

Ohio Swimming, Inc. Board of Directors Meeting

Conference Call – November 17, 2020 8:00 pm

Via Zoom Conference

AGENDA

In Attendance:

Voting BOD Members:		Committee/Coordinators (Non-voting)	
General Chair – Todd Billhimer		Diversity/Inclusion – Terry Anchrum	
Admin Vice Chair - Anissa Kanzari		Disability – George Leatherman	
Senior Chair – Chris McKinney		Technical Planning – Kyle Goodrich	
Age Group Chair – Kevin Rachal		Asst. Coach Chair – Rich Morris	
Finance Vice Chair – Joe Waller		Operational Risk – John Pristash	
Treasurer – David Lloyd		Camps – Craig Schoenlein	
Ath Rep – Sterling Ebel (Sr.)		Open Water – Chip Carrigan	
Ath Rep – Lauren Kinzeler (Fr.)		Zone Team – Brent Peaden	
Athlete At-Large (tbd)		High School – (tbd)	
Officials – Pam Birnbrich		Office – Erin Schwab	
Safe Sport – Lew Timberman		Office – Kristi Princell	
Coach Chair – Dan Cherok		Gov. Comm. – Jerry Ferritto	
Secretary – Steve Connock		Gov. Comm. – Mark Koors	
		Gov. Comm. – David Back	
		Gov. Comm. – Paul Sampson	
		Admin Review Board – John MacKay	
		Sanctioning – Mark Johnson	

Guests: Kathy Fish, Susan Mechler

1. Approve Agenda.
2. Consent Agenda
 - A. Adoption of October 2020 BOD Minutes
 - B. November Treasurer's Report
 - C. General Chair Report
 - D. Committee Reports
 1. Membership Services Report
3. Old Business
 - A. Athlete Leadership Zoom Meeting
 - B. COVID-19 Update
 - C. 18 and Under Championship Update
 - D. Swimmigly Update
4. Announcements
5. Next BOD Meeting - December 22, 2020 @ **8:00PM**
6. Adjournment

Ohio Swimming, Inc. Board of Directors Meeting

Conference Call – October 20, 2020 8:00 pm

Via Zoom Conference

Unapproved Meeting Minutes

In Attendance:

Voting BOD Members:		Committee/Coordinators (Non-voting)	
General Chair – Todd Billhimer	X	Diversity/Inclusion – Terry Anchrum	X
Admin Vice Chair - Anissa Kanzari		Disability – George Leatherman	
Senior Chair – Chris McKinney	X	Technical Planning – Kyle Goodrich	
Age Group Chair – Kevin Rachal		Asst. Coach Chair – Rich Morris	
Finance Vice Chair – Joe Waller	X	Operational Risk – John Pristash	X
Treasurer – David Lloyd	X	Camps – Craig Schoenlein	X
Ath Rep – Sterling Ebel (Sr.)		Open Water – Chip Carrigan	X
Ath Rep – Lauren Kinzeler (Fr.)		Zone Team – Brent Peaden	X
Athlete At-Large (tbd)		High School – (tbd)	
Officials – Pam Birnbrich	X	Office – Erin Schwab	X
Safe Sport – Lew Timberman	X	Office – Kristi Princell	X
Coach Chair – Dan Cherok	X	Gov. Comm. – Jerry Ferritto	X
Secretary – Steve Connock	X	Gov. Comm. – Mark Koors	
		Gov. Comm. – David Back	
		Gov. Comm. – Paul Sampson	
		Admin Review Board – John MacKay	X
		Sanctioning – Mark Johnson	

Other guests in attendance: Kathy Fish, Susan Mechler

1. October 2020 BOD Agenda: Motion was made & unanimously carried to Approve Agenda.
2. Consent Agenda
 - A. September 2020 BOD Minutes: Motion was made & unanimously carried to **Approve September 2020 BOD Minutes.**
 - B. September Treasurer's Report: David reported September's Report is quite different from past years; net inflows were just under \$23k. This is significantly higher than the \$13k from prior year due to the timing of Clubs getting back into the water. and when registrations timing. Outflows were just under \$7k as compared to \$14.5k same time last year. No expenses for 2020 Convention was the primary reason for the differential. We are actually running a surplus for September of approximately \$16k. Very good progress on AR; currently at \$37.1k; slightly higher than last month but expected. Past Due Amount is currently at about \$6k which compares to about \$23k last month. Payments have been made since last month reducing Over Due Clubs with +\$1k balance to just 2. From a Balance Sheet perspective we have been going through the process of reallocating our portfolio during the past few months to be a little more conservative. We are now 50/50 closer; Bonds-Equity. To accomplish that we sold some investments to lock in the gains which resulted in a cost-basis increase. Excess Reserves have climbed to approximately \$37.4k as a result which compares to around \$18k reported last month. Joe Waller thanked Erin for her AR efforts; significant improvement from 5 years ago David reviewed Investment Portfolio mix specifics as outlined in his report.. Please refer to David's Treasurer Report for details.

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C. Committee Reports:

- A. Membership Services Report. Erin reported incoming registration fees are feeling normal. Erin is encouraged with registration pace compared to history. New Membership versus Renewals is also positive. Please refer to Erin's Report for details. We have a few new clubs; Hydra Aquatics (Central OH....former disbanded YMCA), former OSSC (Columbus) , and 1 in NW. Transfers/Consent Forms are very active as well; 411 processed with an additional 170 waiting since 6/1/20. Erin explained this process which involves tracking consent of both Club and Parent for each athlete. Sanctioning has been active with 36 Meets to date.

3. Old Business

- A. Swimmingly: Steve and Erin gave a Swimmingly update. Swimmingly Kits: 20 kits schedule arrived today. 14 kits will be shipped to teams that signed up; 6 additional kits available to teams. Sponsorship: Speedo and SwimOutlet have agreed to sponsor OSI Swimmingly to include; Online retail merchandising, Merchandise Credits, Commission on OSI Swimmingly merchandise sold return to OSI, and create promotional materials to create an identity & enthusiasm along with Social Media exposure. OSI Upcoming Event: 3-meet series contested Nov, Dec, Jan with Speedo/SwimOutlet sponsorship and prizes. Each meet will have a different theme (sprint 50s, IMX, etc). Proposed entry fee: \$20/swimmer for the series. \$1/swimmer return to OSI Next Steps: Swimmingly Education & further explore Sanctioning status. Short-term Outage: Monthly subscription cost to teams; Suggested proposal to continue momentum: OSI pay for first 3 months of team subscription. Subscriptions are based on # of swimmers: 100 or less swimmers: \$50/months, 101-300 swimmers: \$75/months, 301 + swimmers: \$100/month. Estimated cost to OSI: \$75/team/month X 3 months = \$225/team X 20 teams = \$4500. The \$1 per swimmer fee from our upcoming event will help offset some of this expense. Rationale: once teams see how they can pay for their subscription through the events they participate in, the perceived barrier for the subscription should disappear. Example scenario: Team size: 120 swimmers; Swimmingly yearly subscription: \$900; Event cost: \$10/swimmer/meet in a 3-meet series. 50 participants X \$30/swimmer = \$1500 revenue. Motion was made & unanimously carried to fund \$4500 which pays the first 3 month Swimmingly Subscription Fee's for our OSI Swimmingly Teams. Erin confirmed Pam's question that teams understand Swimmingly is not currently allowed for Sanction Meets. Pam mentioned the Rules & Regs Committee is discussing the Swimmingly platform.

4. New Business

- A. Fitter and Faster Sponsorship. Todd, Craig & Chris recently met with Fitter and Faster to explore sponsorship opportunities. Fitter and Faster pays a \$1k Sponsorship Fee to the LSC in exchange for LSC emailing Fitter and Faster promotion information for their clinics. Approximately 5-6 emails per year. There is no exchange of membership related information (names, emails, etc). Erin mentioned that in the past, Fitter and Faster Camps were held during busy meet dates. Our current meet situation may not have a similar outcome this year. Lew asked if USA-S is still running their camps/clinics? Todd said he has not seen any information on USA-S Camps. Todd added the USA-S Camps usually just provide the "template" on how to run the camp along with a few items.

5. Announcements:

- A. Todd announced that Craig, Chris and himself are working on a Virtual Seminar for Athletes, Parents along with a possible BOD Retreat. Todd said his committee is working with Fitter and Faster and Growing Leaders along with a few other groups to secure speakers. The Leadership Summit will be used for the older athletes. Details and dates will be shared at next BOD. Erin added we have a USA-S Symposium scheduled for spring 2022. This USA-S program may include some olympians.
- B. Todd said a BOD request was made to explore alternating a BOD Meeting every-other-month on a Sunday given most clubs are back in the water. This would allow more Coach participation at BOD's. Todd said we will try to schedule this at our next already scheduled 11/17/20 BOD.

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- C. Pam asked about the 18 and Under Nat Championship. Keating is the only confirmed site (80-90 athletes); waiting on OU and BGSU. PCY and New Albany are alternate sites. We currently have 235 eligible athletes to compete. December 11-13, 2020 are our preferred dates.

- 6. Next BOD Meeting - November 17, 2020 @ **8:00PM**
- 7. Adjournment: Motion was made and carried to Adjourn @ 8:35 PM



Treasurer's Report
Ohio Swimming BOD November 2020 Meeting

To: Ohio Swimming BOD
From: David Lloyd
Date: November 17, 2020
Re: OSI Treasurer's Report

1. Financials as of and for two months ended October 31, 2020 (period 2)
 - a. Net Inflows of \$(71) compared to \$3,625 due to timing of collections on registrations
 - b. Outflows of \$11,621 compared to \$32,218. Decrease is primarily due to lack of expense in the current year for convention and timing of audit costs.
 - c. Our deficit on a year-to-date basis is \$11,692 compared to \$28,593 in the prior year.
2. Other Matters
 - a. Outstanding A/R is \$139,583, up from \$37,106 last month, mostly due to current registrations. Amounts overdue past 90 days total \$6,989, up slightly from \$6,184 last month. We have three clubs with past due balances >\$1,000. One of those is currently on a payment plan and only one of those three is currently in the water.
 - b. Balance Sheet and Reserves: Excess reserves remain approximately \$37,400.

Respectfully Submitted,

David Lloyd

OSI Treasurer

Ohio Swimming

Profit & Loss Prev Year Comparison

October 2020

	Oct 20	Oct 19	\$ Change	% Change
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
Club Membership Dues	400.00	2,800.00	-2,400.00	-85.71%
Club Membership Dues Expense	-70.00	-1,050.00	980.00	93.33%
Flex Membership	840.00	160.00	680.00	425.0%
Flex Membership Expense	-1,130.00	-80.00	-1,050.00	-1,312.5%
Non Athlete	6,774.00	13,036.00	-6,262.00	-48.04%
Non Athlete Expense	-5,610.00	-11,284.00	5,674.00	50.28%
Outreach	55.00	20.00	35.00	175.0%
Outreach Expense	-10.00	-40.00	30.00	75.0%
Premium Athlete	53,300.00	126,920.00	-73,620.00	-58.01%
Premium Athlete Expense	-61,950.00	-134,912.00	72,962.00	54.08%
Seasonal Swimmers	228.00	486.00	-258.00	-53.09%
Seasonal Swimmers Expense	-2,730.00	-30.00	-2,700.00	-9,000.0%
Total Memberships/Dues(USA Swim)	-9,903.00	-3,974.00	-5,929.00	-149.2%
Other Income				
Approved/Meet Observation Fees	0.00	200.00	-200.00	-100.0%
Interest Income(Ckg/Saving)				
Dividends	0.51	8.20	-7.69	-93.78%
Total Interest Income(Ckg/Saving)	0.51	8.20	-7.69	-93.78%
Misc.	200.00	1,000.00	-800.00	-80.0%
Total Other Income	200.51	1,208.20	-1,007.69	-83.4%
Sanctions & Meet Revenue				
Entry Fees	2,708.00	1,515.50	1,192.50	78.69%
Sanctions	0.00	375.00	-375.00	-100.0%
Swimmers Surcharge	6,923.50	4,500.00	2,423.50	53.86%
Total Sanctions & Meet Revenue	9,631.50	6,390.50	3,241.00	50.72%
Total Income	-70.99	3,624.70	-3,695.69	-101.96%
Expense				
Operations				
Athlete Representative	1,000.00	0.00	1,000.00	100.0%
Camps/Clinics Coordinator	0.00	4,800.00	-4,800.00	-100.0%
Coach Representatives				
Coach Education/Training	2,500.00	130.00	2,370.00	1,823.08%
Total Coach Representatives	2,500.00	130.00	2,370.00	1,823.08%
Interest Expense	0.00	125.00	-125.00	-100.0%
LSC Conventions/Clinics/Dues				
USAS Convention	0.00	10,737.45	-10,737.45	-100.0%
Workshops	0.00	1,243.10	-1,243.10	-100.0%
Total LSC Conventions/Clinics/Dues	0.00	11,980.55	-11,980.55	-100.0%
Officials Chair				
Background Check	112.00	304.00	-192.00	-63.16%
Background Check Renewals	162.00	126.00	36.00	28.57%

Ohio Swimming

Profit & Loss Prev Year Comparison

October 2020

	Oct 20	Oct 19	\$ Change	% Change
Official Dues (\$6.00)	0.00	-444.00	444.00	100.0%
Officials Chair(Tshirts&Badges)	0.00	23.10	-23.10	-100.0%
Total Officials Chair	274.00	9.10	264.90	2,910.99%
Outreach/Diversity				
Outreach-Gear	1,237.01	4,886.63	-3,649.62	-74.69%
Total Outreach/Diversity	1,237.01	4,886.63	-3,649.62	-74.69%
Permanent Office				
Bank Charges	44.95	37.00	7.95	21.49%
CC & Electronic Fees	143.96	69.64	74.32	106.72%
Office Expense	200.62	353.50	-152.88	-43.25%
Payroll Expenses	533.99	335.29	198.70	59.26%
Payroll Wages	5,686.16	5,686.16	0.00	0.0%
Subcontractor Work	0.00	1,440.00	-1,440.00	-100.0%
Worker's Compensation	0.00	115.00	-115.00	-100.0%
Total Permanent Office	6,609.68	8,036.59	-1,426.91	-17.76%
Treasurer				
Audit	0.00	2,250.00	-2,250.00	-100.0%
Tax Prep	0.00	0.00	0.00	0.0%
Total Treasurer	0.00	2,250.00	-2,250.00	-100.0%
Total Operations	11,620.69	32,217.87	-20,597.18	-63.93%
Total Expense	11,620.69	32,217.87	-20,597.18	-63.93%
Net Ordinary Income	-11,691.68	-28,593.17	16,901.49	59.11%
Net Income	-11,691.68	-28,593.17	16,901.49	59.11%

Ohio Swimming
Balance Sheet
As of October 31, 2020

Oct 31, 20

ASSETS

Current Assets

Checking/Savings

Edward Jones

Olympic Trial Funds (Reserved) 28,000.00

Edward Jones - Other 345,882.40

Total Edward Jones 373,882.40

Edward Jones Money Market 26,240.09

FMB Checking 28,837.09

Total Checking/Savings 428,959.58

Accounts Receivable

Accounts Receivable 3,290.00

Total Accounts Receivable 3,290.00

Total Current Assets 432,249.58

TOTAL ASSETS 432,249.58

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Payroll Liabilities -3.69

SBA Paycheck Protection Program 15,400.00

Total Other Current Liabilities 15,396.31

Total Current Liabilities 15,396.31

Total Liabilities 15,396.31

Equity

Opening Bal Equity 220,316.78

Retained Earnings 191,867.36

Net Income 4,669.13

Total Equity 416,853.27

TOTAL LIABILITIES & EQUITY 432,249.58

Ohio Swimming, Inc.
November 2020 Board of Directors Meeting
General Chair Report
November 17, 2020

I want to start by thanking everyone for their work.

Our teams continue to work through these tough times with practices and meets. We are facing a tough week with the pending decision by the Governor on closing things down in the state. I have collaborated with Vince Colwell, LE General Chair in writing a letter to the Governor again giving our case to keep the sport running. Our teams and athletes have done a great job and I could not be prouder of them.

The virtual leadership summit for our members is starting to take shape. We have secured several guest speakers through Fitter and Faster and Growing Leaders. We are also looking at providing a SafeSport education piece as well. The date for this is Sunday, December 20. I think this could be a very positive experience and opportunity for everyone.

Thank you to everyone who has been involved with the 18&Under Championships so far. I really want to thank Erin for all of her hard work and time in helping put this together as well.

Respectfully Submitted,

Todd Billhimer
OSI General Chair

Membership Services Report November 17, 2020 BOD Meeting



Membership Statistics Summary

2020-2021 season is starting well with 30% overall registration numbers compared to final 2020 season numbers with 44% of the clubs sending all or partial rosters for 2021. 18% of the 2021 members are new memberships.

		2021	% vs 2020	2021 New	2020
ATHLETES	Premium	2769	44%	475 (17%)	6264
	Flex	229	112%	129 (56%)	205
	Outreach	12	24%	2 (17%)	49
	Seasonal	53	24%	18 (34%)	222
NON-ATHLETES	Coaches	124	29%	38 (14%)	433
	Officials	113	36%		317
	Other	36	78%		46
ATHLETES	Holding Tank	40			
	Total	3376	45%	662 (20%)	7516

Registration/Membership Highlights:

- 621 transfers have been processed to date.

Sanctioning Update:

- OSI has 58 Meets scheduled for 2020-2021.

Respectfully Submitted,

Erin Schwab

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General Chair – Todd Billhimer	X	Diversity/Inclusion – Terry Anchrum	X
Admin Vice Chair - Anissa Kanzari	X	Disability – George Leatherman	
Senior Chair – Chris McKinney	X	Technical Planning – Kyle Goodrich	
Age Group Chair – Kevin Rachal		Asst. Coach Chair – Rich Morris	X
Finance Vice Chair – Joe Waller	X	Operational Risk – John Pristash	X
Treasurer – David Lloyd	X	Camps – Craig Schoenlein	X
Ath Rep – Sterling Ebel (Sr.)	X	Open Water – Chip Carrigan	X
Ath Rep – Lauren Kinzeler (Fr.)		Zone Team – Brent Peaden	
Athlete At-Large (tbd)		High School – (tbd)	
Officials – Pam Birnbrich	X	Office – Erin Schwab	X
Safe Sport – Lew Timberman	X	Office – Kristi Princell	X
Coach Chair – Dan Cherok		Gov. Comm. – Jerry Ferritto	
Secretary – Steve Connock	X	Gov. Comm. – Mark Koors	
		Gov. Comm. – David Back	
		Gov. Comm. – Paul Sampson	
		Admin Review Board – John MacKay	
		Sanctioning – Mark Johnson	X

1. November 2020 BOD Agenda: Motion was made & unanimously carried to Approve Agenda.

2. Consent Agenda

- A. October 2020 BOD Minutes: Motion was made & unanimously carried to **Approve October 2020 BOD Minutes.**
- B. November Treasurer's Report: David reported financial results from last 2 months is what we expect to see this time of year with negative inflows given time of year when we collect from clubs and remit money out to USA Swimming. Outflows are considerably less than last year and on track with budget. This year's deficit is expected but significantly less than last year's. Outstanding AR is high but not unusual this time of year; up versus last month due to current registrations. Very little is overdue; significantly less than during summer months at just under \$7k. Majority of the overdue is from one club that is currently on a payment plan. Balance Sheet & Reserves remain where they were last month at approximately \$37k. Please refer to David's Treasurer Report for details.
- C. General Chair Report: Todd deferred to items in his report to be discussed in Old Business agenda items.
- D. Committee Reports:
 - A. Membership Services Report: Erin reported membership tracking appears normal at this point; we are at 45% total membership compared to last year. New Membership is also being tracked as an area we can improve. We have processed 621 transfers with more to come. Erin commented everything looking good for this time of year. We are still awaiting some larger club registrations.

3. Old Business

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- A. Athlete Leadership Zoom Meeting: Todd reported this effort combines our camps along with Chris M's initiative to run an Athlete Leadership Summit similar to the Annual USA-S Summit. All ages will be included with some topics geared towards our older athletes. Todd we are in the process of securing speakers (Fitter & Faster elite athletes, and Growing Leaders). Lew T will include a Safe Sport component. The date for this program is 12/20/20. Todd also pursuing a portion of this effort to include a BOD Retreat.
- B. COVID-19 Update: Todd conveyed our Governor's remarks last week that if COVID-19 don't decline we may see fitness centers, restaurants and bars and other types of facilities shut down. Todd is hopeful based up a letter from City of Mason & Ohio Parks fitness centers will remain open. Todd said OHSAA sent a survey last week to superintendents asking them if they want the upcoming winter season to delay, proceed as planned or cancel. Results are expected next week. Some colleges have chosen to compete as scheduled, some delayed the start while others have decided not to compete. Remains to be seen what High Schools decide.
- C. 18 and Under Championships: Todd thanked Erin, Pam and Officials that are helping with the organization and preplanning. Todd said the consensus among our local athletes is "excitement" for the opportunity to compete against swimmers from other teams. Additional Meet Information is forthcoming along with surveys to coaches to gain update athlete numbers to begin assigning teams by location. Hopefully the Governor will not introduce restrictions that may impact this event. USA-S is having an 18 and Under Championship Zoom Call on 11/24 for those involved on preplanning. More to follow.
- D. Swimmingly: Steve and Erin gave a Swimmingly update. The Winterfest Series which comprises the November Turkey Sprint Classic, December Deck the Halls Distance Challenge and January IMReady for 2021 monthly competitions are on the OSI website. Swimoutlet has opened our on-line team store for which OSI receives 10% of sales and Speedo is giving away a Winterfest Swim Cap with every purchase (while supplies last). We have 15-16 Swimmingly Teams. We have some teams already competing with others having to set up the Swimmingly kits which is a relatively quick process. There is a brief learning curve on getting used to using the Swimmingly App platform; teams can use by way of setting up a formal meet or have swimmers post times during their usual practice times. Given it's all virtual it's very flexible. We have 8 teams in the competition. A few teams are requesting to run their competition as a sanction meet which can be done by exporting results to Swimmingly. Participation is off to slower start due to some COVID-19 Team Restrictions at a few clubs with a few teams feeling a little "fear-of-the-unknown". We will assist teams in getting their Swimmingly kits set up at their pools and create Swimmingly interest with new teams. Swimmingly is way to reconnect with athletes while being a valuable way for teams unable to host traditional meets requiring timing equipment/admin expertise. Todd added he believes only good things can become of this in the future.

4. Announcements:

- A. US Open: Todd asked for any US Open feedback as we had several officials on deck from BOD. Todd said getting in/out of the Indy venue was complicated due to COVID-19 restrictions. Terry added everything ran as expected in Indy. Terry also reported he heard good things from Jeff Raker in Richmond and from a contact in San Antonio. An overall Meet Referee for the 9 sites insuring similar processes was key to everything running well. Our LSC was also represented well with participating athletes as well. s
- B. Todd asked John P. if there's been any COVID-19 statistics reported by USA-S as a resulting of reporting. John said he will reach out to USA-S and generate a report based upon findings for next BOD. Erin asked if some may feel a reluctance to report COVID-19 occurrences?? While being done for tracking and not reporting, Todd commented some may still be reluctant to report though many are reporting.
- C. Lew raised a Safe Sport question requesting BOD input with respect to a new Safe Sport National program called "Coaching Boys Into Men (CBIM)". CBIM is not required, but is recommended. This program is designed to teach boys how to appropriately interact with girls of their peer group. CBIM is intended to be reviewed weekly (16 week program) with each week being a new topic. Upon reviewing CBIM materials and participating in the CBIM meeting, Lew explained the information starts off with "how to be a nice boy, but quickly escalates to sex education". Lew feels

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some of the content is explicit and , in his opinion, not appropriate for a Coach to discuss with their swimmers. Lew feels this would be appropriate for a parent to discuss with their child. Lew believes this program may have been designed for single-parent swimmers or swimmers that do not have that role fulfilled at home. Joe W asked who is designated to deliver the CBIM material; does it have to be a a group setting or via an individual like Safe Sport Training? Lew advised it does not have to be delivered by a coach, but rather can be delivered by others (counselor, child psychologist. etc) . Lew will send out CBIM material to BOD per Todd's request and BOD will further discuss at next BOD.

5. Next BOD Meeting - **Sunday** December 20, 2020 @ **8:00PM**. Day change to accommodate busy coaches schedules. We will alternate BOD months with Tuesdays & Sundays.
7. Adjournment: Motion was made and carried to Adjourn @ 8:35 PM