saving)	1.18	0.00	1.18	100.0%
Misc.				
Coach Infractions	2,000.00	0.00	2,000.00	100.0%
Late Fees	5,361.59	0.00	5,361.59	100.0%
Non Discounted Club Fees	1,800.00	0.00	1,800.00	100.0%
Misc. - Other	21,621.50	1,252.43	20,369.07	1,626.36%
Total Misc.	30,783.09	1,252.43	29,530.66	2,357.87%
Total Other Income	31,058.03	1,382.06	29,675.97	2,147.23%
Sanctions & Meet Revenue				
Approval Surcharges	9,178.00	4,943.00	4,235.00	85.68%
Sanctions	1,670.00	0.00	1,670.00	100.0%
Senior Circuit Entry Fees	1,096.50	0.00	1,096.50	100.0%
Splash Fees	45,004.50	25,032.50	19,972.00	79.78%
Swimmers Surcharge	118,845.69	51,927.50	66,918.19	128.87%
Total Sanctions & Meet Revenue	175,794.69	81,903.00	93,891.69	114.64%
Total Income	316,572.48	156,133.13	160,439.35	102.76%
Expense				
Operations				
Athlete Representative	0.00	1,000.00	-1,000.00	-100.0%
Camps/Clinics Coordinator	119.70	2,000.00	-1,880.30	-94.02%
Coach Representatives				
Coach Education/Training	0.00	2,500.00	-2,500.00	-100.0%
Total Coach Representatives	0.00	2,500.00	-2,500.00	-100.0%
Donations	0.00	100.00	-100.00	-100.0%

Ohio Swimming

Profit & Loss Prev Year Comparison

September 2021 through May 2022

	Sep '21 - May 22	Sep '20 - May 21	\$ Change	% Change
Interest Expense	188.49	0.00	188.49	100.0%
LSC Conventions/Clinics/Dues				
Central Zone Dues	1,279.25	0.00	1,279.25	100.0%
D&O Insurance	0.00	510.00	-510.00	-100.0%
House of Delegates Meeting	100.00	2,800.00	-2,700.00	-96.43%
USAS Convention				
LSC Conference CO Springs	15,702.89	0.00	15,702.89	100.0%
Total USAS Convention	15,702.89	0.00	15,702.89	100.0%
Workshops	2,413.48	3,000.00	-586.52	-19.55%
Total LSC Conventions/Clinics/Dues	19,495.62	6,310.00	13,185.62	208.96%
Officials Chair				
Background Check	531.00	378.00	153.00	40.48%
Background Check Renewals	293.00	635.00	-342.00	-53.86%
Officials Chair(Tshirts&Badges)	165.00	1,057.12	-892.12	-84.39%
Officials Travel	3,293.67	2,761.01	532.66	19.29%
Officials Travel Olympic Trials	300.00	0.00	300.00	100.0%
Total Officials Chair	4,582.67	4,831.13	-248.46	-5.14%
Outreach/Diversity				
Outreach-Gear	5,018.89	5,212.96	-194.07	-3.72%
Outreach Travel	100.00	0.00	100.00	100.0%
Total Outreach/Diversity	5,118.89	5,212.96	-94.07	-1.81%
Permanent Office				
Bank Charges	153.74	97.60	56.14	57.52%
CC & Electronic Fees	779.23	302.40	476.83	157.68%
Office Expense	10,252.45	5,791.38	4,461.07	77.03%
Payroll Expenses	28,802.69	4,477.18	24,325.51	543.32%
Payroll Wages	60,196.76	54,018.52	6,178.24	11.44%
Subcontractor Work	4,120.00	3,280.00	840.00	25.61%
Worker's Compensation	258.46	-461.80	720.26	155.97%
Zoom Accounts	0.00	240.00	-240.00	-100.0%
Total Permanent Office	104,563.33	67,745.28	36,818.05	54.35%
Safe Sport Coordinator	557.91	0.00	557.91	100.0%
Secretary	167.18	0.00	167.18	100.0%
Treasurer				
Audit	10,915.00	6,850.00	4,065.00	59.34%
Tax Prep	3,325.00	2,895.00	430.00	14.85%
Taxes	100.00	100.00	0.00	0.0%
Total Treasurer	14,340.00	9,845.00	4,495.00	45.66%
Total Operations	149,133.79	99,544.37	49,589.42	49.82%
Recognition Banquet				
Recognition Banquet Exp	4,043.83	0.00	4,043.83	100.0%
Recognition Banquet In	-4,035.00	0.00	-4,035.00	-100.0%
Total Recognition Banquet	8.83	0.00	8.83	100.0%
Safe Sport Recognition Discount	910.00	1,170.00	-260.00	-22.22%
Swimmer Support				

Ohio Swimming

Profit & Loss Prev Year Comparison

September 2021 through May 2022

	Sep '21 - May 22	Sep '20 - May 21	\$ Change	% Change
Awards				
Age Group	10,938.40	440.10	10,498.30	2,385.44%
Seniors	1,248.03	0.00	1,248.03	100.0%
Total Awards	12,186.43	440.10	11,746.33	2,669.01%
Championship Facility				
Copier Rental	500.00	0.00	500.00	100.0%
LC Seniors	7,800.00	0.00	7,800.00	100.0%
OSI Sponsored Jo's Expense	47,145.89	0.00	47,145.89	100.0%
OSI Sponsored JO's Income	-45,249.11	0.00	-45,249.11	-100.0%
SC Jr. Olympics	7,500.00	0.00	7,500.00	100.0%
SC Regionals	4,999.99	0.00	4,999.99	100.0%
Total Championship Facility	22,696.77	0.00	22,696.77	100.0%
Meets				
Distance Meets	5,000.00	0.00	5,000.00	100.0%
LSC Virtual Championship Income	-640.00	-11,012.00	10,372.00	94.19%
LSC Virtual Championship Meets	-975.32	46,364.07	-47,339.39	-102.1%
Total Meets	3,384.68	35,352.07	-31,967.39	-90.43%
Senior Travel Fund				
Summer 2021 (paid 2022)	5,397.74	0.00	5,397.74	100.0%
Winter 2021 (paid in 2022)	5,131.93	0.00	5,131.93	100.0%
Total Senior Travel Fund	10,529.67	0.00	10,529.67	100.0%
Swimmingly				
Kits	150.00	7,997.33	-7,847.33	-98.12%
Total Swimmingly	150.00	7,997.33	-7,847.33	-98.12%
Total Swimmer Support	48,947.55	43,789.50	5,158.05	11.78%
Total Expense	199,000.17	144,503.87	54,496.30	37.71%
Net Ordinary Income	117,572.31	11,629.26	105,943.05	911.0%
Other Income/Expense				
Other Income				
Paycheck Protection Program Gra	0.00	15,400.00	-15,400.00	-100.0%
Total Other Income	0.00	15,400.00	-15,400.00	-100.0%
Net Other Income	0.00	15,400.00	-15,400.00	-100.0%
Net Income	117,572.31	27,029.26	90,543.05	334.98%

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2021 through May 2022

	Sep '21 - May 22	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
2018 Income Recieved in 2019	0.00	20,000.00	-20,000.00	0.0%
Club Membership Dues	13,368.49	12,600.00	768.49	106.1%
Club Membership Dues Expense	-4,170.00	-4,410.00	240.00	94.56%
Flex Membership	7,429.00	13,200.00	-5,771.00	56.28%
Flex Membership Expense	-2,400.00	-6,600.00	4,200.00	36.36%
Flex Membership Upgrade	969.00			
Non Athlete	60,733.00	63,200.00	-2,467.00	96.1%
Non Athlete Expense	-52,272.00	-52,800.00	528.00	99.0%
Outreach	170.00	400.00	-230.00	42.5%
Outreach Expense	-190.00	-400.00	210.00	47.5%
Premium Athlete	492,927.22	434,500.00	58,427.22	113.45%
Premium Athlete Expense	-409,640.00	-363,000.00	-46,640.00	112.85%
Seasonal Swimmers	10,325.05	13,300.00	-2,974.95	77.63%
Seasonal Swimmers Expense	-7,530.00	-10,500.00	2,970.00	71.71%
Total Memberships/Dues(USA Swim)	109,719.76	119,490.00	-9,770.24	91.82%
Other Income				
Interest and Dividends (Edward	273.76			
Interest Income(Ckg/Saving)				
Dividends	1.18	200.00	-198.82	0.59%
Total Interest Income(Ckg/Saving)	1.18	200.00	-198.82	0.59%
Misc.				
Coach Infractions	2,000.00			
Late Fees	5,361.59			
Non Discounted Club Fees	1,800.00			
Misc. - Other	21,621.50	19,800.00	1,821.50	109.2%
Total Misc.	30,783.09	19,800.00	10,983.09	155.47%
Total Other Income	31,058.03	20,000.00	11,058.03	155.29%
Sanctions & Meet Revenue				
Approval Surcharges	9,178.00	5,000.00	4,178.00	183.56%
Sanctions	1,670.00			
Senior Circuit Entry Fees	1,096.50			
Splash Fees	45,004.50	95,000.00	-49,995.50	47.37%
Swimmers Surcharge	118,845.69	175,000.00	-56,154.31	67.91%
Total Sanctions & Meet Revenue	175,794.69	275,000.00	-99,205.31	63.93%
Total Income	316,572.48	414,490.00	-97,917.52	76.38%
Expense				
Operations				
Administrative Review Board	0.00	100.00	-100.00	0.0%
Administrative Vice Chairman	0.00	500.00	-500.00	0.0%
Age Group Chairman	0.00	100.00	-100.00	0.0%
Athlete Representative	0.00	1,000.00	-1,000.00	0.0%
Camps/Clinics Coordinator	119.70	8,200.00	-8,080.30	1.46%

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2021 through May 2022

	Sep '21 - May 22	Budget	\$ Over Budget	% of Budget
Coach Representatives				
Coach Education/Training	0.00	1,000.00	-1,000.00	0.0%
Coach of Yr Clinic, Scholarship	0.00	4,000.00	-4,000.00	0.0%
Coach of Yr Plaques	0.00	500.00	-500.00	0.0%
Total Coach Representatives	0.00	5,500.00	-5,500.00	0.0%
Disability Swimming Coordinator	0.00	3,000.00	-3,000.00	0.0%
Donations	0.00	500.00	-500.00	0.0%
General Chairman	0.00	5,000.00	-5,000.00	0.0%
Interest Expense	188.49	1,050.00	-861.51	17.95%
LSC Conventions/Clinics/Dues				
Central Zone Dues	1,279.25	1,375.00	-95.75	93.04%
D&O Insurance	0.00	525.00	-525.00	0.0%
House of Delegates Meeting	100.00	1,975.00	-1,875.00	5.06%
USAS Convention				
LSC Conference CO Springs	15,702.89			
USAS Convention - Other	0.00	4,000.00	-4,000.00	0.0%
Total USAS Convention	15,702.89	4,000.00	11,702.89	392.57%
Workshops	2,413.48	5,000.00	-2,586.52	48.27%
Total LSC Conventions/Clinics/Dues	19,495.62	12,875.00	6,620.62	151.42%
Officials Chair				
Background Check	531.00	5,795.00	-5,264.00	9.16%
Background Check Renewals	293.00			
Officials Chair(Tshirts&Badges)	165.00	1,075.00	-910.00	15.35%
Officials Travel	3,293.67	15,000.00	-11,706.33	21.96%
Officials Travel Olympic Trials	300.00			
Wkshops,Meetings,Recog,Training	0.00	2,500.00	-2,500.00	0.0%
Total Officials Chair	4,582.67	24,370.00	-19,787.33	18.81%
Operational Risk Coordinator	0.00	600.00	-600.00	0.0%
Outreach/Diversity				
CZ Diversity Select Camp	0.00	2,500.00	-2,500.00	0.0%
Diversity/Inclusion Clinic	0.00	2,000.00	-2,000.00	0.0%
Learn To Swim	0.00	2,000.00	-2,000.00	0.0%
Multi Cultural Camp	0.00	2,500.00	-2,500.00	0.0%
Outreach-Gear	5,018.89	12,000.00	-6,981.11	41.82%
Outreach Travel	100.00	11,000.00	-10,900.00	0.91%
Total Outreach/Diversity	5,118.89	32,000.00	-26,881.11	16.0%
Permanent Office				
Bank Charges	153.74			
CC & Electronic Fees	779.23			
Office Expense	10,252.45			
Payroll Expenses	28,802.69			
Payroll Wages	60,196.76			
Subcontractor Work	4,120.00			
Worker's Compensation	258.46			
Permanent Office - Other	0.00	133,798.35	-133,798.35	0.0%

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2021 through May 2022

	Sep '21 - May 22	Budget	\$ Over Budget	% of Budget
Total Permanent Office	104,563.33	133,798.35	-29,235.02	78.15%
Safe Sport Coordinator	557.91	2,400.00	-1,842.09	23.25%
Safety Coordinator	0.00	0.00	0.00	0.0%
Secretary	167.18	100.00	67.18	167.18%
Senior Vice-Chairman	0.00	500.00	-500.00	0.0%
Treasurer				
Audit	10,915.00	9,000.00	1,915.00	121.28%
Tax Prep	3,325.00	3,000.00	325.00	110.83%
Taxes	100.00	100.00	0.00	100.0%
Total Treasurer	14,340.00	12,100.00	2,240.00	118.51%
Total Operations	149,133.79	243,693.35	-94,559.56	61.2%
Recognition Banquet				
Recognition Banquet Exp	4,043.83	10,000.00	-5,956.17	40.44%
Recognition Banquet In	-4,035.00			
Swimposium	0.00	10,000.00	-10,000.00	0.0%
Total Recognition Banquet	8.83	20,000.00	-19,991.17	0.04%
Safe Sport Recognition Discount	910.00			
Swimmer Support				
Awards				
Age Group	10,938.40			
Seniors	1,248.03			
Awards - Other	0.00	15,530.00	-15,530.00	0.0%
Total Awards	12,186.43	15,530.00	-3,343.57	78.47%
Championship Facility				
Copier Rental	500.00			
LC Seniors	7,800.00			
Open Water Championship	0.00	3,500.00	-3,500.00	0.0%
OSI Sponsored Jo's Expense	47,145.89			
OSI Sponsored JO's Income	-45,249.11			
SC Jr. Olympics	7,500.00			
SC Regionals	4,999.99			
Championship Facility - Other	0.00	60,000.00	-60,000.00	0.0%
Total Championship Facility	22,696.77	63,500.00	-40,803.23	35.74%
Meets				
Distance Meets	5,000.00	5,000.00	0.00	100.0%
LSC Virtual Championship Income	-640.00			
LSC Virtual Championship Meets	-975.32			
Total Meets	3,384.68	5,000.00	-1,615.32	67.69%
Open Water Programs				
Open Water-Awards	0.00	430.00	-430.00	0.0%
Open Water Zone Team Travel	0.00	2,500.00	-2,500.00	0.0%
Total Open Water Programs	0.00	2,930.00	-2,930.00	0.0%
Senior Travel Fund				
Olympic Trials	0.00	5,000.00	-5,000.00	0.0%
Summer 2021 (paid 2022)	5,397.74			

Ohio Swimming

Profit & Loss Budget vs. Actual

September 2021 through May 2022

	Sep '21 - May 22	Budget	\$ Over Budget	% of Budget
Winter 2021 (paid in 2022)	5,131.93			
Senior Travel Fund - Other	0.00	80,000.00	-80,000.00	0.0%
Total Senior Travel Fund	10,529.67	85,000.00	-74,470.33	12.39%
Swimmingly				
Kits	150.00			
Total Swimmingly	150.00			
Zone Team	0.00	15,000.00	-15,000.00	0.0%
Total Swimmer Support	48,947.55	186,960.00	-138,012.45	26.18%
Total Expense	199,000.17	450,653.35	-251,653.18	44.16%
Net Ordinary Income	117,572.31	-36,163.35	153,735.66	-325.12%
Net Income	117,572.31	-36,163.35	153,735.66	-325.12%

Ohio Swimming

Balance Sheet

As of May 31, 2022

May 31, 22

ASSETS

Current Assets

Checking/Savings

Edward Jones

Olympic Trial Funds (Reserved) 28,000.00

Edward Jones - Other 376,825.72

Total Edward Jones 404,825.72

Edward Jones Money Market 165,333.70

FMB Checking 12,839.85

Total Checking/Savings 582,999.27

Accounts Receivable

Accounts Receivable 244.00

Total Accounts Receivable 244.00

Other Current Assets

Clearing account 0.08

Total Other Current Assets 0.08

Total Current Assets 583,243.35

TOTAL ASSETS 583,243.35

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Payroll Liabilities -872.67

Total Other Current Liabilities -872.67

Total Current Liabilities -872.67

Total Liabilities -872.67

Equity

Opening Bal Equity 220,316.78

Retained Earnings 246,226.93

Net Income 117,572.31

Total Equity 584,116.02

TOTAL LIABILITIES & EQUITY 583,243.35

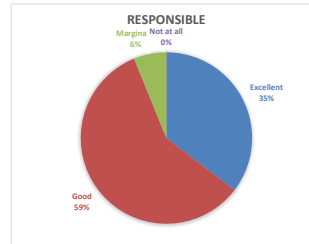
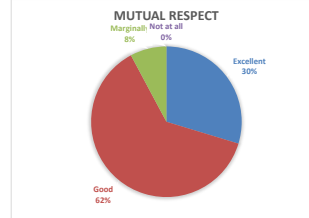
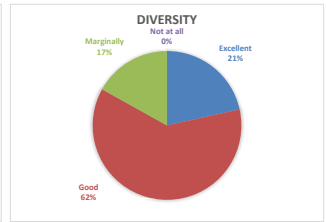
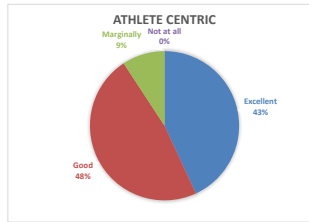
1. Does Ohio Swimming provide leadership and support for:	OSI Championship Meets	Invitational/Dual Meets	Policies and Procedures	Athlete Resources	Coaches training & Resources	Comments about leadership and support:
5/14/2020 12:39						Will Central Zones be held? If so, will they add another location or two to minimize the travel and keep the size of the meet down?
5/14/2020 17:08						The number of people in a pool at one time? will you have to break up teams to accommodate the max number allowed?
5/15/2020 16:27						Has the governor's office provided any insight as to when the 6 foot rule may be relaxed?
5/16/2020 15:36						Could you provide any details regarding USA swimming regional meets in August?
5/17/2020 18:41						What is the state flower? Answer Carnation
5/17/2022 13:29	Good	Good	Good	Marginally	Marginally	
5/17/2022 13:30	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:31	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:31	Good	Marginally	Marginally	Marginally	Not at all	When I have reached out for help with coaches certification information, Ohio Swimming has not been helpful.
5/17/2022 13:33	Excellent	Excellent	Good	Good	Good	
5/17/2022 13:33	Good	Good	Good	Good	Marginally	Leadership during covid was exceptional.
5/17/2022 13:34	Good	Good	Good	Good	Good	
5/17/2022 13:35	Good	Good	Good	Marginally	Marginally	see additional comments
5/17/2022 13:35	Marginally	Good	Excellent	Excellent	Good	
5/17/2022 13:37	Good	Good	Good	Good	Marginally	
5/17/2022 13:42	Excellent	Good	Excellent	Excellent	Good	
5/17/2022 13:42	Good	Good	Good	Good	Marginally	Opportunities for coaches training and support is an area that the coaches' committees should address.
5/17/2022 13:47	Marginally	Good	Marginally	Marginally	Marginally	
5/17/2022 13:48	Marginally	Marginally	Marginally	Marginally	Marginally	We still have no idea where senior meet is going to be held. Lots of people plan summer vacations, teams need to make hotel arrangements and we still don't have a schedule out. Swimmers also use senior meet to qualify for larger meet such as sectionals, futures etc. not being able to plan a training schedule is also frustrating when we don't have any idea win meets are. Junior Olympics was also very difficult this year with multiple sites, needing so many parents to volunteer, and not having it streamlined at all.
5/17/2022 13:49	Good	Marginally	Good	Good	Marginally	
5/17/2022 13:49	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:49	Good	Good	Excellent	Good	Good	
5/17/2022 13:52	Excellent	Excellent	Excellent	Good	Good	
5/17/2022 14:00	Excellent	Marginally	Good	Excellent	Excellent	
5/17/2022 14:02	Good	Good	Good	Good	Good	
5/17/2022 14:02	Excellent	Excellent	Excellent	Good	Good	
5/17/2022 14:03	Good	Excellent	Excellent	Good	Marginally	
5/17/2022 14:04	Excellent	Marginally	Good	Good	Good	Maybe OSI provides leadership and support for Invitationals and Dual meets, I am just unaware of it
5/17/2022 14:04	Excellent	Excellent	Marginally	Excellent	Excellent	There should no longer be spectator restrictions at any swim meet. Swimming is the only sport to continue to enforce the No spectator rule.
5/17/2022 14:11	Excellent	Excellent	Good	Good	Good	
5/17/2022 14:13	Good	Good	Marginally	Not at all	Not at all	Very scattered information and resources.
5/17/2022 14:25	Excellent	Good	Good	Good	Marginally	
5/17/2022 14:28	Good	Marginally	Good	Good	Good	
5/17/2022 14:29	Good	Good	Good	Marginally	Marginally	With the continuing decline in new officials and similar issues retaining existing officials, I believe greater and expanded efforts need to be devised and executed in order to support individual clubs attract, recruit, train, and retain new officials.
5/17/2022 14:37	Excellent	Excellent	Excellent	Good	Good	
5/17/2022 14:44	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 14:44	Good	Marginally	Good	Excellent	Excellent	
5/17/2022 14:49	Marginally	Marginally	Good	Excellent	Good	
5/17/2022 14:50	Good	Good	Good	Marginally	Marginally	With the continuing decline in new officials and similar issues retaining existing officials, I believe greater and expanded efforts need to be devised and executed in order to support individual clubs attract, recruit, train, and retain new officials.
5/17/2022 14:52	Good	Excellent	Excellent	Good	Marginally	The training and resources I have found have been because I have sought them out and are out-of-state. I would to attend education workshops closer to home.
5/17/2022 15:03	Excellent	Good	Good	Excellent	Good	
5/17/2022 15:18	Marginally	Good	Marginally	Excellent	Not at all	The website is difficult to navigate, info is updated late, regard towards club needs and planning is non-existent, few education and certification opportunities
5/17/2022 15:26	Good	Marginally	Good	Good	Good	N/A
5/17/2022 15:40	Good	Good	Good	Marginally	Good	

5/17/2022 15:51	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 16:10	Good	Excellent	Excellent	Excellent	Excellent	
5/17/2022 16:30	Good	Marginally	Excellent	Not at all	Not at all	
5/17/2022 16:39	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 16:44	Good	Good	Marginally	Good	Marginally	I have recently reached out via email to leadership on our DEI Committee 3 times in last 2 months. No response. Additionally, I understand with Covid our lack of in person coaches training, but that could be revamped. While FB pages can be good references, I will always appreciate in person training.
5/17/2022 16:48	Good	Good	Good	Good	Marginally	
5/17/2022 18:34	Excellent	Excellent	Excellent	Excellent	Good	
5/17/2022 19:15	Good	Good	Good	Good	Good	COVID truly put a damper on our activities. That said, I think Ohio did as well or better than most LSCs.
5/17/2022 19:28	Good	Good	Marginally	Marginally	Marginally	
5/17/2022 20:09	Good	Marginally	Good	Good	Good	
5/17/2022 20:51	Excellent	Excellent	Good	Good	Excellent	
5/17/2022 20:55	Good	Good	Good	Good	Good	
5/17/2022 21:57	Marginally	Good	Good	Good	Good	I rated the Championships as marginal based on the poor experience I had as the parent of participating athletes. I realize that some facility and planning was hampered by the end of COVID, but the situation at the JO meet was poor. Overcrowding that was blamed on the parents and then closing the pool to spectators with such short notice that many were on the road to the meet when the notice was posted. And There was no Sr Meet Champs at the end of the season this year.
5/18/2022 0:11	Excellent	Good	Excellent	Good	Excellent	
5/18/2022 7:01	Good	Marginally	Marginally	Marginally	Marginally	
5/18/2022 8:26	Excellent	Excellent	Excellent	Excellent	Excellent	
5/18/2022 11:28	Excellent	Good	Excellent	Good	Good	
5/18/2022 13:37	Excellent	Good	Good	Marginally	Good	Sometimes it seems that Ohio Swimming only supports certain clubs. Promotes more clubs very consistently on their social media page. There are many clubs and whether big or small each club should be shared the same. Giving more marketing to 2-3 clubs is not really helping coaches or most teams.
5/18/2022 15:19	Good	Good	Good	Good	Good	
5/18/2022 16:00	Good	Good	Excellent	Good	Good	
5/18/2022 16:39	Good	Good	Good	Good	Good	
5/18/2022 21:20	Marginally	Marginally	Good	Good	Good	It is very difficult to attract and retain officials
5/20/2022 8:25	Excellent	Marginally	Excellent	Good	Good	While it is incumbent on each coach and team to monitor and keep certifications current, OSI could be more active in finding certified instructors for some of the training. This is often difficult for teams to locate and work with the ARC. Perhaps a partnership between OSI and ARC would make this process easier.
5/21/2022 22:35	Good	Good	Good	Good	Good	
5/22/2022 20:47	Excellent	Good	Good	Good	Good	
5/26/2022 14:23	Excellent	Excellent	Excellent	Excellent	Excellent	None

	OSI Championship Meets	Invitational/Dual Meets	Policies and Procedures	Athlete Resources	Coaches training & Resources
Excellent	26	19	23	18	14
Good	32	31	33	34	30
Marginally	7	14	9	11	17
Not at all	0	0	0	2	4

2. How well does Ohio Swimming follow the core values above?	Athlete Centric	Diversity	Mutual Respect	Integrity	Responsible	Excellence	If you answered 'marginally' or 'not at all' to any of the core values above, please explain.
5/14/2020 12:39							Will some of the meets scheduled for June get rescheduled for July or August?
5/14/2020 17:08							Length of practices?
5/15/2020 16:27							
5/16/2020 15:36							What body of water makes our state's southern border? Ohio River
5/17/2020 18:41							
5/17/2022 13:29	Marginally	Marginally	Good	Good	Good	Good	
5/17/2022 13:30	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:31	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:31	Good	Good	Good	Good	Good	Good	
5/17/2022 13:33	Excellent	Good	Good	Excellent	Excellent	Excellent	
5/17/2022 13:33	Good	Good	Good	Good	Good	Good	
5/17/2022 13:34	Good	Good	Good	Good	Good	Good	
5/17/2022 13:35	Good	Good	Good	Good	Good	Good	
5/17/2022 13:35	Excellent	Good	Good	Good	Good	Good	
5/17/2022 13:37	Excellent	Marginally	Good	Excellent	Good	Excellent	There is just a lot of work to be done in this area - not just in the Ohio LSC but across USA Swimming.
5/17/2022 13:42	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:42	Excellent	Good	Excellent	Excellent	Good	Good	
5/17/2022 13:47	Good	Good	Marginally	Marginally	Marginally	Marginally	
5/17/2022 13:48	Good	Good	Good	Good	Good	Good	
5/17/2022 13:49	Good	Good	Good	Good	Good	Good	
5/17/2022 13:49	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:49	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 13:52	Good	Good	Good	Good	Good	Good	
5/17/2022 14:00	Good	Good	Good	Excellent	Excellent	Good	
5/17/2022 14:02	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 14:02	Excellent	Good	Excellent	Good	Excellent	Good	
5/17/2022 14:03	Good	Marginally	Marginally	Good	Good	Good	
5/17/2022 14:04	Good	Good	Good	Good	Good	Good	
5/17/2022 14:04	Excellent	Excellent	Excellent	Good	Excellent	Excellent	
5/17/2022 14:11	Good	Good	Good	Good	Good	Good	
5/17/2022 14:13	Good	Good	Good	Good	Good	Good	
5/17/2022 14:25	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 14:28	Excellent	Good	Good	Good	Excellent	Good	
5/17/2022 14:29	Excellent	Good	Good	Marginally	Marginally	Marginally	
5/17/2022 14:37	Excellent	Good	Good	Good	Good	Good	
5/17/2022 14:44	Excellent	Good	Excellent	Excellent	Excellent	Excellent	
5/17/2022 14:44	Good	Good	Marginally	Good	Good	Marginally	
5/17/2022 14:49	Good	Good	Good	Good	Good	Good	
5/17/2022 14:50	Excellent	Good	Good	Marginally	Marginally	Marginally	
5/17/2022 14:52							The diversity concern I have is with our Outreach swimmers. There is quite a financial burden put on the club for these swimmers. While the families appreciate the suits and equipment that are provided, the financial responsibility for training costs falls solely on the club. I'm not sure how OSI can help offset these costs, but help would be appreciated!
5/17/2022 15:03	Good	Marginally	Good	Good	Good	Good	
5/17/2022 15:18	Good	Good	Marginally	Marginally	Good	Good	Officials and coaches need to do better working together for the athlete from a place of mutual respect
5/17/2022 15:26	Good	Good	Good	Good	Good	N/A	DEI appears to be talk with little action or knowledge of Diversity. Beyond our African American Athletes
5/17/2022 15:40	Marginally	Marginally	Marginally	Marginally	Good	Marginally	
5/17/2022 15:51	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 16:10	Good	Good	Good	Good	Good	Good	
5/17/2022 16:30	Good	Marginally	Excellent	Excellent	Excellent	Excellent	
5/17/2022 16:39	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/17/2022 16:44	Good	Marginally	Good	Good	Good	Good	As I was chosen to be on our DEI Committee, I have never heard back from anyone from that initial email. We were told we'd Zoom once a month, it's been 7 Months. As I stated above, I've emailed everyone on initial email and leadership multiple times, no responses?
5/17/2022 16:48	Good	Good	Good	Good	Marginally	Marginally	My team does a wonderful job having multiple diverse swimmers from all backgrounds. However, when I go to meets, I still notice a low turnout.
5/17/2022 18:14	Good	Marginally	Good	Excellent	Good	Good	We are not a very diverse organization.
5/17/2022 19:15	Good	Good	Good	Excellent	Excellent	Good	
5/17/2022 19:28	Marginally	Good	Good	Good	Good	Marginally	
5/17/2022 20:09	Good	Good	Good	Good	Good	Good	
5/17/2022 20:51	Excellent	Good	Good	Excellent	Excellent	Good	
5/17/2022 20:55	Good	Marginally	Good	Good	Good	Good	In some cases, Championship meets need to consider the athletes and the parents better and be more focused on the athletes. Splitting out 10&U from the JO meet is extremely difficult on families with multiple swimmers.
5/17/2022 21:57	Marginally	Good	Good	Good	Good	Good	
5/18/2022 0:11	Excellent	Excellent	Excellent	Excellent	Good	Excellent	
5/18/2022 7:01	Marginally	Marginally	Good	Marginally	Good	Marginally	
5/18/2022 8:26	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/18/2022 11:28	Excellent	Good	Excellent	Excellent	Excellent	Excellent	
5/18/2022 13:37	Good	Good	Good	Good	Good	Good	
5/18/2022 15:19	Good	Good	Good	Good	Good	Good	
5/18/2022 16:00	Good	Good	Good	Good	Good	Good	
5/18/2022 16:39	Good	Good	Good	Good	Good	Good	
5/18/2022 21:40	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/20/2022 8:25	Marginally	Marginally	Good	Good	Good	Good	I'm not sure if you surveyed athletes and families that they would feel that the athletes are the center of the goals of OSI. There is much to be done toward diversity. While OSI isn't antagonistic toward "non-traditional" membership, little is done to encourage a diverse membership at the club or LSC level.
5/21/2022 22:35	Good	Good	Good	Good	Good	Good	
5/22/2022 20:47	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	
5/26/2022 14:23	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	

	Athlete Centric	Diversity	Mutual Respect	Integrity	Responsible	Excellence
Excellent	28	14	19	25	23	20
Good	31	40	40	34	38	37
Marginally	6	11	5	6	4	8
Not at all	0	0	0	0	0	0

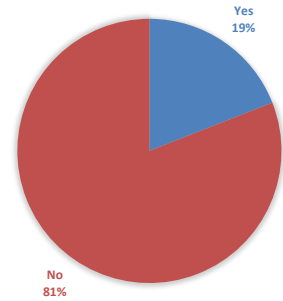


3. Do the Mission or Vision Statements above need to be changed or updated?		
Time		Comments about Mission or Vision Statements:
5/14/2020 12:39		Can we expect a normal fall Season as far as timing, size of Meets, etc?
5/14/2020 17:08		Swim meets originally scheduled- will this stay the same, less, changing? on?
5/15/2020 16:27		
5/16/2020 15:36		
5/17/2020 18:41		
5/17/2022 13:29	Yes	
5/17/2022 13:30	No	
5/17/2022 13:31	No	
5/17/2022 13:31	Yes	
5/17/2022 13:33	No	
5/17/2022 13:33	No	
5/17/2022 13:34	No	
5/17/2022 13:35	No	-
5/17/2022 13:35	No	
5/17/2022 13:37	Yes	
5/17/2022 13:42	No	
5/17/2022 13:42	Yes	An additional line to include support for "inclusivity" would be appropriate.
5/17/2022 13:47	No	Followed
5/17/2022 13:48		
5/17/2022 13:49	No	
5/17/2022 13:49	No	
5/17/2022 13:49	No	
5/17/2022 13:52	Yes	Including DEI with our mission would demonstrate our commitment to removing barriers to allow access to all that want to participate in our sport.
5/17/2022 14:00	No	
5/17/2022 14:02	No	
5/17/2022 14:02	No	
5/17/2022 14:03	No	
5/17/2022 14:04	No	
5/17/2022 14:04	No	
5/17/2022 14:11	No	
5/17/2022 14:13	No	
5/17/2022 14:25	No	
5/17/2022 14:28	Yes	
5/17/2022 14:29	Yes	Long term GROWTH (participation by both athletes and officials/non-athletes) as well as long term SUSTAINABILITY might be other core values worth consideration
5/17/2022 14:37	No	
5/17/2022 14:44	No	
5/17/2022 14:44	No	
5/17/2022 14:49	No	
5/17/2022 14:50	Yes	Long term GROWTH (participation by both athletes and officials/non-athletes) as well as long term SUSTAINABILITY might be other core values worth consideration
5/17/2022 14:52	No	
5/17/2022 15:03	Yes	Mission should have an adjective implying a level to aspire to. For example, best in the country leadership and cutting edge support.
5/17/2022 15:18	No	
5/17/2022 15:26	No	N/A
5/17/2022 15:40	Yes	more authentic athlete involvement. vs the paid staff.
5/17/2022 15:51	No	
5/17/2022 16:10	No	
5/17/2022 16:30	No	
5/17/2022 16:39	No	
5/17/2022 16:44	No	
5/17/2022 16:48	No	
5/17/2022 18:34	No	
5/17/2022 19:15	Yes	Maybe. Vision statements need a periodic refresh, similar to logos. ADMIRE may be too complex for our members to remember and follow. (Can the average member quote the statement?). Not to dumb it down but we could say "SWIM FAST, SWIM RIGHT" or some other catchy -- but poignant - message.
5/17/2022 19:28	No	
5/17/2022 20:09	No	
5/17/2022 20:51	No	
5/17/2022 20:55	No	
5/17/2022 21:57	No	
5/18/2022 0:11	No	
5/18/2022 7:01	Yes	
5/18/2022 8:26	No	
5/18/2022 11:28	No	
5/18/2022 13:37	No	
5/18/2022 15:19	No	
5/18/2022 16:00	No	
5/18/2022 16:39	No	
5/18/2022 21:20	No	
5/20/2022 8:25	No	There isn't anything wrong with the mission or vision statement. It's just not being demonstrated.
5/21/2022 22:35	No	
5/22/2022 20:47	No	
5/26/2022 14:23	No	

Yes
No

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51

DO THE MISSION/VISION STATEMENTS NEED TO BE CHANGED?



Time	4. What does DEI (Diversity, Equity & Inclusion) mean to you, and how can Ohio Swimming help support DEI?	5. How could Ohio Swimming have served your program better during the COVID-19 pandemic?	6. Any other comments or suggestions for Ohio Swimming?
5/14/2020 12:39			
5/14/2020 17:08			
5/15/2020 16:27			
5/16/2020 15:36			
5/17/2020 18:41			
5/17/2022 13:29			
5/17/2022 13:30			
5/17/2022 13:31			
5/17/2022 13:31		Helped plan small COVID friendly competition for small teams. We were told to reach out to large teams to find competition. This resulted in 0 competitions.	
5/17/2022 13:33			Keep athletes first.
5/17/2022 13:33			
5/17/2022 13:34			
5/17/2022 13:35			Please make an effort to update the website more frequently and clean up the website so that is it more user accessible. Currently the website is a collection of old documents, poorly updated pages, conflicting information from page to page, and take a considerable amount of time to update with what I believe is critical information. Please, please, please make it your goal to make the website a user, coach, athlete accessible location, as it currently is not that.
5/17/2022 13:35			
5/17/2022 13:37	EDI will be tough to implement in this sport due to the cost for quality coaches and availability of equipment. This shouldn't stop efforts but USA Swimming will need to move the focus from national/international swimmers and put a significant part of those resources into EDI. At the local level Ohio and the teams need to consider "scholarships" for help support EDI.	OSI did a good job when compared to other indoor sports. When you are at the mercy of facilities that we do not control you can only do so much.	Great organization.
5/17/2022 13:42			
5/17/2022 13:42	Purposeful action to connect programs with groups of people that may want to explore the sport but have traditionally not received the services/opportunities that clubs within Ohio Swimming are offering.	I though Ohio Swimming did a fantastic job during a difficult period where imposed sanctions limited just about everyone's ability to operate in the safest environment possible.	
5/17/2022 13:47			
5/17/2022 13:48			
5/17/2022 13:49			OSI needs to plan, decide, and distribute information about championship meets in a more timely manner. People need to be able to plan.
5/17/2022 13:49			
5/17/2022 13:49			
5/17/2022 13:52	Removal of barriers to allow access to all.		Greater Athlete engagement as a resource to help guide direction. Improve communication via comprehensive social media. Prospect & secure new key partners to help promote & grow our sport
5/17/2022 14:00	Ohio Swimming can help support DEI by working to provide more racing opportunities for swimmers of beginner ability.	Unsure	Possibly adding minimal time standards to the Regional Championships to give beginner ability swimmers a goal to strive toward. If needed additional meets similar to the Clippers Mary Lou Mini Championship could be added to provide those swimmers not achieving a time an opportunity to compete while not over loading Regional Championships.
5/17/2022 14:02	Offering outreach "clinic" days in the summer at low income pools might be helpful for kids	Once it was obvious that there is basically no contagion in a pool setting easing all restrictions and providing only recommendations for practices (and meets as facilities allow).	For JOs or any other meet requiring many teams to volunteer having teams volunteer one day a lot rather than many days a little.
5/17/2022 14:02	DEI should involve fairness to all athletes to compete in safe and welcoming environment. Coaches, officials, and Swim Leadership must strive to learn awareness and respect, provide swimming that is equitable to all, and educate their club members.	I thought OSI did a great job in connecting and leading through various aspects/phases. We still need to be aware in maintaining safety since the pandemic is not over and pivot appropriately as health concerns arise.	
5/17/2022 14:03			
5/17/2022 14:04	Opportunities for all, regardless of age, gender, race, religion. In the last 10 years, I have not witnessed barriers to successful DEI with the exception of available water (pools) and cost.		
5/17/2022 14:04			
5/17/2022 14:11			
5/17/2022 14:13			
5/17/2022 14:25			
5/17/2022 14:28			
5/17/2022 14:29			
5/17/2022 14:37			
5/17/2022 14:44	It should not be part of the mission at all		
5/17/2022 14:44			
5/17/2022 14:49			
5/17/2022 14:50			
5/17/2022 14:52	See above	I really appreciated how OSI provided Swimmingly so clubs could continue competing!	
5/17/2022 15:03	More active recruitment and support (financial) for underserved and needy groups		
5/17/2022 15:18	Seek grants to update pools in low income areas and/or add programs in those pools	This is where OSI did OK. Kudos to Erin for the work she put in.	Let's make sure the office is being directed by the board to support policy. Seems like it may be working opposite that right now.
5/17/2022 15:26	N/A	N/A	N/A
5/17/2022 15:40	get a DEI representative that is engaged		Term limits on all elected positions. Each elected position has 1 senior and 1 junior chair. each elected position has one vote, yet the senior chair is training the junior chair when the senior chair rolls off and junior chair steps into the senior role.
5/17/2022 15:51			
5/17/2022 16:10	I'm not sure.	I think everything was done that could have been done.	
5/17/2022 16:30	Not sure. I just know that our membership does not appear to be diverse.	Support from OSI was very good and appreciated.	In my opinion, the LSC needs to address the shortage of both officials and swim meets. Teams continue to fear being shut out of meets just a few weeks or days before a meet. Meet hosting (and the process of becoming an official) is becoming more complicated and demanding. Meet sessions are once again getting longer. None of this is healthy for our families (customers) or for the sport. The LSC should take a leadership role in simplifying meet organization and the meet entry process. Thanks for listening.
5/17/2022 16:39			

	Diversity-broad range of backgrounds be in race, ethnic, sex, etc. Equity-fairness and impartial Inclusion-Equal opportunities especially the marginalized; those with special needs, disabled, minority groups. Ohio Swimming should provide quarterly training for all. Resources to aide Coaches in training to include all. A way to monitor all programs on their abilities to accomplish realistic goals.		
5/17/2022 16:44			
5/17/2022 16:48			
5/17/2022 18:34			
5/17/2022 19:15	I don't believe a slogan results in actionable behavior. Words are important but behavior is the metric we should strive for.	By leveraging contacts to get more pools open and meets held. (That's water under the bridge now.)	Thanks for the work you do!
5/17/2022 19:28	Haven't seen much to promote this	Nothing really	
5/17/2022 20:09			
5/17/2022 20:51	Could have more visible outreach to potential minority athletes and a more vivourlus outreach to minority adults as officials etc.	N/A	
5/17/2022 20:55	More outreach to provide opportunities for urban and low income communities to learn to swim competitively.	All things considered, I thought they did the best they could.	
5/17/2022 21:57	It means giving everyone a fair opportunity to compete.	I think OSI did a good job during COVID.	
5/18/2022 0:11	All swimmers matter! Make sure competitive swimming is available to all, regardless of race, color, or financial ability.	OSI did a good job during COVID, and continues to do so!	
5/18/2022 7:01			
5/18/2022 8:26	All swimmers regardless of race, gender/gender identity, sexual orientation, or socioeconomic background have equal and fair opportunities to participate in USA swimming.	Ohio swimming did an outstanding job of helping teams navigate practicing and competing during the pandemic.	Erin and her staff do an outstanding job!!
5/18/2022 11:28	Equal treatment regardless of background, race, experience and age.	OSI did a great job during the pandemic, this was tough for everyone.	
5/18/2022 13:37	including all swimmers - whether typical, nontypical. Standing behind all races and genders. I think OSI is becoming more diverse and inclusive.	N/A.	You all are doing a great job. I am sure everything going on at OSI can be hard and you all get negative feedback more than positive feedback. Thank you for all you do!
5/18/2022 15:19		LSC was understaffed and I found myself chasing a lot of answers.	
5/18/2022 16:00	Promoting and recruiting athletes of all backgrounds.	Helped more with meet scheduling	Be more open to offering help to athletes who are from low or fixed income families.
5/18/2022 16:39			
5/18/2022 21:20		Finding more ways to obtain and retain officials, such as compensation.	
5/20/2022 8:25	DEI should encompass not just all ethnicities, but socioeconomic diversity, genders and gender identities. I believe the athlete committee is working in an underserved community this summer. GOOD FOR THEM. Embarrassing for the adult leadership that this came from athletes under the age of 18. Where have the adults been for the last xx years?	This was probably one of the shining moments of OSI. Dual meets, waiving of oppressive meet fees, etc.	Instead of "we can't do that" (or "we've never done that or done it that way), determine what needs to be done then figure out how to do it.
5/21/2022 22:35			
5/22/2022 20:47			
5/26/2022 14:23	My Lord Jesus Christ says, Love your neighbor as yourself. Pretty simple from there. Everyone deserves to be treated with dignity and respect.	It seemed that we were the only parents not allowed to watch events live like Basketball, wrestling and the like indoor sports. Swimmers were made to swim to the other end of the pool to get out when the next heat wasn't even near the blocks. Seemed pretty poor leadership overall	Overall you all do a really good job. Safe Sport, Concussion training and on going training of all types (thank you). I do have a female athlete and expect her to compete w/ biological female competitors. Thanks for your time.

As it pertains to this spring's Open Water Nationals, We looked at the 19-20 budget line item, the max amount was \$300. The Committee agreed to raise the amount to \$400. Costs are higher than in 2019-2020.

For the 22-23 budget, the Committee recommend to keep the overall amount at \$80,000 similar to the 2019-2020

Summer/Spring- \$55,000

Seniors- \$800.00

Juniors- \$600.00

Futures- \$250.00

Disability/Para- \$500.00

Open Water- \$400.00 (Spring of 23)

Winter- \$25,000

Seniors- \$600.00

Juniors- \$400.00

Disability/Para- \$500.00