

MONTANA SWIMMING

November 27, 2024

Dear Members of Montana Swimming:

Attached are the minutes of the Montana Swimming fall virtual House of Delegates (HOD) meeting that was held October 27, 2024. Please review the attached minutes to ensure they accurately reflect the meeting and let me know by January 30, 2025, if they do not. If I do not receive any replies by January 30, I'll assume they are satisfactory.

Congratulations to the new and returning Montana Swimming board members.

Respectfully submitted,

Susan Huckleby
Secretary, Montana Swimming
shuckleby@msn.com
Big Sky. Big Dreams. Big Success!

Montana Swimming Fall House of Delegates Meeting Minutes

October 27, 2024

Virtual Meeting

The virtual fall 2024 meeting of the Montana Swimming House of Delegates was called to order at 2:00 pm on Sunday, October 27 by General Chair Jay Friend.

The meeting notice, which was duly and properly given, was posted on the LSC website. The meeting agenda is found in the appendix. Roll call was taken. Those in attendance are noted on the attendance sheets, but there are no signatures - only printed names. The attendance sheets are found in the appendix. A quorum was present, and the meeting proceeded.

Introductions:

Board members, athlete representatives, club voting members, and all others present at the meeting were introduced. Each person online was asked to sign in with their name and club in the chat.

Virtual ballot and voting:

A virtual ballot was designed which was emailed to each voting delegate when a vote was required.

Meeting Minutes:

M/S/P: The meeting minutes from the May 2024 House of Delegates meeting were approved as presented.

Reports of Officers

Written reports by the officers are posted on the website and included in the appendix.

General Chair: Jay Friend reported the LEAP review is coming up. The by-laws will need to be updated with the new revisions as voted on by the USA Swimming HOD. The Butte YMCA is hosting the 2025 Montana Swimming Short Course Championships.

Admin Vice Chair: Michelle Schermerhorn had no report.

Program Development Co-Chair: Laura Parvey-Connors report is posted on the website. There were 24 swimmers at Senior Zones and 24 swimmers at Age Group Zones. Both were very well-run trips, and she thanked the coaches.

Program Operations Chair: Jessica Marshall's report is posted on the website.

Registration Membership Coordinator: Susan Huckleby's written report is posted on the website and in the appendix.

Secretary, Webmaster, Diversity Disability Equity and Inclusion Chair, Times Chair, and Scholastic All America: Susan Huckleby's written reports are posted on the website.

Finance Vice Chair: Beth Storey reported over \$40,000 was owed earlier this year by teams to Montana Swimming, but the amount is now approximately \$2500.

Treasurer: Matt Yovich's reports are posted on the website and included in the appendix.

Records Chair: Sean Marshall has updated all the records on the website.

Safe Sport Coordinator: The position is vacant. Send any questions to Jay for now.

Officials Chair: Eric Belasco's report is posted on the website. JP Maganito from BOZ received the Mark Hallgrimson's award. Christina McColley from BOZ received the Excellence in Officiating award. Athletes ages 16-17 may now become junior officials.

Coach Representative: No report.

Operational Risk Chair: This position is vacant. Send accident reports to Jay for now.

Technical Planning Chair: Beth Storey had no report.

Governance Committee: No report.

Athlete Representatives:

- Ella Stack welcome the new junior athlete representatives Elly Lewis and Teague McElwee. The athletes will move forward with the state meet medal donation program starting at the MAC Fall Invite. The athlete representatives will sort the medals. Medals can be dropped off at the MAC fall meet, BOZ Teddy Bear, State and Junior BC Champs.
- Aeri La reported they are building up the athlete committee again. She asked teams to send the names of their athlete representatives to them. The athlete committee will have quick meetings each month.

Old Business

At Large Voting members:

Under the new Montana Swimming by-laws adult and athlete at large voting members may be added to vote at the House of Delegates meeting. Each club has one adult vote. The voting members of the board of directors each have one vote (unless a person holds two offices with voting privileges and then that person may only vote once or if two persons hold one voting office and then only one person may vote). There may be up to an additional ten adult at large members and up to an additional ten athlete at large members appointed by the General Chair. The at large voting members will be the records chair, treasurer, technical planning chair, and the official's chair. Once the operational risk chair is appointed, that position will also serve as an at large voting delegate.

By-law updates: The by-laws will be updated with the new changes passed by USA Swimming last month.

Zones update: Laura's zone summary is included in her report posted on the website.

There was no other old business to discuss.

New Business

2024 USA Swimming Annual Business Meeting: Montana Swimming sent no delegates to attend the zone workshops, Western Zone HOD meeting, or the USA-S HOD meeting this year in Denver, but Jay, Susan, and Laura attended virtually. Jay reported USA Swimming voted to add the 50 back, breast, and fly for 13–14-year-olds and will develop time standards for them. Susan posted the legislative update on the website. USA Swimming will increase club registration fees next year.

Budget Introduction:

Treasurer Matt Yovich's budget reports are posted on the website. The 2023 figures are actual but in draft form until the audit is completed next month. The 2024 figures are still in progress. Montana Swimming operates on a cash basis. We are on target for our budget projections this year. Montana Swimming needs to plan for a balanced budget to maintain the reserve fund. The reserve fund must equal at least 75% of the annual budget but not more than 125%.

In planning the 2025 budget, Matt added \$1500 for an official's evaluator at short course state. The costs of operating the three championship meets need to be reviewed. There are no proposals that affect the budget.

Proposals:

The final version of the proposals as voted upon is included in the appendix and posted on the website. The draft version of the proposals was posted on the website. A voice vote or an electronic vote may be taken when needed. Jay will determine from the voice vote if the issue passes or fails. People may ask for a count.

No proposals were pulled for discussion.

M/S/P: A motion for an omnibus recommendation to pass as a block as recommended was made and seconded. The motion passed. All the proposals in block A passed.

2025 Long Course Meet Schedule:

July is very full with multiple meets for sectionals, zones, and Futures. The HLST meet will tentatively be July 11-13, 2025. 2025 Montana Swimming Long Course State meet date will tentatively be July 17-20.

2024 Long Course State:

BOZ submitted the only bid to host the 2024 Montana Swimming Long Course Championships with a cost of \$15,000. However, with the closure of the swim center for repairs, the BOZ board has not yet met with the swim center staff to discuss costs. BOZ is concerned with a potential increase in fees from the swim center that their long course state meet host costs may exceed the \$15,000 bid maximum. BOZ reported the swim center is planning a 4% percent increase in fees plus increased labor costs. BOZ would like to break even when hosting the meet and not lose money on it. What if it costs \$17,000 (or more) to host the state meet? Would Montana Swimming pay the extra costs?

M/S/P: It was moved and seconded to reject the incomplete BOZ bid to host the 2025 Montana Swimming Long Course State meet bid. The motion passed to reject the bid.

M/S/P: It was moved and seconded to open the bidding process for the 2025 Montana Swimming Long Course Championship meet from now through December 1. Bids should be sent to Jay. The executive board will decide on the meet host during their meeting on December 1. The motion passed.

The board at their December 1 meeting will decide if new qualifying entries only achieved at the HLST Last Chance meet will be accepted for the 2025 MT Swimming Long Course State meet. Times from the HLST meet would not be used to update a previously entered time for Long Course State.

M/S/P: It was moved and seconded to approve the 2024 MT Swimming long course meet schedule without the HLST and Long Course State dates included. The motion passed. The long course meet schedule is in the appendix and posted on the website.

Championship Meet Fees: The fees were set at the spring HOD meeting.

2025 Zone Team Coach Selection:

Senior zones will be held July 29 – August 2 at Clovis, CA. Age group zones will be held August 6-9 at a location to be determined.

The following zone coach appointments were approved by the coaches. No approval was needed by Montana Swimming.

- 2025 Senior Zones Head Coach: Matt Yovich (BOZ)
- 2025 Age Group Zones Head Coach: Jessica Marshall (BAC).
- 2025 Senior Zones Assistant Coach: One assistant coach is needed. Applications will be accepted for the position.
- 2025 Age Group Zones Assistant Coach: Applications will be accepted for the position.

The zone coach application is posted on the website on the zone page. Applications should be submitted to the zone coach selection committee. Applications will be sent out to coaches. The positions are open to all currently registered Montana Swimming coaches. This committee will select the assistant coaches, and the age group zones chaperone. Laura will select a person to serve as the food runner for each zone meet.

Montana Swimming Board of Directors Elections and Appointments:

Nominations were accepted at the meeting. The positions of treasurer and secretary are not term limited.

Nominations were opened. The following people were elected or appointed.

- **General Chair: Jay Friend (MAC)** – elected by acclimation. (Second term)
- **Admin Vice Chair: Eddie Lary (HLST)** – elected by acclimation. (First term)
- **Program Development Chair: Jessica Marshall (BAC)** – elected by acclimation. (Second term)
- **Treasurer: Matt Yovich (BOZ)** – elected by acclimation. (No term limits)

General Chair Jay Friend appointed the following persons which were approved by the House:

- **Sean Marshall (BAC)** as records chair.
- **Susan Huckleby (BTST)** was appointed as the webmaster, LSC times chair (SWIMS and Team Unify), and NTV chair.
- Technical planning: Jay will talk to Beth Storey about the position as Beth was no longer on the call. Jessica Marshall (BAC) is also interested in the position.
- Operational Risk position is open. Susan suggested John Thurmond. Jay will talk with John Thurmond (BYSC) about the position.
- Safe Sport Chair. No recommendations. Jay will continue to take recommendations and serve as the interim chair.

Governance Committee: Nicole Olsen (BOZ) is the current chair.

A list of the board members and committee members is included in the appendix.

Budget update:

Matt Yovich presented updated numbers for the 2025 budget.

Under revenue, projections were as follows: USA Swimming registration fees of \$30,000; short course state fees \$20,000; Junior BC championships \$15,000; long course state \$18,000; club registrations \$36,000; sanction fees remain the same; zones revenue \$22,000; and miscellaneous revenue for a total of approximately \$141,500.

Under expenses, projections were as follows: short course state \$20,000; junior BC \$12,000, long coursed state \$20,000; other meet expenses \$2000; camps and clinics \$6440; awards and recognition \$2000; officials' evaluator \$1200; convention/workshops \$5000; adjusted line 46 from \$1000 to \$500 for approximate total expenses of \$137,100.

It was suggested that the meetings/ other category could be reduced or eliminated as we have virtual meetings now rather than in-person meetings. LSCs must offer a virtual option for meetings. Kristin would like funding for a coach retreat. Perhaps have \$7000 for convention and coach retreat total. The coach retreat in the past was at Fairmont Hot Springs near Butte.

Increase the evaluator budget to \$1500 for short course state. The evaluator costs might be as much as \$2000.

The reach out grant (\$5000) is under club support with a total appropriation of \$7400. The WZ DEI fee is approximately \$250 per year.

The final projected net income is \$250. Revenue is generated by the championship meets, club meets, sanction fees, the zone meets, and corporate donations.

Final budget approval:

M/S/P: It was moved and seconded to approve the 2025 Montana Swimming final budget as presented. The motion passed.

Other business:

Matt asked if a title sponsor for our championship meets could be found. The revenue earned would help offset the operating costs.

The Butte YMCA is hosting the 2025 Short Course State Championships. Susan mentioned they may need another team to partner with them to host the meet.

Should we have separate facility bids and host bids for our championship meets?

The new board member orientation was held after the meeting.

Resolutions and Orders

There were no physical ballots to be destroyed as this was a virtual meeting. Electronic ballots were deleted.

Adjournment

With no further business, General Chair Jay Friend adjourned the meeting at 4:05 pm

Respectfully submitted,

Susan Huckleby
Montana Swimming Secretary
Big Sky. Big Dreams. Big Success!

Appendix

- Meeting Notice
- Agenda
- 2025 MT Swimming Long Course Meet Schedule
- Proposals as voted upon by the HOD in final form
- Treasurer's Reports
- Secretary's Report
- Registration Chair Report
- Zone Team Recap Report/ Program Operations Chair Report
- Program Development Chair Report
- IT/Webmaster Report
- Officials Chair Report
- Scholastic All America Report
- Diversity Disability Equity & Inclusion Chair Report - Elina Maganito's Report on the 2024 WZ DEI Camp and Summit
- 2024-2025 Montana Swimming Board of Directors and Committee Members List
- Meeting Attendance Sign-in Sheets

Meeting Notice

Montana Swimming
September 15, 2024

Dear Members of Montana Swimming,

The annual fall Montana Swimming House of Delegates meeting will be held on **Sunday, October 6 as a virtual meeting**. The meeting time will be announced. The virtual meeting link will be sent to all Montana Swimming board members and club contacts. Other persons wishing to attend the virtual meeting may contact Jay Friend (jayfriend@gmail.com) for the meeting link. This letter and the announcement posted on the Montana Swimming website will serve as notice for the meeting.

Proposals to be considered at the fall meeting are attached and posted on the website.

At the meeting some of the business to be discussed will include proposals to be voted upon, officer elections, and the long course meet schedule will be determined.

Officers and committee chairs, please e-mail me your reports in Word format to be posted on the website.

The long course swim meet schedule will be set at this meeting. Teams, please send the dates for your long course meets to Beth Storey (storeybeth@gmail.com) by September 29 with a copy to me. If your team is planning to bid to host the 2025 Montana Swimming Long Course Championships, please send your bid by September 22 to Jay Friend, Beth Storey, and copy me. Bid forms are posted on the LSC Meeting info tab – fall HOD meeting or under the meets tab.

Each team may send one athlete and one non-athlete member to vote. Both voting members must be current members of USA Swimming. Please send the names and email addresses for both voting delegates to Susan Huckleby by no later than October 2.

The May 2024 HOD meeting minutes were sent out over the summer and are posted online. These minutes will be presented for approval at the meeting.

If you have questions or need additional information, please contact me. Thank you.

Respectfully Submitted,
Susan Huckleby
Secretary, Montana Swimming
September 15, 2024
shuckleby@msn.com

Big Sky. Big Dreams. Big Success!

Montana Swimming Annual HOD Meeting Agenda
October 27th, 2024 – 2:00 PM
Virtual Meeting: Meeting link
[Big Sky. Big Dreams. Big Success!](#)

Roll Call – Sign in as you enter the room. If you are voting, rename yourself with “Voting then your name and club or MT Swim board position” to receive voting credentials. Others attending the meeting should sign in with their first and last name and club or non-voting MT board position.

Welcome and instructions – Jay Friend

Review, correction, adoption of Spring 2024 Spring HOD meeting

Officer, Committee Chair, Athlete Rep Report Summaries
– short reports and/or description of duties (full reports posted to website)

Old Business:

At-Large Board Members:
Bylaws, Governance Documents, Nominating Committee
AG and Sr Zones Summary
Final report on 2024 Swimposium held in Cody, WY in April
Officials Awards:

New Business:

USAS Convention
Budget Introduction
MTS Events (not meets) – Program Development
2024 Proposals – Consent Agenda
Long Course 2025 Schedule (Technical Development)
Long Course State Schedule and Bids –
-Bozeman Barracudas -- \$15,000
- Others
Zone Coach Assignments
MTS Officer Elections/Appointments
Open Positions
Appointments
Committee Appointments
Final Budget Approval

Other

Adjournment

Meet with all officers after the HOD for new officer orientation. 10-15 minutes - THANKS!!

2024 Montana Swimming Long Course Meet Schedule

<u>Date</u>	<u>Meet</u>	<u>Location</u>	<u>Host Team</u>
March 31 – April 4	YMCA SCY National Championships	Greensboro, NC	YMCA of USA
April 2-5	TYR Pro Swim Series	Sacramento, CA	USA Swimming
April 4-6	USA Swimming Open Water National & Junior National Champs	Sarasota, FL	
April 12-13	BOZ Spring Chicken Meet	Bozeman	BOZ
April 30 – May 3	TYR pro Swim Series	Ft. Lauderdale, FL	US Swimming
May 16-18	Bozeman May Classic	Bozeman	BOZ
June 3-7	US Swimming Nationals	Indianapolis, IN	USA Swimming
June 19-22	Missoula Firecracker	Missoula	MAC
July ____	HLST Last Chance Meet	Helena	HLST
July 17-20	Speedo Senior Sectionals	Gresham, OR	USA Swimming
July ____	MT Swim Long Course Champs	TBD	____/MT Swim
July 23-26	USA Swim Futures Championships	Multiple Sites	USA Swimming
July 29 -Aug 2	WZ Senior Zone Championships	Clovis, CA	Clovis Swim Club
July 30 – August 3	Speedo Junior Nationals	Irvine, CA	USA Swimming
August 5-8	TYR Summer Championships	Irvine, CA	USA Swimming
Aug 6-9	WZ Age Group Championships	Elk Grove, CA	Sierra Nevada Swimming
August 23	WZ Open water Championships	Coeur d’Alene, ID	CAST-IE

2024 Montana Swimming Proposals Approved at the Fall HOD Meeting

Proposal Summary

Block A – Proposals

Number	Description	Author	Final Action	Pulled
1	Club Registration Deadline and Penalties – to update the policy and procedures/rules and regulations manual	Susan Huckleby	Pass	No
2	Late Meet Fee Payments and Late Meet Financial Reports Part A – Penalty for submitting meet fees, sanction fees, and meet financial report late to Montana Swimming. Part B – Teams must have fees owed to MT Swimming paid in full by the start of the MT Swim championship meet entered to compete in that meet. Part C – MT Swim teams are expected to have meet fees for regular season meets and time trials paid in full to the meet host by the first day of the meet.	Susan Huckleby	Pass	No
3	Time trials at MT Swimming championship meets Part A – Time trials at SC State and LC State. Part B – Time Trials at Junior BC Championships.	Susan Huckleby	Pass	No
4	Times achieved at Block Party meets	Susan Huckleby	Pass	No
5	Housekeeping items to update the policy and procedures/rules and regulations manual A -- Time trials B – Club registration – head coach in good standing C – Meet Manager database name	Susan Huckleby	Pass	No

Proposals: (Proposal wording is in bold)

(1) Club registration deadline and penalties

Submitted by Susan Huckleby

Recommendation:

Action: Pass

Proposal: **All Montana Swimming clubs must be registered and paid for the upcoming registration year by no later than December 30. All fees must be received by no later than December 30. Clubs failing to register and pay both the USA Swimming and Montana Swimming club registration fee by the December 30 deadline will be fined \$100. The \$100 fine is payable to Montana Swimming.**

Effective September 1, 2024

Rationale: This proposal is to update the current Montana Swimming rules stating teams must be registered and paid by no later than December 1. With the online registration this deadline is being moved to December 30.

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(2) Late Meet Fee Payments and Late Meet Financial Reports

Submitted by Susan Huckleby

Recommendation:

Action: Pass all.

Proposal:

Part A: **Teams who fail to submit their meet financial report, sanction fees, and per swimmer meet fees by the deadlines will not have their next swim meet sanctioned by Montana Swimming until the report is filed and the fees have been received by Montana Swimming.**

**If the club has another upcoming meet already sanctioned by the LSC, that sanction will be withdrawn until the prior meet fees are paid and the report is filed.**

**The Montana Swimming Finance Vice Chair shall work with and notify the General Chair, Officials Chair, and Treasurer of any late payments or missing reports. Meet information will not be posted on the LSC website until fees are paid**

Effective immediately.

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Part B: **All Montana Swimming teams who host meets must have their per swimmer meet fees and sanction fees owed the LSC paid in full to Montana Swimming prior to**

the start of any Montana Swimming Championship meets including Short Course State, Junior BC Championships, and Long Course State to compete at those meets. In addition, all teams and individuals who owe any other fees to Montana Swimming must have those fees paid prior to the start of said championship meet to compete in that meet. Teams and individuals who have outstanding fees owed will not be allowed to compete in the championship meets until fees have been paid.

The Montana Swimming Finance Voice Chair will work with and notify the Meet Referee, General Chair, and Treasurer of missing fees and/or reports.

Meets that conclude within nineteen (19) days or less from the start of said championship meets will have up to nineteen days (19) days, depending upon the meet's conclusion date, to submit payment to Montana Swimming before sanctions apply.

Effective immediately.

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**Part C: Montana Swimming teams and any Montana Swimming individual athletes entering any Montana Swimming regular season meet or time trial are expected to have their meet fees paid to the meet host by the first day of the meet.**

Effective immediately.

Rationale: Numerous Montana Swimming teams have been late in submitting their meet reports and fees both to Montana Swimming and to our member clubs. The reports and fees must be submitted in a timely fashion. At one point Montana Swimming was owed more than \$4,000 in fees.

Under the current rules All Montana Swimming clubs hosting swim meets in the LSC must pay their sanction fee and per swimmer meet fees by no later than 20 days after the conclusion of the meet per the current rules and as listed on the meet financial report. The swim meet financial report must be submitted no later than 45 days following the conclusion of the swim meet.

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(3) Time Trials at Montana Swimming Championship meets.

Submitted by Susan Huckleby

Recommendation:

Action: Pass all.

Proposal:

Part A: Time trials at the Montana Swimming Short Course Championships and Long Course Championships are only open to athletes entered in the meet. Montana

Swimming will be the host of these time trials. Montana Swimming will receive the entry fees. There is no sanction fee.

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**Part B: Time trials at the Montana Swimming Junior BC Championships will be hosted by Montana Swimming and are only open to athletes entered in the meet. Montana Swimming will receive the fees. There is no sanction fee.**

**The host club, however, may also sanction a separate time trial that is separate from the meet which is open to all athletes. The host club will be responsible for the sanction fee and per swimmer fees for these time trials.**

Rationale: This wording clarifies past Montana Swimming policy and clarifies time trials offered at the Junior BC Championships.

Effective immediately.

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(4) Times achieved at Block Party meets

Submitted by Susan Huckleby

Recommendation:

Action: Pass

Proposal: Times achieved at block party meets may not be used to enter any Montana Swimming Championship meet nor qualify for any Montana Swimming zone team nor set Montana Swimming records nor be included on Montana Swimming top times lists during the trial portion of this program which goes through September 2025.

This proposal may be reviewed and continued or ended when the block party program moves out of the trial period.

Effective September 1, 2024

Block party meets are a new offering by USA Swimming that are currently in a **trial period** through September 2025. These meets are short one day meets designed to attract new members. The meets introduce new athletes to swim meets that are one to two hours in length, fun, and have no pressure to perform while introducing them to learn to compete. These meets are set up through USA Swimming and teams pay a sanction fee to USA Swimming. Meets may be sanctioned one of two ways -- to be officiated by USA Swimming officials or officiated by non-athletes, such as coaches or other non-athlete members, who do not have to be certified officials. Teams upload the times into SWIMS without any review by Montana Swimming. The times are not included in the Montana Swimming times databases. There are no per swimmer meet fees paid to Montana Swimming.

Block party meets are short and fun. Parents have minimal commitments to help at the meet. Athletes can learn how to compete and determine if they want to go on to compete at regular Montana Swimming meets. Apprentice officials may officiate in different

positions during these meets as they learn more about officiating. We want to encourage new swimmers to learn to compete and then move to love to compete when competing at our regular season invitational meets and then our championship meets. We also want entry times for championship meets to be valid and proven like those achieved at our regular season meets.

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(5) Housekeeping items to update the policy and procedures/rules and regulations manual

Submitted by Susan Huckleby

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|-----------------|
| Recommendation: |
|-----------------|

|                   |
|-------------------|
| Action: Pass all. |
|-------------------|

Proposal: **Housekeeping Items to include in the policies and procedures/rules and regulations manual.** These are our current USA Swimming rules and policies. They need to be added to our updated policies.

Part A: Time Trials:

**Teams hosting time trials must apply for a separate sanction even if held in conjunction with a team's regular season meet. Teams must also have a separate Meet Manager database for the time trial. Time trials held in conjunction with a regular season meet may be named similarly to the regular meet, but the name must include time trials and must be set up as a time trial. Teams owe Montana Swimming the sanction fee and per swimmer meet fees for the time trial. Examples include:**

- 2024 MT BAC October Splash
- 2024 MT BAC October Splash Time Trials

Part B: Club Registration:

**Clubs are required to have a head coach in good standing and at least one athlete member.**

Part C: Coach Registration:

**Coaches with an expired or missing requirements may not coach until the requirements have been met. Junior coaches also must have all junior coach requirements current to coach on deck.**

Part D: Meet Manager Database Naming

**Meet Manager databases should be named as follows: Year LSC Club Code Meet Name**

- **Example: 2024 MT BAC October Splash**

## Treasurer's Reports

### Statement of Financial Position:

#### Montana Swimming Inc

#### Statement of Financial Position

As of December 31, 2023

|                                        | TOTAL               |                         |
|----------------------------------------|---------------------|-------------------------|
|                                        | AS OF DEC 31, 2023  | AS OF DEC 31, 2022 (PY) |
| <b>ASSETS</b>                          |                     |                         |
| Current Assets                         |                     |                         |
| Bank Accounts                          |                     |                         |
| 1010 Checking - First Interstate       | 81,583.85           | 78,511.24               |
| 1020 Petty Cash - Travel Card          | 0.00                | 0.00                    |
| 1030 Savings - First Interstate        | 136,303.36          | 136,303.36              |
| 1080 CDs - Temp Restricted             | 0.00                | 0.00                    |
| <b>Total Bank Accounts</b>             | <b>\$217,887.21</b> | <b>\$214,814.60</b>     |
| Accounts Receivable                    |                     |                         |
| 1110 Accounts Receivable               | 129.00              | 129.00                  |
| <b>Total Accounts Receivable</b>       | <b>\$129.00</b>     | <b>\$129.00</b>         |
| Other Current Assets                   |                     |                         |
| 12000 Undeposited Funds                | 0.00                | 0.00                    |
| <b>Total Other Current Assets</b>      | <b>\$0.00</b>       | <b>\$0.00</b>           |
| <b>Total Current Assets</b>            | <b>\$218,016.21</b> | <b>\$214,943.60</b>     |
| Fixed Assets                           |                     |                         |
| 1500 Inventories                       | 250.00              | 250.00                  |
| <b>Total Fixed Assets</b>              | <b>\$250.00</b>     | <b>\$250.00</b>         |
| <b>TOTAL ASSETS</b>                    | <b>\$218,266.21</b> | <b>\$215,193.60</b>     |
| <b>LIABILITIES AND EQUITY</b>          |                     |                         |
| Liabilities                            |                     |                         |
| Current Liabilities                    |                     |                         |
| Other Current Liabilities              |                     |                         |
| 2020 Nagashima Travel Fund             | 3,000.00            | 3,000.00                |
| <b>Total Other Current Liabilities</b> | <b>\$3,000.00</b>   | <b>\$3,000.00</b>       |
| Equity                                 |                     |                         |
| 3000 Opening Balance Equity            | 98,259.37           | 98,259.37               |
| 3010 Unrestricted Net Assets           | 113,934.23          | 77,626.36               |
| Net Revenue                            | 3,072.61            | 36,307.87               |
| <b>Total Equity</b>                    | <b>\$215,266.21</b> | <b>\$212,193.60</b>     |
| <b>TOTAL LIABILITIES AND EQUITY</b>    | <b>\$218,266.21</b> | <b>\$215,193.60</b>     |

Cash Basis 10-5-2024

# Montana Swimming Inc

## Statement of Activity

January - December 2023

|                                         | TOTAL               |                     |
|-----------------------------------------|---------------------|---------------------|
|                                         | JAN - DEC 2023      | JAN - DEC 2022 (PY) |
| <b>Revenue</b>                          |                     |                     |
| 5000 Earned Revenue                     |                     |                     |
| 5100 USAS Registrations Dues            | 30,841.20           | 67,532.22           |
| 5200 Swim Meets                         |                     |                     |
| 5210 LSC Sponsored Meets                |                     |                     |
| 5211 SC State Championship              | 18,708.00           | 18,848.00           |
| 5212 BC Championship                    | 9,590.00            | 12,512.50           |
| 5213 LC State Championship              | 10,890.00           | 14,970.00           |
| <b>Total 5210 LSC Sponsored Meets</b>   | <b>39,188.00</b>    | <b>46,330.50</b>    |
| 5220 Club Meet Registration Fees        | 11,276.75           | 37,687.00           |
| 5230 Meet Sanction Fees                 | 7,093.00            | 300.00              |
| <b>Total 5200 Swim Meets</b>            | <b>57,557.75</b>    | <b>84,317.50</b>    |
| 5300 Zones Meet                         | 17,213.00           |                     |
| 5310 AG Zones Fee                       |                     | 6,632.52            |
| 5320 Snr Zones Fee                      |                     | 19,244.40           |
| <b>Total 5300 Zones Meet</b>            | <b>17,213.00</b>    | <b>25,876.92</b>    |
| 5800 Miscellaneous Revenue              | 2,924.34            |                     |
| 5810 Interest-Savings, Short-term CD    |                     | 248.14              |
| <b>Total 5800 Miscellaneous Revenue</b> | <b>2,924.34</b>     | <b>248.14</b>       |
| <b>Total 5000 Earned Revenue</b>        | <b>108,536.29</b>   | <b>177,974.78</b>   |
| <b>Total Revenue</b>                    | <b>\$108,536.29</b> | <b>\$177,974.78</b> |
| <b>GROSS PROFIT</b>                     | <b>\$108,536.29</b> | <b>\$177,974.78</b> |
| <b>Expenditures</b>                     |                     |                     |
| 6000 Program Expense                    |                     |                     |
| 6100 USAS Registration Fees             |                     | 19,099.00           |
| 6200 LSC Sponsored Meets                |                     |                     |
| 6211 SC State Championships             | 19,223.13           | 17,649.30           |
| 6212 BC Championships                   | 3,149.88            | 8,739.85            |
| 6213 LC State Championships             | 28,024.52           | 4,207.75            |
| 6214 Other Championship Meet            | 65.00               |                     |
| 6250 Other Meet Expenses                | 3,199.71            | 1,209.18            |
| <b>Total 6200 LSC Sponsored Meets</b>   | <b>53,662.24</b>    | <b>31,806.08</b>    |

# Montana Swimming Inc

## Statement of Activity

January - December 2023

|                                              | TOTAL            |                     |
|----------------------------------------------|------------------|---------------------|
|                                              | JAN - DEC 2023   | JAN - DEC 2022 (PY) |
| 6300 Zone Meet                               |                  | 12,352.79           |
| 6310 AG Zones Expense                        | 13,861.74        | 9,458.19            |
| 6311 AG Zones Coaching                       | 2,350.00         | 2,250.00            |
| <b>Total 6310 AG Zones Expense</b>           | <b>16,211.74</b> | <b>11,708.19</b>    |
| 6320 Snr Zones Expense                       | 11,440.43        | 31,843.32           |
| 6321 Snr Zones Coaching                      | 2,350.00         | 2,450.00            |
| <b>Total 6320 Snr Zones Expense</b>          | <b>13,790.43</b> | <b>34,293.32</b>    |
| <b>Total 6300 Zone Meet</b>                  | <b>30,002.17</b> | <b>58,354.30</b>    |
| 6400 Camps & Clinics                         |                  |                     |
| 6420 Developmental Camp                      | 900.00           |                     |
| 6440 Camps & Clinics Other                   | 231.80           | 67.70               |
| <b>Total 6400 Camps &amp; Clinics</b>        | <b>1,131.80</b>  | <b>67.70</b>        |
| 6600 Awards - Recognition                    | 73.00            | 210.00              |
| <b>Total 6000 Program Expense</b>            | <b>84,869.21</b> | <b>109,537.08</b>   |
| 7000 Grants & Awards                         |                  |                     |
| 7100 Athletes                                | 2,300.00         | 5,200.00            |
| 7200 Coaches                                 | 800.00           | 1,500.00            |
| 7300 Officials                               | 2,500.00         | 2,017.53            |
| 7400 Club Support                            | 1,300.00         | 2,500.00            |
| <b>Total 7000 Grants &amp; Awards</b>        | <b>6,900.00</b>  | <b>11,217.53</b>    |
| 8000 Operations                              |                  |                     |
| 8010 Postage, Mailing Service                |                  | 34.80               |
| 8030 Supplies                                |                  | 194.00              |
| 8040 Website                                 | 12,600.00        | 12,799.50           |
| <b>Total 8000 Operations</b>                 | <b>12,600.00</b> | <b>13,028.30</b>    |
| 8100 Business/Professional Fees              |                  |                     |
| 8130 Business/Professional Fees Othe         |                  | 3,262.98            |
| <b>Total 8100 Business/Professional Fees</b> |                  | <b>3,262.98</b>     |
| 8300 Travel and Meetings                     |                  |                     |
| 8310 USAS Convention                         |                  | 3,130.22            |
| 8320 LSC Meetings                            |                  | 669.60              |
| 8330 DEI Camp Travel                         |                  | 67.20               |
| 8340 Meetings/Travel Other                   | 975.09           |                     |
| <b>Total 8300 Travel and Meetings</b>        | <b>975.09</b>    | <b>3,867.02</b>     |

# Montana Swimming Inc

## Statement of Activity

January - December 2023

|                                 | TOTAL               |                     |
|---------------------------------|---------------------|---------------------|
|                                 | JAN - DEC 2023      | JAN - DEC 2022 (PY) |
| 8500 Misc. Expense              |                     |                     |
| 8510 Bank Fee                   |                     | 49.00               |
| 8550 Misc Expense Other         | 0.18                |                     |
| <b>Total 8500 Misc. Expense</b> | <b>0.18</b>         | <b>49.00</b>        |
| <b>Total Expenditures</b>       | <b>\$105,344.48</b> | <b>\$140,961.91</b> |
| <b>NET OPERATING REVENUE</b>    | <b>\$3,191.81</b>   | <b>\$37,012.87</b>  |
| Other Expenditures              |                     |                     |
| Other Miscellaneous Expenditure | 119.20              |                     |
| <b>Total Other Expenditures</b> | <b>\$119.20</b>     | <b>\$0.00</b>       |
| <b>NET OTHER REVENUE</b>        | <b>\$ -119.20</b>   | <b>\$0.00</b>       |
| <b>NET REVENUE</b>              | <b>\$3,072.61</b>   | <b>\$37,012.87</b>  |

Treasurer's reports generated using accrual basis on October 5, 2024.

## Montana Swimming Approved 2025 Budget

### MT Swimming - Reserve Fund Calculation

|                                           | 2020 Actual | 2021 Actual | 2022 Actual | 2023 Actual | 2024 Budget     | 2025 Budget     |                                          |
|-------------------------------------------|-------------|-------------|-------------|-------------|-----------------|-----------------|------------------------------------------|
|                                           | Jan - Dec   | Jan - Dec   | Jan - Dec   | Jan - Dec   | HOD-Appv Budget | Approved Budget |                                          |
| <b>Income</b>                             |             |             |             |             |                 |                 |                                          |
| 6000 - Earned Revenue                     |             |             |             |             |                 |                 |                                          |
| 6100 - USAS Registrations                 | 88,088      | 117,862     | 87,632      | 88,841.00   | \$30,000        | \$30,000        |                                          |
| 6200 - Swim Meets                         |             |             |             |             |                 |                 |                                          |
| 6210 - LSC Sponsored Meets                |             |             |             |             |                 |                 |                                          |
| 6211 - SC State Championship              | 13,766      | 16,014      | 18,484      | 18,708.00   | \$18,000        | \$20,000        | 2024 entry fees/surcharges were \$22,506 |
| 6212 - BC Championship                    | 5,723       |             | 12,513      | 9,590.00    | \$12,000        | \$15,000        | 2024 entry fees/surcharges were \$18,503 |
| 6213 - LC State Championship              |             | 12,960      | 14,970      | 10,890.00   | \$14,500        | \$18,000        | 2024 entry fees/surcharges were \$20,164 |
| 6214 - Senior Meet                        |             |             |             | 0.00        |                 |                 |                                          |
| 6215 - Mixed Meet                         |             |             |             | 0.00        |                 |                 |                                          |
| Total 6210 - LSC Sponsored Meets          | 19,479      | 28,974      | 46,331      | 39,198.00   | \$44,500        | \$53,000        |                                          |
| 6220 - Club Meet Registration Fee         | 8,210       | 13,466      | 37,687      | 11,277.00   | \$36,000        | \$36,000        |                                          |
| 6230 - Meet Sanction Fee                  | 140         | 300         | 300         | 7,093.00    | \$300           | \$300           |                                          |
| 6240 - Meet Sponsorship                   |             |             |             | 0.00        |                 |                 |                                          |
| Total 6200 - Swim Meets                   | 27,828      | 42,740      | 84,218      | 67,668.00   | \$80,800        | \$89,300        |                                          |
| 6300 - Zones Meet                         | 0           | 80,861      | 26,877      | 17,218.00   | \$22,000        | \$22,000        |                                          |
| 6400 - Camps & Clinics                    |             |             |             | 0.00        | \$0             | \$0             |                                          |
| 6500 - License Plate                      | 9,300       | 9,300       | 0           | 0.00        | \$0             | \$0             |                                          |
| 6600 - Miscellaneous Revenue              |             |             |             | 0.00        | \$0             | \$0             |                                          |
| 6810 - Interest-Savings, ShortTerm CD     | 63          | 63          | 68          | 2,934.00    | \$250           | \$250           |                                          |
| 6800 - Miscellaneous Revenue - Other      | 1,211       | 1,211       | 0           | 0.00        | \$0             | \$0             |                                          |
| Total 6800 - Miscellaneous Revenue        | 1,274       | 1,274       | 68          | 2,934.00    | \$250           | \$250           |                                          |
| Total 6000 - Earned Revenue               | 101,440     | 193,208     | 177,794     | 168,638.00  | \$133,050       | \$141,550       |                                          |
| <b>Total Income</b>                       | 101,440     | 193,208     | 177,794     | 168,638.00  | \$133,050       | \$141,550       |                                          |
| <b>Expense</b>                            |             |             |             |             |                 |                 |                                          |
| 8000 - Program Expense                    |             |             |             |             |                 |                 |                                          |
| 8100 - USAS Registrations                 | 46,629      | 108,820     | 18,088      | 0.00        | \$0             | \$0             |                                          |
| 8200 - LSC Sponsored Meets                |             |             |             |             |                 |                 |                                          |
| 8211 - SC State Championship              | 7,887       | 13,287      | 17,649      | 19,223.00   | \$20,000        | \$20,000        |                                          |
| 8212 - BC Championship                    | 5,519       | 0           | 8,740       | 3,160.00    | \$12,000        | \$12,000        |                                          |
| 8213 - LC State Championship              |             | 15,084      | 4,208       | 28,026.00   | \$20,000        | \$20,000        |                                          |
| 8214 - Additional Championship Meet       | 2,500       | 0           |             | 65.00       | \$0             | \$0             |                                          |
| 8215 - Mixed Meet                         |             |             |             |             |                 |                 |                                          |
| 8216 - Other Meet Expense                 | 459         | 1,399       | 1,209       | 3,200.00    | \$1,650         | \$2,000         |                                          |
| Total 8200 - LSC Sponsored Meets          | 16,866      | 29,770      | 31,808      | 60,868.00   | \$53,650        | \$54,000        |                                          |
| 8300 - Zone Meet                          | 780         | 66,820      | 68,264      | 88,802.00   | \$30,000        | \$33,000        |                                          |
| 8400 - Camps & Clinics                    |             |             |             | 0.00        | \$0             | \$0             |                                          |
| 8410 - All Star Camp                      |             |             |             | 0.00        | \$0             | \$0             |                                          |
| 8420 - Developmental Camp                 |             |             |             | 900.00      |                 |                 |                                          |
| 8440 - Camps & Clinics Other              |             | 35          | 68          | 232.00      | \$500           | \$500           |                                          |
| 8460 - Camp Coordinator                   |             |             |             |             |                 |                 |                                          |
| Total 8400 - Camps & Clinics              | 0           | 35          | 68          | 1,132.00    | \$500           | \$500           |                                          |
| 8600 - Awards - Recognition               | 637         | 220         | 210         | 73.00       | \$1,565         | \$2,000         |                                          |
| Total 8000 - Program Expense              | 64,211      | 192,466     | 109,637     | 84,868.00   | \$85,715        | \$89,500        |                                          |
| 7000 - Grants & Awards                    |             |             |             |             |                 |                 |                                          |
| 7100 - Support - Athletes                 | 3,300       | 4,600       | 5,200       | 2,300.00    | \$10,400        | \$8,500         |                                          |
| 7200 - Support - Coaches                  | 1,400       | 2,700       | 1,500       | 800.00      | \$5,100         | \$3,000         |                                          |
| 7300 - Support - Officials                | 72          | 0           | 2,018       | 2,600.00    | \$2,000         | \$2,500         |                                          |
| 7400 - Support - Club                     | 34,430      | 5,000       | 2,500       | 1,300.00    | \$5,000         | \$5,000         |                                          |
| Total 7000 - Grants & Awards              | 39,202      | 12,300      | 11,218      | 6,800.00    | \$22,500        | \$19,000        |                                          |
| 8000 - Operations                         |             |             |             |             |                 |                 |                                          |
| 8010 - Postage, Mailing Service           | 55          | 0           | 35          | 0.00        | \$30            | \$50            |                                          |
| 8030 - Supplies                           | 132         | 542         | 194         | 0.00        | \$500           | \$500           |                                          |
| 8040 - Website                            | 12,600      | 13,500      | 12,800      | 12,600.00   | \$13,000        | \$13,000        |                                          |
| Total 8000 - Operations                   | 12,787      | 14,042      | 13,028      | 12,600.00   | \$13,530        | \$13,550        |                                          |
| 8100 - Business/Professional Fees         |             |             |             |             |                 |                 |                                          |
| 8110 - Education/Seminars                 | 0           | 0           | 0           | 0.00        | \$0             | \$0             |                                          |
| 8100 - Business/Professional Fees - Other | 0           | 6,131       | 3,263       | 0.00        | \$4,000         | \$5,000         | Officials evaluator for SC state         |
| Total 8100 - Business/Professional Fees   | 0           | 6,131       | 3,263       | 0.00        | \$4,000         | \$5,000         |                                          |

|                                  |               |                |                |               |           |           |
|----------------------------------|---------------|----------------|----------------|---------------|-----------|-----------|
| 8300 - Travel and Meetings       |               |                |                |               |           |           |
| 8310 - USA Swimming Convention   | 0             | 0              | 3,130          | 0.00          | \$0       | \$0       |
| 8320 - LSC Meetings              | 0             | 0              | 670            | 0.00          | \$2,000   | \$6,750   |
| 8340 - Meetings Other            | 0             | 0              | 67             | 975.00        | \$225     | \$250     |
| Total 8300 - Travel and Meetings |               |                | 3,867          | 875.00        | \$3,500   | \$3,500   |
| 8600 - Misc. Expense             |               |                |                | 0.00          | \$5,725   | \$10,500  |
| 8610 - Bank Fee                  | 4             | 4,885          | 48             | 0.00          | \$0       | \$0       |
| 8660 Misc Expense Other          | 0             | 0              | 0              | 0.00          | \$100     | \$250     |
| Total 8600 - Misc. Expense       | 4             | 4,885          | 48             | 65.00         | \$0       | \$0       |
| Total Expense                    | 116,204       | 229,823        | 140,962        | 105,344.00    | \$100     | \$250     |
| Net Income                       | -14,784       | -38,816        | 38,833         | 3,182.50      | \$133,135 | \$141,300 |
|                                  |               |                |                |               | -\$85     | \$250     |
| Reserve Requirement              | \$ 47,166.00  | \$ 111,870.79  | \$ 73,429.47   | \$ 74,558.00  |           |           |
| Actual                           |               |                |                |               |           |           |
| Operating Capital                | \$ 40,000.00  | \$ 40,000.00   | \$ 40,000.00   | \$ 40,000.00  |           |           |
| Current Assets                   | \$ 210,665.00 | \$ 178,635.00  | \$ 159,702.00  | \$ 111,937.00 |           |           |
| Current Reserve Fund             | \$ 170,665.00 | \$ 138,635.00  | \$ 119,702.00  | \$ 71,937.00  |           |           |
| % Fund to actual                 | 362%          | 124%           | 163%           | 96%           |           |           |
| Approved Target                  |               |                |                |               |           |           |
| % fund to Target                 |               |                |                |               |           |           |
| Low                              |               | \$ 83,903.09   | \$ 55,072.10   | \$ 55,918.50  |           |           |
| Target                           |               | \$ 111,870.79  | \$ 73,429.47   | \$ 74,558.00  |           |           |
| High                             |               | \$ 139,838.49  | \$ 91,786.84   | \$ 93,197.50  |           |           |
| Budget Goal High                 |               | \$ -           | \$ -           | \$ -          |           |           |
| Budget Goal Mid                  |               | \$ (13,382.11) | \$ (23,136.27) | \$ 1,310.50   |           |           |

The target minimum Operating Reserve Fund is equal to twelve (12) months of average operating costs. There must be a minimum of \$40,000 operating capital in the account at all times. If the Operating Reserve is and has been less than 75% of the targeted reserve level for two consecutive years, the Board of Directors, in absence of any extraordinary circumstances, will adopt an operational budget that includes a projected surplus enough to rebuild the Operating Reserve Fund to its targeted reserve level over the following two years.

If the Operating Reserve Fund has been greater than 125% of the targeted reserve level for two consecutive years, the Board of Directors will adopt an operational budget that includes a projected shortfall enough to reduce the Operating Reserve Fund to its targeted reserve level over the following two years.

## Secretary's Report

The minutes from the 2024 Spring Montana Swimming HOD meeting were e-mailed out to board members and club contacts for review this summer. The minutes are also posted on the website and should be approved at the 2024 Fall HOD meeting. Please let me know if there are any changes or corrections to be made.

The notice for the 2024 Fall HOD meeting was posted on the website and emailed to club contacts and Montana Swimming board members. The meeting will be a virtual meeting on Sunday, October 6. Teams should send me the names and email address of their voting members for the spring HOD meeting by no later than October 2. All voting members must be currently registered members of USA Swimming.

Executive committee meeting minutes have also been posted on the website.

Teams, please send me your team contact, and team president's names and e-mail information so I may e-mail minutes and other LSC information to your team. I would also like to know who is your club registrar (for registration and membership questions) and who is your club meet entry person/registrar (for meet entry questions).

I am pleased to serve you and assist whenever possible.

Respectfully submitted,  
Susan Huckeby  
Montana Swimming Secretary, September 30, 2024

## Fall Registration Chair Report

This fall the registration renewal process is in full swing. Returning members who were registered last year may use the one button renewal process. New members must still create an account and use the individual registration process. When registering, be careful not to create new accounts for your athletes if they have already been registered. At this time there are ten athletes with duplicate memberships that must be merged.

For the second year, teams may opt in or out to bulk renewal of athlete members and/or non-athlete members. Three teams decided to opt in to bulk renew both their athletes and non-athletes: BTST, GFST, and HOT. All other teams are requiring athletes and non-athletes to individually renew.

As of October 5, five clubs have renewed for 2024-2025: BAC, BTST, HLST, LAKE, and MAC. The online club registration fee this year includes both the \$80 LSC fee and the \$70 USA Swimming fee. Currently, all Montana Swimming clubs must be registered by no later than December 1, 2024, or will be fined \$100. To register, the club must have a head coach, and an athlete registered and complete the online paperwork. I will remind clubs to complete their registrations prior to the deadline. I have submitted a proposal to adjust the club registration date to December 30.

As of October 2, three clubs were not in good standing due to registration issues. Individual seasonal memberships are good only for 150 days beginning the day the registration is started. For athletes who joined in September, they must upgrade to a premium membership to compete at short course state or Junior BC because their individual membership will expire prior to the start date for both meets. This year if your seasonal membership expires, you can upgrade and pay only the difference in cost between the two memberships.

Meet registration recon must be done prior to the start date of your swim meet. Once your initial meet entry deadline has passed, please email a back-up of your Meet Manager database the next day so I can check the registration. All athletes must be registered members of USA Swimming as of the meet entry deadline or teams may be fined \$25 per person who is not registered. I regularly find registration errors when I run the report. Errors include duplicate accounts, names or birthdays that do not match the SWIMS files, club mismatches, and missing APT. For swimmers who are 18 years old or older, all must have a current APT certificate. Any swimmer 18 and older who does not have a current APT certificate and competes in a swim meet, the times will not be uploaded in SWIMS. Checking for the APT can save a swimmer, and their parents, some heart ache should the swimmer compete in a meet without a current APT certificate. No one likes spending money to go to a meet to discover after the fact that the times didn't count because of a missing APT certificate. After not fining clubs for entering unregistered athletes into meets during covid and for the first two years of the new SWIMS roll out, I believe Montana Swimming needs to begin fining clubs who enter athletes that are not registered. Having non-registered athletes practicing with your team and competing at meets is a safety and liability issue. Club registrars must check that all athletes entered in the meet have a current registration before sending in entries. Log into your hub account, go to the club tab,

search for your club, and then click on the athlete pill. Verify that all entered athletes are in fact currently registered.

All club board members must be current non-athlete members of USA Swimming. If you are not an official, coaches or other, you should register as an administrator. There is no Montana Swimming fee for an administrator this year. For people who are training to become an official, register as an apprentice official on the first day you begin your training. You have a 60 free membership to complete your training. After the 60-day training period you must join as a non-athlete official member. An administrator membership is not for an administrative official. An AO must join as an official. Meet directors or meet managers must have a non-athlete 'other' membership (or coach or official). An administrator membership is not to be used for a person who wants to be a meet director or a chaperone.

Send all concussion certificates and Red Cross CPR, STFSC-W, STFSC-O, and Lifeguard certificates to me or Jay to upload.

Under Montana Law, the Dylan Steigers Act, all coaches and officials in youth sports must take the concussion course training annually. If you coach or officiate high school sports, you must take the NFHS concussion course after June 1 each year. The CDC concussion course is also available if you are not involved in high school sports. You must send me your concussion course certificate course to upload when you first join USA Swimming as a coach or official. For the following years, send your concussion certificate to your club so they can monitor your compliance with the law.

USA Swimming is offering provisional coach membership this year. This membership is offered for new coaches or coaches who have been off deck for more than a year. Provisional coaches must be supervised by a coach member in good standing at a 1:1 ratio. CPR is the only requirement that cannot be completed online and must be completed by the end of the first year. Members can join this category for three registration years. The goal of this new membership category is to remove barriers to encourage new coaches to enter our sport.

The USA Swimming refund policy for registrations states refunds must be requested within 30 days of the transaction and the receipt number must be provided. Refunds will not be issued for prior years. Upgrade fees are non-refundable. Life memberships fees are non-refundable. Club fees are non-refundable.

Education courses including tests, APT and background checks can be accessed through the USA Swimming University by clicking on the education tab in the hub on your account. More reporting is being offered in the hub for your club. Check it out. Clubs can use the club top times search, club records (if uploaded), and lots of other great reporting tools. OTS is still a work in progress, but much more reporting is available. The new officials training clinics are now available in the USA Swimming University. OME is still a work in progress. USA Swimming is aware of many complaints about the process both on the meet host side and team entry side.

Altitude adjusted times should be correct now in the public times look up on the USA Swimming website.

SWIMS 3.0 is still a work in progress but it is getting better, slowly but surely. If you have problems with Team Unify not updating your athlete member registrations, send a chat to Team Unify and ask about it first. Sometimes Team Unify has glitches and things don't update. Always sync your club's Team Unify website with SWIMS.

Please send me the following names and contact information for your club:

- Name and email address of your club president (and when you hold annual elections).
- Name and email address of your club registration chair to contact for registration/membership questions.
- Name and email of your club meet entry registrar for times/meet registration questions.
- Name and email of your safe sport coordinator.
- Team Contact, email address, and website address for your club.

Please update your club information in the hub as well.

If you have registration questions, reach out to me. I will try to resolve the issues before you need to file a ticket with support.

The help section in the hub is quite useful and you may find answers to your questions there.

Respectfully submitted,

Susan Huckleby  
Co-MT Swimming Registration & Membership Chair  
October 2, 2024

### 2024 Montana Zones Team Recap

#### **2024 Western Zone Age Group Championships**

August 7-10, 2024

Location: Idaho Central Aquatic Center, Boise, Idaho

Host: Central Idaho Competitive Aquatics

This meet is for swimmers 14 years and younger as of August 7, 2024.

**Head Coach:** Jessica Marshall

**Assistant Coach:** Sean Marshall

**Chaperone:** Robyn Lewis

**Chaperone/Food runner:** Nicole Olson

Age Group Swimmers with an AA time were eligible to compete with Team Montana at Age Group Zones by using LSC bonus swims.

We were limited to 160 bonus swims (and just one bonus in the races 400 meters and above).

Swimmers with AAA times had priority in events. We filled as many relays as possible to give swimmers extra swims. This allowed a lot more swimmers to attend AG zones. We may need a new swimmer/parent orientation for this event if we continue allowing AA times for this meet.

**Registration fee for 2024 Age Group Zones was \$360 per swimmer.**

In 2024, the fee helped cover a portion of the costs and Montana Swimming covered the remaining cost for the following:

- 3 Swim Caps
- 1 Bucket Hat
- 3 Arena T Shirts
- 1 Arena Backpack
- 4 Days of Snacks
- All entry fees for both individual events and relays

**\*\*Age Group Zones hard cut qualifiers guaranteed 6 individual events with only 1 qualification time\*\*.**

**2024 Age Group Zones Team**

- Alexa Githens (BAC)
- Alivia Schmalz (BAC)
- Amelia Olson (BOZ)
- Beauden Chatriand (MAC)
- Brayden Bernhardt (MAC)
- Briggs Delaney (MYST)
- Catherine Opalka (Glacier)
- Ellie Barkley (MAC)
- Ford Waring (BMA)
- Ingrid Olson (BOZ)
- Isabel Cancro (BAC)
- James Lindley (MAC)
- Kaia Lyons (BOZ)
- Kit Kusak (BOZ)
- Maia Maganito (BOZ)
- Milly Lewis (MAC)
- Noah Frye (BY)
- Ollie Belasco (BOZ)
- Ophelia Massey (MAC)
- Robert Hasiak (BAC)
- Shelby Russell (BOZ)
- Sophia Hasiak (BAC)

- Vanessa Sheridan (BAC)
- Wyatt Storey (HDST)

## **2024 Western Zone Senior Championships**

July 30 - August 3, 2024

at the Clovis Swim Center in Fresno, CA

This meet is for swimmers 19 years and younger as of July 30, 2024.

**Head Coach:** Jay Friend

**Assistant Coach:** Sean Marshall

**Chaperone/Food runner:** Michelle Schermerhorn

**Chaperone/Food runner:** Laura Parvey-Connors

The registration fee for 2024 Senior Zones was \$ 390 per swimmer.

The registration fee helped cover a portion of the costs and Montana Swimming covered other costs. There is no team travel.

- 3 Swim Caps
- 1 Bucket Hat
- 3 Arena T Shirts
- 1 Arena Backpack
- 5 Days of Snacks
- 1 Athlete Surcharge
- All entry fees for both individual events and relays

## **2024 Senior Zones Team**

- Abbigael Nynas (BAC)
- Addison Hale (BAC)
- Adrienne Hasiak (BAC)
- Aeri La (MYST)
- Ashtyn (A.J.) Lilyquist (BOZ)
- August Hertz (MYST)
- Ava Cancro (BAC)
- Bennett Seitz (BAC)
- Crystal Benjamin (BAC)
- Dylan Shelton (BAC)
- Elina Maganito (BOZ)
- Emery Belasco (BOZ)
- Everson Connors (HLST)
- Kaleb Montgomery (BAC)
- Keen Odom (BOZ)
- Lincoln Cochran (HLST)
- Max Aguirre (BOZ)
- Michael Schermerhorn (MYST)
- Myrka Hardy (BAC)
- Noah Schroeder (Glacier)
- Paul Nave (BOZ)

- Syler Pizzolato (BAC)
- Teague McElwee (MYST)
- Trigve Chvilicek (BMA)

### **Gear:**

Arena offered our Montana Zones Teams a discount if we purchased gear through them.

- 30% off Arena apparel (t-shirts, shorts, sweatshirts)
- 30% off a racing suit for anyone going to Zones
- Free backpacks (we were able to get 55 of these for free)

Qwik Signs in Helena did the screen printing and embroidery.

The gear options were well received. There was a request for a sweatshirt for next year.

Qualifying athletes were able to purchase gear-only if they weren't attending the meet as team Montana. That fee was \$175.

Suggestions for next year:

- Sweatshirt option
- Less swim caps
- Reduce snack fees

### **Logistics:**

Coaches and chaperones booked their own lodging and travel.

All swimmers coordinated their own travel and lodging.

There were chaperones for AG zones and food coordinators for Senior Zones

Lunch and snack costs came in under budget for both senior zones and age groups zones.

### **Notes:**

Need a better payment process

Payments were taken by Venmo to an account set up by Beth Storey

Stipend for chaperone/food runners

Committee leads for AG and Senior Zones

Feedback was received by AG Zones chaperones

On the hunt for committee members

### **Future Zones**

2025 Short Course Senior Zones was assigned to Southern Utah after Irvine pulled out

- April 2-5, 2025

2026 Short Course Senior Zones – is open for bid

2025 Senior Zones will be in Clovis, CA

- July 29, 2025 - August 02, 2025

2025 AG Zones will be in Elk Grove, CA

- August 06, 2025 - August 09, 2025

2026 AG Zones Mt Hood, OR

2026 Senior zones – Clovis, CA

Respectfully,

Laura Parvey-Connors

## Fall IT/Webmasters Report

As your team contacts change after elections this fall, please e-mail me your updated information so I can update the team listing.

Meet results are found on the past meet results page under the meets tab.

The Montana Swimming records are posted under the records/times tab. Thanks to Sean Marshall for updating the records on the website.

Anyone wishing to become an official can find more information under the Officials tab – use the drop-down tab to go to How to Become an Official.

The Minor Athlete Abuse Prevention Policy information can be found under the Safety/Safe Sport tab along with other safe sport information.

The Reach Out grant program is posted under the diversity & disability tab.

Outreach membership criteria can be found under the registration tab and under the DEI/Disability tab.

Thanks to Laura Parvey-Connors for keeping the zones team page up to date. Thank you also for sending me photos from both Zone meets!

Teams, please send your meet information to me to post once it is sanctioned. Often teams don't send their warm-up schedules and psych sheets prior to the meet for posting. Also, please send me an unlocked Meet Manager back-up after the meet so I can produce the various results reports to post on the website. If you attend an out of state meet, do send those results to me as well including any Team Manager or Meet Manager files you receive. For teams hosting time trials or dual meets send that information to me also for posting.

I would love to have photos from swim meets and team activities to post on the website.

Please keep the information, times, suggestions, and stories coming! Also check out the Montana Swimming Facebook page which is updated by our coach representatives. My e-mail address is [shuckeby@msn.com](mailto:shuckeby@msn.com). I love posting stories about the accomplishments of our Montana Swimming members! Thank you.

Respectfully submitted,  
Susan Huckleby  
Montana Swimming Webmaster/IT Chair  
October 2, 2024

## Officials Chair Report

All:

I would like to thank all the officials who make our meets run on time and provide fair competition to our athletes. During our last season, we welcomed a handful of new officials who completed their training to become stroke and turn officials, including Lucy Lyons (BOZ), Sarah Kuipers (MAC), Kim Jakub (BAC), Arley Stroud (MAC), and Kate Devino (MAC). A few more also completed certification requirements as Starter (Dee McElwee (MYST), Mark Johnson (UN), and Heather Stetson (MAC)) and others are working towards certification as Referee. It was also really encouraging to see Montana officials in white shirts at many upper level meets. I'd like to highlight Susan Huckleby who officiated at Olympic Trials this summer and also received the Officials Excellence Award for November 2023. She becomes the second official from Montana to receive this award.

From our annual officials meeting, I wanted to make a few announcements. First, please join me in congratulating the recipients of our two annual awards. JP Maganito (BOZ) is the recipient of the Mark Hallgrimson's Stroke and Turn Award. Christina McColley (BOZ) is the recipient of the Excellence in Officiating Award. On behalf of all officials in Montana, I thank JP and Christina for their exceptional service to Montana Swimming.

Second, two new rules were passed by USA Swimming that were discussed at our annual meeting that are worth noting. Junior officials (ages 16-17) can now train and officiate 10&U sessions and have the same requirements as other stroke and turn officials. Additionally, the idea of block parties was discussed. Our discussion indicated that there were concerns with the current block party legislation and we would like to see the LSC come up with better ways to assist smaller clubs in hosting meets, particularly for their newer swimmers.

Third, Susan Huckleby will serve as the Meet Referee for the SC State and BC Championship meets, both to be held in Butte. We are also working to have the SC State Championship meet be sanctioned as an Official Qualifying Meet (OQM) so that we can have a national evaluator to mentor and provide national certifications to interested officials.

Finally, after completing my first two-year term, I was re-elected to serve a second and final term as the official's chair. I look forward to continuing to work with this committee and sanctioning swim meets.

Thank you,

Eric Belasco  
Montana LSC Officials Chair  
Eric.belasco@gmail.com

## Scholastic All America Report



I am pleased to announce that Montana Swimming had two athletes, that I'm aware of currently prior to the team being officially announced, qualify for the Scholastic All America team. Bozeman Barracuda athletes Julia Huffmaster and Winston Sundeen qualified for the team. Both are not only fast, but smart as well. Congratulations!

To qualify athletes must have completed the 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>, or 12 grade, have a 3.5 gpa or higher, and have a Winter Junior National qualifying time. Athletes may qualify for the team as an open water swimmer if they placed in the National Open Water Championships. Athletes with disabilities may also qualify for the team. The Scholastic All America program accepts applications from June 1 – September 6 each year.

Susan Huckleby  
SAA Western Zone Women's Tabulator  
October 1, 2024

### Diversity, Disability, Equity and Inclusion (DDEI) Chair's Report:

Montana Swimming was pleased to send three representatives to the 2024 Western Zone DEI Camp and Summit held during the Olympic Trials at Indianapolis, IN. Representing Montana were Elina Maganito (BOZ), Omar Shahin (BAC), and BMA head coach Amy Mullen. Below is Elina's report on the camp.

Susan Huckleby  
MT Swimming DDEI Chair

#### Elina Maganito Report on the 2024 WZ DEI Camp at Indianapolis

When I first started swimming, seven years ago, I would not have believed anyone that I would be at the point I am in swimming today. There always seems to be preconceived notions of who people are just based on their outward appearance or first impressions. No one would have expected me to become a competitive swimmer, of all things.

This camp showed me that there are so many different kinds of swimmers out there who are, similar to me, trying their best to qualify towards the next step and go beyond in this sport as far as one can achieve.

This camp showed me that the motivation that it takes to achieve great success in life can also be applied in swimming, and vice versa. This was exemplified by one speaker that

especially stood out to me, Mr. Leland Brown. His energy was so positive that it turned heads and made people smile. He pointed out that there is U in USA along with US. He had us write down who we are and explained that that is who we are and no one can tell us otherwise. That simple exercise and message will stick with me for a very long time because it is important for you to continue with your goals while not losing sight of who you are and what you are fighting for.

Going to trials was astonishing and a privilege. Watching other swimmers give it their all at one of the best meets in the world to compete for a spot in the Olympic team, or just to final, was incredibly inspiring. Watching those swimmers makes me want to get to the next level and keep moving forward, while finding new ways to make myself better in, and out of the water.

This experience has opened my eyes to what I really want to accomplish in swimming and how I can be a little bit more "extra" every day to make it happen. I want to continue swimming through college and keep the sport close to me for the rest of my life. No matter what happens in life, I know that no one will be able to take away the experiences swimming has given me the privilege to do and that swimming will always be a part of me.



Camp athletes and coaches at The Riviera Club



Elina, Coach Amy, and Omar at the Olympic Trials

## 2024 - 2025 Montana Swimming Board of Directors and Committee Members

| <u>Office</u>                                          | <u>Office Holder</u>         | <u>Team</u> |
|--------------------------------------------------------|------------------------------|-------------|
| <b>* Executive Board Members</b>                       |                              |             |
| General Chair*                                         | Jay Friend                   | MAC         |
| Admin Vice Chair*                                      | Eddie Lary                   | HLST        |
| Program Development Chair*                             | Jessica Marshall             | BAC         |
| Finance Vice-Chair*                                    | Beth Storey                  | HDST        |
| Program Operations Vice Chair<br>(Zones Coordinator) * | Laura Parvey-Connors         | HLST        |
| Secretary*                                             | Susan Huckleby               | BTST        |
| Co-Coach Representatives*                              | Kristen Wyatt                | BY          |
| Co-Coach Representatives*                              | Brady Baughman               | MYST        |
| Sr. Athlete Representative*                            | Aeri La                      | MYST        |
| Sr. Athlete Representative*                            | Ella Stack                   | MAC         |
| Jr. Athlete Representative*                            | Teague McElwee               | MYST        |
| Jr. Athlete Representative*                            | Elly Lewis                   | MAC         |
| Treasurer                                              | Matt Yovich                  | BOZ         |
| Membership/Registration<br>Coordinator                 | Susan Huckleby<br>Jay Friend | BTST<br>MAC |
| Records Coordinator                                    | Sean Marshall                | BAC         |
| Technical Planning                                     |                              |             |
| Officials Chair                                        | Eric Belasco                 | BOZ         |
| Operational Risk Chair (Safety)                        |                              |             |
| Safe Sport Coordinator                                 |                              |             |
| Diversity, Disability, Equity, and<br>Inclusion Chair  | Susan Huckleby               | BTST        |
| <u>Non-voting Members:</u>                             |                              |             |
| Sanction Chair                                         | Eric Belasco                 | BOZ         |
| MT Swim Social Media Co-<br>coordinators               | Kristen Wyatt                | BY          |
| MT Swim Social Media Co-<br>coordinators               | Brady Baughman               | MYST        |
| Times Officer/NTV/SWIMS                                | Susan Huckleby               | BTST        |
| Information Technology Chair<br>(webmaster)            | Susan Huckleby               | BTST        |

**Committees:**

|                                     |                                                                               |
|-------------------------------------|-------------------------------------------------------------------------------|
| Reach Out Grant Committee           | Susan Huckleby, chair, Beth Storey (Finance Vice Chair, and Aeri La (athlete) |
| Governance and Nominating Committee | Nicole Olsen (BOZ) chair,                                                     |
| Officials Committee                 | Eric Belasco, chair, Susan Huckleby, and Dax Rice.                            |
| DEI Committee                       | Susan Huckleby, chair, and others.                                            |
| Admin Review Committee              |                                                                               |
| Safe Sport                          |                                                                               |

## 2024 Montana Swimming Fall HOD Meeting October 27, 2024 – Virtual Meeting

Sign in of those members present:

### **Officers:**

VOTING MEMBERS: \_\_\_\_\_ Print \_\_\_\_\_ Print Email  
Address

General Chair: Jay Friend \_\_\_\_\_ PRESENT \_\_\_\_\_ jayjfriend@gmail.com  
Administrative Vice Chair: Michelle Schermerhorn \_\_\_\_\_ PRESENT \_\_\_\_\_ michelleskerm@gmail.com  
Program Development V.C.: Jessica Marshall \_\_\_\_\_ Absent \_\_\_\_\_ coachjessicamarshall@gmail.com  
Program Operations Chair: Laura Parvey-Connors \_\_\_\_\_ PRESENT \_\_\_\_\_ laura@meldmedia.net  
Finance Vice Chair: Beth Storey Present but no vote \_\_\_\_\_ storeybeth@gmail.com  
Secretary: Susan Huckeby \_\_\_\_\_ PRESENT \_\_\_\_\_ shuckeby@msn.com  
Coach Representative: Brady Baughman PRESENT \_\_\_\_\_ brady.baughman27@gmail.com  
Safe Sport Coordinator: Vacant \_\_\_\_\_  
DDEI Chair: Susan Huckeby (Present - vote as secretary) shuckeby@msn.com  
Sr. Athlete Representative Ella Stack \_\_\_\_\_ PRESENT \_\_\_\_\_ ella.stack@mcsmt.org  
Sr. Athlete Representative Aeri La \_\_\_\_\_ PRESENT \_\_\_\_\_ aeriannala@gmail.com  
Jr. Athlete Representative Teague McElwee \_\_\_\_\_ PRESENT \_\_\_\_\_ mcelweetmm@gmail.com  
Jr. Athlete Representative Ellyn Lewis \_\_\_\_\_ PRESENT \_\_\_\_\_ ellynlewis03@gmail.com

### At Large Voting Delegates:

Tech Planning Chair (appt): Beth Storey \_\_\_\_\_ Present but no vote \_\_\_\_\_ storeybeth@gmail.com  
Officials Chair (elect): Eric Belasco \_\_\_\_\_ PRESENT \_\_\_\_\_ eric.belasco@gmail.com  
Records Chair (appt): Sean Marshall absent \_\_\_\_\_ bacstingrays@gmail.com  
Operational Risk Chair (appt): Vacant  
Treasurer (elect): Matt Yovich PRESENT \_\_\_\_\_ coachmatt@bozemanbarracudas.org  
(\_\_\_\_ votes)

### Non-Voting Board Members:

Co-Membership/Reg. Coord (appt): Jay Friend/Susan Huckeby \_\_\_\_\_ present – not voting

### Committee Chairs: Non-voting

Governance Committee (appt): Nicole Olson [nmolson@gmail.com](mailto:nmolson@gmail.com)

## 2024 Montana Swimming Fall HOD Meeting October 27, 2024 – Virtual Meeting

### **Club ADULT Voting Representatives Present: (1 per club)**

|                           | <u>Print Name if Present</u> | <u>Print Email Address</u>                                                           |
|---------------------------|------------------------------|--------------------------------------------------------------------------------------|
| Billings Aquatic Club     | None                         |                                                                                      |
| Billings YMCA Swim Club   | Kristen Wyatt                | <a href="mailto:kwyatt@billingsymca.org">kwyatt@billingsymca.org</a>                 |
| Bozeman Barracudas        | Lisa Patchin                 | <a href="mailto:coachlisa@bozemanbarracudas.org">coachlisa@bozemanbarracudas.org</a> |
| Bozeman Brookies          | Amy Mullen                   | <a href="mailto:coachamymullen@gmail.com">coachamymullen@gmail.com</a>               |
| Butte Tarpon Swim Team    | Ron Huckeby                  | <a href="mailto:huckebyrj@gmail.com">huckebyrj@gmail.com</a>                         |
| Butte YMCA Riptide        | None                         |                                                                                      |
| Great Falls Swim Team     | Pat King                     | <a href="mailto:coachpatking@gmail.com">coachpatking@gmail.com</a>                   |
| Glacier Aquatic Club      | Dave Dorak                   | <a href="mailto:Dorak1988@gmail.com">Dorak1988@gmail.com</a>                         |
| Hardin Otter Swim Team    | Fernando Elhard              | <a href="mailto:elhardfernando@gmail.com">elhardfernando@gmail.com</a>               |
| Havre Lions Swim Team     | Hayley Coursey               | <a href="mailto:coachhrcoursey@gmail.com">coachhrcoursey@gmail.com</a>               |
| Helena Lions Swim Team    | Eddie Lary                   | <a href="mailto:hlstheadcoach@gmail.com">hlstheadcoach@gmail.com</a>                 |
| Helena Dolphins Swim Team | None                         |                                                                                      |
| Missoula Aquatic Club     | Robyn Lewis                  | <a href="mailto:reblewis76@yahoo.com">reblewis76@yahoo.com</a>                       |
| Missoula YMCA Swim Team   | Kirby Beierle                | <a href="mailto:kbeierle@ymcamissoula.org">kbeierle@ymcamissoula.org</a>             |
| Polson Lake Monsters      | Neil Romney                  | <a href="mailto:coach@mvaquatics.org">coach@mvaquatics.org</a>                       |

## 2024 Montana Swimming Fall HOD Meeting October 27, 2024 – Virtual Meeting

### **Club ATHLETE Voting Representatives Present: (1 per club)**

Name if Present      Print Email Address    These athletes will serve as at-large athlete  
voting delegates.

|                       |               |                                                                        |
|-----------------------|---------------|------------------------------------------------------------------------|
| Billings Aquatic Club | Tyler Zarbock | <a href="mailto:tylerzarbock23@gmail.com">tylerzarbock23@gmail.com</a> |
|-----------------------|---------------|------------------------------------------------------------------------|

|                           |                  |                                                                            |
|---------------------------|------------------|----------------------------------------------------------------------------|
| Billings YMCA Swim Club   | Addie Klein      | <a href="mailto:addieklein@icloud.com">addieklein@icloud.com</a>           |
| Bozeman Barracudas        | Emery Belasco    | <a href="mailto:emery.belasco@gmail.com">emery.belasco@gmail.com</a>       |
| Bozeman Brookies          | Trigve Chvilicek | <a href="mailto:Trigve.chvlicek@gmail.com">Trigve.chvlicek@gmail.com</a>   |
| Butte Tarpon Swim Team    | None             |                                                                            |
| Butte YMCA Swim Team      | None             |                                                                            |
| Great Falls Swim Team     | Ella Kingsland   | <a href="mailto:s18diekhans@yahoo.com">s18diekhans@yahoo.com</a>           |
| Glacier Aquatic Club      | None             |                                                                            |
| Hardin Otter Swim Team    | Nine             |                                                                            |
| Havre Lions Swim Team     | Lilianna Smith   | <a href="mailto:smithyliliana@gmail.com">smithyliliana@gmail.com</a>       |
| Helena Lions Swim Team    | None             |                                                                            |
| Helena Dolphins Swim Team | None             |                                                                            |
| Missoula Aquatic Team     | Leo Westenfelder | <a href="mailto:leowestenfelder@gmail.com">leowestenfelder@gmail.com</a>   |
| Missoula YMCA Swim Team   | None             |                                                                            |
| Polson Lake Monsters      | Gavin Moore      | <a href="mailto:mooreportraitphoto@mac.com">mooreportraitphoto@mac.com</a> |

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## 2024 Montana Swimming Fall HOD Meeting October 27, 2024 – Virtual Meeting

### **Non-Voting ATHLETES Present**

| Print Name | Print Email Address | Club |
|------------|---------------------|------|
|------------|---------------------|------|

### **Non-Voting ADULTS -- Parents/Coaches/Officials/Guests Present**

| Print Name | Print Email Address | Club |
|------------|---------------------|------|
|------------|---------------------|------|

|                  |                                                          |      |
|------------------|----------------------------------------------------------|------|
| Angelique Dousis | <a href="mailto:adousis@yahoo.com">adousis@yahoo.com</a> | KATS |
| Audrey Hyde      |                                                          |      |
| Jenne Caton      |                                                          |      |
| Mikaela Matakis  |                                                          |      |