

Ohio Swimming, Inc. Board of Directors Meeting

Tuesday, May 20, 2025 @ 8:00 PM - via Zoom

MINUTES

In Attendance:

Voting BOD Members:		May '25	Jun '25	Jul '25	Aug '25	Committee/Coordinators (Non-Voting)		May '25	Jun '25	Jul '25	Aug '25
ATH SR	Claire Kemmere	X				Office	Erin Schwab	X			
ATH SR	Avery Crabtree	X				Office	Pam Cook	X			
ATH JR	Eloise Gerlach	X				Office	Anissa Kanzari	X			
ATH JR	Chloe Gustin	X				Office	Kristi Princell				
GC	Jim Peterfish	X				LEGAL	Bill Stewart				
AVC	Denise Humphrey	X				Op Risk	Branden Burns				
AVC	Misty Caudill	X				DIS	Maggie Bushelman				
PROG-D	Vince Colwell					DIS	Dan Lisy				
PROG-O	Sarah Tobin	X				CAMP	Craig Schoenlein				
SRC	Carolyn Strunk	X				OW	Chip Carrigan	X			
SRC	Cindy Dial					OW	Antonio Guillan				
AGC	Bernard Vrancken	X				ZONE	Brent Peaden				
AGC	Eric Peterson	X				ZONE	Mac Lewis				
FIN VC	Chip Carrigan	X				COACH VC	Brigid Burke				
TREAS	Joe Sobczak	X				COACH VC					
TREAS	Kim Long	X				TP	Kyle Goodrich	X			
OFL	Jen Butler					GOV	Todd Billhimer				
OFL	Edgar Caraballo	X				GOV	Dan Cherok				
SS	Caroline Holmes	X				GOV					
SS	Sarah Ondrejka					ARB	Lynne Shine				
DEI	Ronae Hughes					GUEST	Zach Toothman	X			
COACH	Amy Saribalas	X				GUEST	Steve Connock	X			
COACH	Anna Fialko					GUEST	Hiroshi Tanaka	X			
SECY	Christi Holmes	X				GUEST	Jane Grosser	X			
SECY	Jelani Watkins										
Athlete At Large (voting members)											
ATH AL	Eric Sander					ATH AL	Sofia Jimenez	X			
ATH AL	Caeden Woeste	X				ATH AL	Jake MacPhail				
ATH AL	Leighton Lenz					ATH AL	Victoria Buckingham				
ATH AL	Marie Lochridge					ATH AL	Matilda Prizler				
ATH AL	Alexa Briseno	X				ATH AL	Wambui Mbui	X			
ATH AL	Quinn Chalton	X									

1. Call to Order – Jim P called the meeting to order at 8:03 PM
2. Welcome & Introductions – Jim P welcomed everyone and emphasized that today's meeting is historic. The LSC is now OHIO Swimming now! We are now ONE LSC – a brand new LSC! We will strive to be the best LSC in the country - promoting healthy clubs and supporting coaches and officials. Our athletes will always be at the forefront and our "North Star" to guide our actions and decisions. We will have varying perspectives and will need to have healthy debates as we go forward in this merger process. The majority will always rule. We have lots of work to do over the next few months to be ready for the September 1st effective date. Next meetings are scheduled for June 16, July 14, and August 19. These meetings will have a more "formal" agenda. Introductions were made Christi H called roll call.
3. New Board Structure and Elections – Jim P explained that the current board structure will begin transforming into a functional board model. He reiterated that the elections were suspended to support consistency in the transition. Some BOD members will be voted on in odd years and some in even years. Even year positions will be voted on in Spring 2026.

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Members in co-positions will have the opportunity to drop off at that time. Jim P said that more defined roles and more information about responsibilities would be shared soon.

4. Policy Approvals – Zach T reviewed the rules for voting on the proposed changes to the OSI Policy Handbook. Members voted using the “raise hand” reaction in Zoom. After introducing the policy change proposals, Zach T asked the board if anyone wished to pull any proposed changes for discussion. P-11 was pulled for discussion by Sarah T. Motion was made to adopt P-1. The motion passed unanimously with 16 votes in favor and 0 against. Motion was made to adopt P-2 through P-12 (minus P-11). The motion passed unanimously with 18 votes in favor and 0 against. P-11 discussion commenced. The P-11 discussion centered around concerns regarding multiple day meets. Carolyn S and Denise H testified that the facility surcharge has worked well for large, multiple day meets hosted by their teams at BGSU and OU. Motion was made to adopt P-11. The motion passed unanimously with 19 votes for and 0 votes against. These policy decisions will be locked in for a year to maintain consistency for the new LSC.
5. Merger Launch Plan Update – Steve C reviewed the key areas of the Merger Launch Plan. He placed emphasis on accomplishing the policy reviews. The goal is to have the BOD vote on the policy handbook at the June meeting so that we can get USA-S approval by the end of the 60 day waiting period. After that is complete, we will then focus on finishing the other items. It is very important to meet the published deadlines. Jim P is taking responsibility as the resolution owner.
6. Athlete Committee Report – Claire K gave a short report about the recent Athlete committee meeting. She said that the athletes reviewed the Mission and Vision – and came up with the acronym IGNITE Ohio (inspire, grow, navigate, include, transform and energize). She also shared the committee roles that were assigned at their meeting: Claire K, Senior Athlete Representative (Strategy), Sofia J (Online Engagement), Eloise G (Leadership), Chloe G (Athlete Engagement), Avery C (Service Enrichment).
7. Next Merged BOD Meeting – Monday, June 16, 2025 @ 8:00 PM
8. Adjournment – The meeting was adjourned at 9:01 PM

OSI Policy Handbook – May 20, 2025 BOD Meeting

No.	Description	Location
<i>Policy:</i>		
P-1	Board to have authorization to establish policy and fees for initial year as new LSC.	Chapter 1.3
P-2	Proposed Club Fees and Discounts	Chapter 2.2 Appendix 1
P-3	Penalty for coach credentials non-compliance, plagiarism	Chapter 2.3
P-4	False Registration (Athletes)	Chapter 2.5
P-5	Observed Meet Fees for OHSA Tournament (Sectionals, District, State)	Chapter 4.4 Appendix 4
P-6	Remove references of penalties for positive check-in at meets from the OSI Policy Handbook	Chapter 4.5
P-7	Approval of Fees for 2026 Swim Year	Appendix 1
P-8	Publish up to amounts for Meet entry fees	Appendix 4
P-9	Proposed OSI Swimmer Surcharges	Appendix 4
P-10	Proposed Sanction Application Fees	Appendix 4
P-11	Proposed 'Facility' Surcharge for non-championship meets	Appendix 4
P-12	Post-meet financial return to Ohio Swimming from meet hosts	Appendix 4

OSI Policy Handbook – May 20, 2025 BOD Meeting

P- 1	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Chapter 1.3

Proposed by: Steven Connock

Purpose: Board establishes and approves policy for 2026 Season

Rationale:

For the 2026 swim year, the Board will need to create and approve the OSI Policy Handbook for operation for the 2025-2026 season, starting on September 1, 2025. Because each respective LSC did not have the opportunity for the HOD to approve new policy/fees for the next swim year, the new BOD will seek to have that authorization to set policy for the 1st year in operation.

P-2	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Chapter 2.2, Appendix 1

Proposed by: Registration/Membership

Purpose: Proposed Club Fees and Discounts

Proposed Club Fees for 2025-2026 Season: \$400 (\$225 to USA, \$175 to OSI)

Discounts offered for club membership fees:

- \$100 credit applied to team account for attendance at one of the HOD meetings during the season.
- \$75 credit applied to team accounts if the club is safe sport recognized for the season.

P-3	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Chapter 2.3

Proposed by: Registration/Membership

Purpose: Penalty for coach credentials non-compliance, plagiarism

- A. Coaches – must complete and meet all requirements set forth in USA Swimming Article 2.6.
- (1) There is no interim coaching period (i.e., no grace period) for coaches. Persons not meeting requirements for coach membership will not be allowed to participate in any coaching capacity at any USA Swimming sanctioned competition. This restriction includes, but is not limited to, being barred from the deck area. If an offending person refuses to comply with these provisions upon initial warning, all athletes on that person's club shall be designated as "unattached" for the entire competition, unless the club has another USA Swimming coach member present.
 - (2) Failure of a coach to satisfy the Coach requirements set forth above, who has been acting in the capacity of a coach or has plagiarized credentials or committed other acts of fraud, deception, and dishonesty, will result in the following penalties to the team:
 - a. **First Offense: \$250 Fine**
 - b. **Second Offense: \$500 Fine** and the team being reported to the USA Swimming National Board of Review. This is considered a violation of the USA Swimming Code of Conduct (Article 305) which is required to be reported to USA Swimming.

LESI policy (for reference) - Any coach receiving a deck pass for the meet who shares that deck pass or otherwise allows it to be displayed by an unauthorized individual shall be subject to a fine of \$500 and/or hearing by the National Board of Review

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P-4	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Chapter 2.5

Proposed by: Registration/Membership

Purpose: False Registration (Athletes)

Recommendation: To follow the USA Rule 302.3 (penalty below)

2.5 False Registration

- .1 A club or individual submitting a signed form (meet or other) which falsely claims a swimmer is registered will be fined. The fine schedule is as follows:

A. A \$100/athlete/splash penalty will be levied against the club who entered the swimmer into the meet.

P-5	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Chapter 4.4, Appendix 4

Proposed by: Sanctioning Division

Purpose: Observed Meet Fees for OHSAA Tournament (Sectionals, District, State)

Proposed Fees:

Application Fee - \$0

Swimmer Fees – each club will be charged \$2 per 14 & over swimmer listed on their team roster. \$1 for sectionals/\$1 for districts. Observed meet application fee is \$100. Approved meet fees are \$1 per swimmer plus \$25 application fee. Sanctioned meets are \$4/swimmer surcharge plus additional return to OSI.

Rationale: The observed meets are the most labor intensive meets to process during high school season. While most observed meets can pass the cost/swimmer to the swimmers attending (via entry fees), the OHSAA tournament meets cannot do that. To be consistent with post-meet fee structure for OSI, we propose to charge the clubs for their high school swimmers to have the times entered into SWIMS. Maximum is \$2 per 14 & over swimmer. There will be no charge for the OHSAA state meet (the \$2 should cover office time to process the state meet).

Also see P-9 covering the surcharge rationale.

P-6	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Chapter 4.5

Proposed by: Sanctioning Division

Purpose: Remove references of penalties for positive check-in at meets from the OSI Policy Handbook

Proposal: Not to include penalties in the policy handbook. Those procedures should be listed in the respective meet books per USA Swimming rules.

.4 Timed Final Meet Scratch Procedures

- (1) Scratch Procedures may be determined by the meet host. Per USA Swimming Rule 102.4, the meet announcement and advance information shall specify check-in and scratch procedures for individual and relay events and penalties for violation of those procedures.

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P-7	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Appendix 1

Proposed by: Membership/Registration

Purpose: Approval of Fees for 2026 Swim Year

These fees will need to be approved by the new Board and are not subject to ratification by the HOD due to programming deadlines for the new swim season.

2026 Fee schedule:

ATHLETE MEMBERSHIPS:

Premium Athlete Membership:..... \$70.00 USA, \$12.00 OSI
 Flex Athlete Membership (restricted annual membership)..... \$20.00 USA, \$10.00 OSI
 Athlete Outreach Membership Fee (pre-approval needed): \$5.00 USA, \$0.00 OSI
 Seasonal Athlete Membership Fee (150 day membership):..... \$40.00 USA, \$7.00 OSI

NON-ATHLETE MEMBERSHIPS:

Non-athlete Membership Fee (due when applying):

Individual..... \$70.00 USA, \$12.00 OSI
 Administrator..... \$30.00 USA, \$12.00 OSI

CLUB MEMBERSHIPS):

Club Registration with Ohio Swimming..... \$225.00 USA, \$175.00 OSI
 USA Swimming Safe Sport Recognition Discount.....-\$75.00 OSI discount
 Clubs who meet the HOD attendance requirement stated in **Chapter 2.2.1D**-\$100 OSI discount

P-8	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Appendix 4

Proposed by: Sanctioning Division

Purpose: Publish up to amounts for Meet entry fees

Proposal: Some teams plan in advance which meets to attend and do their budget based on entry fees to meets. We are proposing that the Board set up to amounts for meet hosts, to facilitate club budget planning. Additionally, the fees for championships will also be published for club budget planning. Chart below are proposed up to amounts:

Type of Meet	Individual Events (up to amounts)	Relay Events (up to amounts)	Deck Entries (up to amounts)
OSI Sanctioned Meets (Timed Final)	\$7.00	\$10.00	\$14.00 IE \$20.00 RE
OSI Sanctioned Meets (Prelim/Final)	\$8.00	\$10.00	\$16.00 IE \$20.00 RE
Time Trial Meets (not at Championships)	\$8.00	\$12.00	-
Regional Championships (Prelim/Final)	\$8.00 (SC) \$10.00 (LC)	\$12.00	N/A
Junior/Senior Championships (Prelim/Final)	\$12.00	\$20.00	N/A
Time Trial Entries at Championship Meets	double the IE fee	double the RE fee	N/A
OSI Sponsored Virtual Distance Meet	\$10.00	N/A	\$20.00

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P-9	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Appendix 4

Proposed by: Sanctioning Division

Purpose: OSI Swimmer Surcharges

Proposed Meet Splash Fees and Swimmer Surcharges:

Type of Meet	Swimmer Surcharge
OSI Sanctioned Meets (non-championship)	\$4
OSI Regional Championships	\$20
OSI LSC Junior/Senior Championships	\$25
Approved Meets	\$1
OHSAA Sectional/District Meet	\$2 Clubs will be billed this fee per 14 & over swimmer on their roster

Rationale:

- Regional Champs Surcharge (\$20) – The Regional meet host will retain \$16 per swimmer for hosting this meet. This income plus income from entry fees (less return to OSI) should allow the meet host to cover their costs.
- Junior/Senior Champs Surcharge (\$25) – The objective for this fee is to allow these championship meets to be stand-alone (no line-item in the budget) and cover costs annually for the 4 championship meets. A task force reviewed the financials from these meets to determine what was needed to break even.
- Approved meets (\$1) – Since the swimmer surcharge from sanctioned meets will be \$4, we propose a \$1 surcharge for the same service for approved meets.
- OHSAA Sectional/District Meets – as these are the most labor intensive meets to load into SWIMS, and because fees cannot be collected in advance for application fees (observed meets have a \$100 application fee), we propose adopting the similar \$1/swimming/meet similar to approved meets, however, each team will be charged the \$2 fee to their team accounts for each of the 14 & over swimmers (high school) on their roster.

P-10	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Appendix 4

Proposed by: Sanctioning Division

Purpose: Proposed Sanction Application Fees

Type of Meet	Application fee per meet	Post-Meet financial return to OSI
OSI Sanctioned	\$25	See P-11 for proposal
OSI Sanction (late)	\$50	
OSI Sanctioned (post HOD)	\$200	
Approved Meets	\$25	\$1.00 per athlete fee
Observed Meets	\$100	OHSAA and KHSAA Championship tournaments excluded* (*see Chapter 4.4 and Appendix 12)

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P-11	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Appendix 4

Proposed by: Sanctioning Division

Purpose: Proposed 'Facility' Surcharge for non-championship meets

Teams hosting non-championship meets are permitted to add an up to \$12/swimmer facility fee which is to be listed in the meet announcement. If a facility fee is utilized, no other host fees will be permitted to be charged (spectator/admission fees or heat sheet fees). The facility fee needs to be published in the meet announcement and included in the event file.

Rationale: This fee covers admission and heat sheet sales should the meet host choose to use. The rationale is that a meet host can eliminate a staffing position and reduce exchanging of money at the entrance to the facility.

P-12	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: Appendix 4

Proposed by: Sanctioning Division

Purpose: Proposed post-meet financial return to Ohio Swimming from meet hosts

Proposal:

- Sanctioned Meets: Ohio Swimming collects \$0.50 per splash (including scratches).
- Approved Meets: Ohio Swimming collects \$1 per swimmer surcharge for all approved meets.

Rationale: The proposed fees above causes for the meet host to retain more proceeds from the meet.

Example:

				OSI Fee	LESI Fee	OSI Fee	LESI Fee
# swimmers	# splashes	Entry Fee Income (\$6/event)	\$4 surcharge (pass thru fee to OSI)	\$0.50 /splash	25% of entry fee proceeds	\$1/surcharge (approved meet)	20% Non-YMCA \$3 YMCA
788	5124	\$30,744	\$3152	\$2562	\$7686	\$788	\$6149 \$2364

Sanctioned Meet:

\$30,744 less \$4 surcharge and \$0.50 splash fee = \$25,030 (OSI)

\$30,744 less \$4 surcharge and 25% meet proceeds = \$19,906 (LESI)

Approved Meet:

\$30,744 less \$1 surcharge = \$29,956 (OSI)

\$30,744 less 20% proceeds (non-YMCA meets) = \$24,595 (LESI)

\$30,744 less \$3 surcharge (LESI member YMCA clubs) = \$28, 380 (LESI)