



## House of Delegates Meeting

Sunday, May 1, 2022 • 1:00 PM  
Zoom Meeting – See Link Below

### MEETING AGENDA

1. Welcome and Roll Call
2. Declaration of Conflict of Interest Statement
3. Review and Approve Oct 31, 2021 Meeting Minutes
4. Consent Agenda
  - Membership/Registration Coordinator Report
  - Executive Secretary Report
  - Safe Sport Report
  - Officials' Committee Report
  - Investment and Reserve Policy
  - Strategic Plan
  - USAS Workshop Reports
5. Elections
  - Appointments- Jeff Steiner-Finance Chair, Heather Farris – Sr Vice Chair (through 08/31/22)
  - General Chair, Admin Vice Chair, Senior Chair, Finance Chair, and At Large Delegate (Term begins 09/01/22)
  - Coach Representative and Junior Athlete Representative
6. Current Business
  - Finance Update
  - Meet Sanctions Update
  - Membership Fees for 2023
  - 2022 CZ Zone Trip Charges (Minneapolis)
5. Announcements/Information
6. Adjournment

Topic: Midwestern Swimming HOD Meeting

Time: May 1, 2022 01:00 PM Central Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/96622938211?pwd=NGU2U3FXSS96MnV2RUppQ3RIYkptQT09>

Meeting ID: 966 2293 8211

Passcode: 179466

One tap mobile

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Find your local number: <https://zoom.us/u/acqsHu0eRD>

General Chair	Betsy Purcell
Adm Vice Chair	Toby Rees
Senior Vice Chair	Heather Farris
Age Group Chair	Emma McEntarffer
Treasurer	Stefanie Martinez
Finance Chair	Jeff Steiner
Safe Sport Chair	Aidan Cho
DEI Chair	Carol Olson
Coaches' Rep	Katherine Anglin
Sr Athlete Rep	Diana Brailita
Jr AthleteRep	Drayton Beber
At Large Athlete	Michael Sambula
Delegate At Large	Jeff Nelson
Delegate At Large	Docker Hartfield
Governance Chair	Starre Haney
Operational Risk	Lori Howard
Technical Chair	Erica Storms
Registration Chair	Scot Sorensen
Officials Chair	Debra Pearson
Past General Chair	Carol Olson
Executive Secretary	Betty Kooy





**DATE:** 10/31/21

**TIME:** 1:00 p.m.

**LOCATION** Zoom Meeting

### Call to Order

- Midwestern House of Delegates
- House of Delegates Regular Fall Meeting
- Roll Call – Taken by online sign-in. Attendees:
  - BOD Members Present: Betsy Purcell, Toby Rees, Jimmy Parmenter (BT), Emma McEntarffer, Stefanie Martinez, Aidan Cho, Katherine Anglin, Drayton Beber, Jeff Nelson, Docker Hartfield (SO), Betty Kooy (ex officio)  
BOD Members Absent: Tony Storer, Diana Brailita, Michael Sambula-Monzalvo
  - BOD/HOD Committee Chairs Present: Carol Olson-DEI, Niki Schlegelmilch – Governance, Lori Howard – Operational Risk, Erica Storms – Technical (MAC), Scot Sorensen – Registration, Debra Pearson - Officials
  - Club HOD Delegates Present:, Kim Berndt & John Elder (ACE), Bruce Schomburg (CBSC), Chris Hansen (GNST), Tom Beck (GOAL), Brian Jensen & Kate Novinski (HG), Lisa Lewis (HLA), Gabby Baratta (HUSK), Thor Larson (ISWM), Nicole Sheets (LSS), Addisyn Storms (MAC), Drew Butler, Nick Baker & Lawton Rees (SCSC), Mike Nobiling (SST)  
Clubs not represented: BARR, BCST, BSC, FAST, HYAC, KYT, LIFE, LYD, NA, NEB, NYA, OWSC, SCH, SCM, SLS
- Declaration of Conflict of Interest Statement – Betsy Purcell; no conflicts announced.
- Agenda Review – no additions to agenda

### Approval of Previous Minutes

- Corrections and Additions - None
- Motion to Approve Minutes – Thor Larson; Seconded – Jimmy Parmenter; Approved

### Consent Agenda

- Documents /Reports – in meeting documents
  - Executive Secretary Report
  - Membership/Registration Report
  - Safe Sport and Social Media Reports
  - Officials Committee Report
  - Sanction Committee Report
  - Finance Committee Report
- Motion to Accept –Thor Larson; Seconded – Debra Pearson; Accepted

### Current Business:

- Financials – Tony Storer (Betty Kooy)
  - Balance Sheet and other financials – Cash Account looks good; registration fees for 2022 coming in (September more than usual) and membership on an upward trend; income from Splash fees up as there are more meets and more participants; Figures in reports are as of September 30.
  - Motion to approve Financial Report – Seconded and Approved
- Social Media Updates – Aidan Cho
  - Midwestern social media accounts have reached 500 followers
  - Offering 'team takeover' for any club – contact Aidan

## MW HOD Minutes – 10/31/2021

- Safe Sport Update – Aidan Cho
  - Incentives offered from USA Swimming to LSCs still available - \$2500 if 75% of clubs are SSRP by Dec 1, 2021; MW has only 5 clubs SSRP certified; proposing honorarium to incentivize clubs
  - Aidan is happy to help any club become certified

### New Business

- MW Bylaws Change
  - Diversity, Equity, and Inclusion chair required by USA Swimming to be voting member of LSC BODs
  - Addition to P & P 5.1 – 5.1.11 addition of Diversity, Equity, and Inclusion Chair; Addition to P & P 6.2.3.1 B
  - Motion to accept – Stefanie Martinez; Seconded – Lori Howard; Approved
- P & P Change
  - Addition to P & P 2.1.1.1 (b) – Addition for additional \$75.00 rebate to clubs, in addition to representative, have at least one athlete in attendance at both Spring and Fall HOD meetings
  - Recommended amendment – minimum age of athlete for attendance – 13
    - Motion to accept amendment – Jimmy Parmenter; seconded Brian Jensen; Passed.
  - Motion to accept as amended – Emma McEntarffer; Seconded – Niki Sheets; Passed as amended
- P & P Change
  - Addition to P & P 2.0 - a \$200.00 honorarium to MWS Clubs on first achievement of SSRP
    - Recommended \$100.00 for renewal was deleted
    - Reason for honorarium – purpose of SSRP is to support athletes safely and incentivize clubs
    - Motion to accept honorarium of \$200.00 – Jeff Nelson; Seconded – Aidan Cho; Passed
  - Note to clubs for the need to put MAAPP 2.0 on club websites and share with ALL families (Betsy)
- All Star Discussion and Cost
  - In the event that the All Star meet becomes a ;aren't/family travel event charge per athlete \$75.00
    - Discussion – Emma McEntarffer (Age Group Chair) noted it would be made clear to families that going forward MW will return to Team Travel for the All Star meet. The point now is to keep kids safe. MW has a block of rooms. Emma will contact hotel, possibly reserve more rooms, and will contact hotel about releasing them to parents when team finalized.
    - Motion to accept \$75.00 as MW charge for 2022 All Star meet if 'family' travel meet – Jimmy Parmenter; Seconded – Debra Pearson; Passed
    - Noted times to be achieved between Sept 1 and Dec 16, 2021; will take approx 60 swimmers
- Budget for 2022 – Tony Storer (Betty)
  - Noted original budget sent back to Budget Committee – circumstances have changed since spring
  - Noted committee went through the proposed budget line by line and based amounts on current financial projections, past financial information, and request from officers/committee chairs
  - Motion to approve 2022 budget as presented – Jimmy Parmenter; Seconded – Drew Butler; Approved
  - Question regarding the possibility of upgrading blocks at Woods pool; noted that Woods is a public facility and MW should not be responsible for public facilities
  - Noted Short Course LSC budgeted expense includes supplement for facility costs

### General Announcements

- Next BOD Meeting – Tuesday, November 16, 7:30 p.m. to include BOD Orientation; officers read job descriptions

### Adjournment

- Motion to adjourn – Lori Howard; Seconded – Emma McEntarffer; Approved.
- Time – 2:00 p.m.
- Submitted by: Betty Kooy, Executive Secretary



HOD Report  
Executive Secretary  
May 1, 2022

- **Sanctions/Meet Schedules–**

**Winter Meets** – All splash fees for Fall and Winter meets have been paid. We still need some paperwork.

**Summer Meets** – Most Summer meets are sanctioned and posted. Exceptions include Broken Bow (need referee), GNST-K (referee and admin confirmation and format of meet still in question), MW LC Championship (Sanction Committee needs to review format and decide on configuration of meet). Once format is finalized Long Course Championship meet (July 28-31, 2022) will be posted..

**Fall/Winter 2022-2023** – Fall/winter bids are coming in SLOWLY. We still have several clubs that usually host meets missing. Email was sent as a reminder. Approximately 30 meets have been requested.

**Summer 2023/Fall-Winter 2023-2024** - Hopefully by May we can get back on schedule of requesting bids one year out (Summer 2023 and Fall/Winter 2024 due May 30?).
- **MW SC Championship:** Short Course championship ultimately had 598 swimmers. Large team trophy went to GOAL; Small team trophy went to ISWM.
- **MW LC Championship:** LSS will host July 28-31. Sanction Committee will determine format. Officials committee will assign the Meet Referee and Admin Referee. Meet will be posted ASAP.
- **CZ Meets:**

**CZ MultiCultural Meet** – June 11-12, Evansville IN. Carol Olson has secured rooms, transportation and coaching staff for the meet. Application has been online. Families with targeted athletes were contacted regarding the opportunity. Currently there are 19 applications to attend this meet. MW funds this project completely. Coaches are Nick Baker, Emma McEntarffer, Riley Olson and Paige Skidmore. Application is open until May 15.

**CZ Open Water Championship** – June 16-17, Pleasant Prairie WI. This is a family travel meet. Application has been online. Eric Samson has been spearheading this effort and has volunteered to coach. Currently there are 11 applicants for the meet but 3 do not have the requisite entry times yet. Application is open until May 15.

**CZ 14 & Under Meet** – August 4-7, Minneapolis MN. Coach nomination form and athlete applications will be posted soon. NAG AAA times are the qual times for this meet. Meet is also a family travel meet.
- **USA Swimming Workshop – USA Swimming Workshops** were held April 21-24, 2022 in Denver, CO. Four MW personnel (Betsy Purcell, Carol Olson, Betty Kooy, Jimmy Parmenter) attended the Workshop. Reports from attendees are filed with the HOD meeting documents. It was so very good to see people and interact in person! Zone assignment for Midwestern Swimming for 2023 is Lenexa KS.
- **Athlete Reimbursement and Outreach Reimbursement –**

Reimbursement requests for Winter Juniors totaled \$4500 to date. Reimbursement for Region 8 meets to date is \$3475.00. MW had 103 swimmers entered in the meet in Columbia (and 6 working MW officials). One request for \$200 for the TYR Pro in San Antonio has been processed. Outreach requests are being processed as they come into the MW Office - \$1276.09 to date.
- **LEAP** – The LEAP committee has finished assignments for Midwestern’s April 30, 2022 extended deadline. The Committee members had access to a GoogleDoc so assigned items were completed to be ready for uploading to the LEAP area. Betty has accomplished the uploading of the required narratives to the LEAP online GoogleDoc. With everyone doing their part it has been a relatively painless process. Committee members – Betsy Purcell, Toby Rees, Aidan Cho, Carol Olson, Starre Haney, Debra Pearson, Jeff Nelson (contributor), Betty Kooy.
- **Executive Secretary –**

**USA Swimming Requirements** –The financial review for 2021 by Massman, Nelson, Reinig is complete, the 990 is currently begin completed by Doug Kozeny.

**Updated Website** – Many thanks to Aidan Cho for help in updating the MW website. The content seems to have migrated successfully. With the new CMS content is more accessible via mobile devices than with the previous CMS. We are always open to suggestions for new content.



To: MWS Board of Directors

From: Scot Sorensen, Membership/Registration Coordinator

Date: April 26, 2022

	<b>2021 Membership</b> June 1, 2020 – April 25, 2021	<b>2022 Membership</b> September 1, 2021 – April 25, 2022	<b>Increase / Decrease</b>
<b>Member Clubs/Organizations</b>	30	29	- 1
<b>Premium Athletes - Renew</b>	1,591	1,585	- 6
<b>Premium Athletes - New</b>	348	525	+ 177
<b>Seasonal Athletes - Renew</b>	6	0	- 6
<b>Seasonal Athletes - New</b>	6	0	- 6
<b>Flex Athletes - Renew</b>	87	24	- 63
<b>Flex Athletes - New</b>	34	56	+ 22
<b>Flex Athletes - Upgrade</b>	15	26	+ 11
<b>Outreach Athletes - Renew</b>	34	21	- 13
<b>Outreach Athletes - New</b>	5	13	+ 8
<b>Athletes - Total</b>	2,111	2,224	+ 113
<b>NATH Members</b>	341	370	+ 29



## HOD Report: Safe Sport

House of Delegates Spring 2022

### Safe Sport Recognition Program

Currently seven MW teams are Safe Sport Recognized: SCSC, ACE, BT, HLA, LSS, NYA & GNST

Reminder: MWS offers a \$200 rebate for clubs who initially complete SSRP

**What is it?:** The USA Swimming Safe Sport Club Recognition program allows a USA Swimming member club to demonstrate its commitment to creating a healthy and positive environment free from abuse for all its members through the development and implementation of club governance measures, Safe Sport policies and reporting mechanisms, Safe Sport best practices and training to athletes and parents.

- Clubs will be asked to share their Athlete Protection Policies and other measures they have in place to safeguard athletes.
- They will also demonstrate how they screen and select staff and volunteers as getting the right people involved is a big part of successfully implementing Safe Sport.
- Additionally, clubs will be awarded points when minor athletes and parents complete the Safe Sport online courses, as well as hosting in-person Safe Sport related training.
- They will also detail communication to members about how to report misconduct to USA Swimming Safe Sport and the U.S. Center for SafeSport.

To get started go to [usaswimming.org/ssrp](https://usaswimming.org/ssrp) or contact MWS Safe Sport Chair, [Aidan Cho](#)

### Minor Athlete Abuse Prevention Policy (MAAPP) 2.0

Please ensure your team has adopted MAAPP 2.0 as required by USA Swimming effective September 1, 2021. This **required** policy addresses one-on-one interactions, social media and electronic communications, travel: local and team, locker rooms and changing areas and massages, rubdowns and athletic training modalities.

This was communicated with club Safe Sport Coordinators leading up to September 1, 2021. If for some reason your team has not adopted this policy, please make that your number 1 priority. Also, please ensure that the policy has been communicated with your teams.

[MAAPP Webpage & Customizable Policy Template](#)



**DATE:** 04/28/2022

**TIME:** 8:30 p.m.

**LOCATION** Zoom Call

### Call to Order

- Midwestern Officials Committee
  - Debra Pearson (Chair), Brenda Dankert, Bill Haney, Lori Howard, Betty Kooy (ex officio)
  - Absent: Dan Brailita (in San Antonio), Kent Olberding (working)

### General Business

- Current Officials List sent (Excel file)
  - Later noted several AOs are coming out as ARs – Debra will fix in OTS
  - Need to clarify with referees putting in the items in OTS who are ARs and who are AOs
  - Noted lack of OTS for at least Fall – USA Swimming may provide .csv file to track when no OTS is available; Referees will have to send lists to Debra
- Admin Referee document
  - Bill will share
  - Bill noted in email that procedures are more in line with other LSC and Sectional procedures
- Need for new committee member
  - Jack Zimmerman did not renew USA Swimming membership
  - Will need member from North area (Sioux City, etc)
  - Several recommendations – Debra will approach
  - Vacancies are recommended by committee and confirmed by General Chair and BOD
- Need to name Meet Referee and Admin Referee for Long Course
  - Looked at past referees for meet (Betty's past meet flyers)
    - Several names recommended
    - Debra will contact
  - Looked at possible Admin Refs
    - Several names recommended (AOs - Kevin and Niki)
    - Debra will contact
- General discussion
  - Kim Berndt contacted Debra re Referee for CSG – Kim Schmidt will be referee at CSG in Fremont; Betty noted meet format and need for other MW/USA Swimming S & T
  - Need for clinics before summer – both S & T and AO – Debra will set up dates
  - Brenda looking for Starter for May 21 meet in Kearney
  - Summer Challenge meets – host will determine Referee and AO.
- Next Meeting – Sunday, June 5, 2022 – 8:30 p.m. – Debra will send email and text reminders

### Adjournment

- Time: 9:20 p.m.
- Submitted by: Betty L Kooy



## **6.0 Investment and Reserve Policies**

### **6.1 Purpose**

The purpose of the Midwestern investment policy is to set guidelines and philosophical considerations for the management of cash and other assets held by Midwestern Swimming.

### **6.2 Guidelines**

- 6.2.1 Midwestern Swimming shall strive for 75% of its annual operating expenditures budget to be held in a general reserve fund, with a maximum percentage of 125%.
- 6.2.2 All other monies are to be viewed as short term in nature with no intent to create a longer-term pool of investment capital.
- 6.2.3 The policy guidelines shall be reviewed on an annual basis.

### **6.3 Objectives**

- 6.3.1 The objective of the Midwestern investment to maintain the financial viability of the corporation.

### **6.4 Account Specific Information**

- 6.4.1 Checking accounts shall be held in US banks offering appropriate Federal Deposit Insurance.
- 6.4.2 Midwestern Swimming may own obligations of US dollar denominated investments meeting the following criteria:
  - 6.4.2.1 Marketable, direct obligations of the United States of America maturing within one year from the date of acquisition.



MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC FRAMEWORK



*The Vision and Mission of Midwestern Swimming*

*Vision: Midwestern Swimming...inspired by passion to achieve excellence.*

*Mission: Midwestern Swimming strives to maximize opportunities for growth and success of all current and future swimmers through competitive swimming.*

Core Values

- ✓ Integrity
- ✓ Leadership
- ✓ Excellence
- ✓ Passion

Focus Areas

- ✓ Member Recruitment, Marketing & Engagement
- ✓ Partnerships
- ✓ Performance
- ✓ Volunteerism
- ✓ Education

**Summary:**

This plan was created based on what has been heard around the LSC; things that have been discussed by board members, coaches, officials, parents and athletes. We are only including 2022-2024 so that leading up to 2024 MW can do another group strategic planning session and refine goals and objectives. With dedicated leadership Midwestern can truly accomplish these goals.



**MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC WORKSHEET**



<b>FOCUS AREA: MEMBER RECRUITMENT, MARKETING &amp; ENGAGEMENT</b>					
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b> What needs to be done?	<b>WHO?</b> Responsible Party	<b>WHEN?</b> Deadlines/Milestones
<b>Increase MWS athlete membership by 15%</b>	Create recruitment & outreach efforts throughout entire LSC	Conduct research on best ways to promote the sport/LSC, and look at comparable organization tactics/efforts.	Form recruitment & outreach sub-committee	General Chair, Admin Vice Chair, Age Group chair, DEI Chair, Safe Sport Chair, Registration Chair, Office	Increased by 15% by the beginning of short course 2023-2024 season
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b> What needs to be done	<b>WHO?</b> Responsible Party	<b>WHEN?</b> Deadlines/Milestones
<b>Improve digital presence, PR &amp; resources within the LSC</b>	Continue improving MWS social media & web platforms to further reach all stakeholders by increasing followers and engagement by 50% on all platforms	<ul style="list-style-type: none"> <li>Involve athlete committee; increase normal season, championship and LSC meet content</li> <li>Promote officials' positions &amp; volunteerism</li> </ul>	Continue creating original content based around teams, athletes and volunteers for social media / website usage	Safe Sport, Office, General Chair, Zone / All Star / Open Water coaches/ managers, athlete committee	August 2023
	Continue sending monthly or bi-monthly LSC newsletter to all MW stakeholders, while finding ways to further engage viewers	Research other LSC newsletter to see what content and information they include	Continue sending email blast updates with information that parents/ swimmers/ officials may not normally see from their coaches	Office	TBD



**MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC WORKSHEET**



<b>FOCUS AREA: PARTNERSHIPS</b>					
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK What needs to be done?</b>	<b>WHO? Responsible Party</b>	<b>WHEN? Deadlines/Milestones</b>
<b>Improve partnerships with communities in our LSC</b>	Create partnerships with learn-to-swim schools, swim lesson providers, etc in MW region to promote club swimming after program	<ul style="list-style-type: none"> <li>Identify learn-to-swim and swim lesson providers in MW region</li> <li>Connect with managers/ owners to establish a mutually agreed upon partnership to promote MWS and its teams</li> </ul>	<ul style="list-style-type: none"> <li>Create framework and goals of partnership</li> </ul>	Office, General Chair, Admin Vice Chair, Registration Chair	TBD
	Work with local, state and regional business sponsors to create additional revenue streams for athlete opportunities while expanding brand awareness	Conduct research on other LSC and comparable sport league organizations sponsorship programs; identify what MWS can offer to these companies	<ul style="list-style-type: none"> <li>Create proposals explaining the need for sponsors and how both brands can benefit from each other</li> <li>Identify corporate sponsors; locally, across the state and region</li> </ul>	Finance Committee	End of 2024 Long Course Season



**MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC WORKSHEET**



<b>FOCUS AREA: MEMBER RECRUITMENT, MARKETING &amp; ENGAGEMENT</b>					
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b> What needs to be done?	<b>WHO?</b> Responsible Party	<b>WHEN?</b> Deadlines/Milestones
<b>Create MWS Senior Athlete Scholarship Fund</b>	Review available and future funds that can be allocated to providing scholarships for senior swimmers who are swimming in college	<ul style="list-style-type: none"> <li>• Review financials and determine viability</li> <li>• Create criteria (times, rep, etc)</li> <li>• Develop application process (essay, etc)</li> </ul>	Form athlete scholarship task force	General Chair, Office, Finance Committee, Coach Rep, Senior Vice Chair, Age Group Vice Chair	TBD
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b> What needs to be done	<b>WHO?</b> Responsible Party	<b>WHEN?</b> Deadlines/Milestones
<b>Create training opportunities for athletes to train and learn outside of their normal team practice</b>	Create LSC-wide practices and social events  Host engaging & competitive skills clinics for athletes on all levels (beginner to Trials)	<ul style="list-style-type: none"> <li>• Find teams / pools willing to host</li> <li>• Develop schedule</li> <li>• Appoint/find coaching staff</li> <li>• Find teams / pools willing to host</li> <li>• Identify swim camps/training groups that can host multi-day, multi-skill level clinics</li> </ul>	<ul style="list-style-type: none"> <li>• Create athlete committee</li> <li>• Review how other LSCs run LSC-wide practices</li> <li>• Create athlete committee</li> <li>• Determine the desire for these camps</li> </ul>	Athlete committee, athlete planning committee, non-athlete planning committee  Athlete committee, Office, General Chair, Coach Rep, Senior Vice Chair, Age Group Vice Chair, Admin Vice Chair	After formation of athlete committee  After formation of athlete committee
	Create LSC training trips	Determine interest in taking athletes from across the LSC on training trips to colleges, Olympic Training Center, etc	Form sub-committee with coaches	General Chair, Age Group and Senior Vice Chairs	TBD



**MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC WORKSHEET**



<b>FOCUS AREA: VOLUNTEERISM</b>					
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b>	<b>WHO?</b>	<b>WHEN? Deadlines/Milestones</b>
<b>Recruit Officials</b>	Increase LSC officials by 25 officials	Educate the swimming community on roles, expectations, and certification process	<b>What needs to be done?</b> <ul style="list-style-type: none"> <li>• Work with club official reps to schedule meeting with their team to promote officials</li> <li>• Create posters, graphics, and video marketing content for LSC and team distribution/ heat sheet ads</li> <li>• Find feasible promotions (i.e. gift cards, splash fees waived, etc) to entice new officials to become involved</li> </ul>	<b>Responsible Party</b> Officials Committee	End of long course 2023
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b>	<b>WHO?</b>	<b>WHEN? Deadlines/Milestones</b>
<b>Create an LSC Athlete Committee</b>	<ul style="list-style-type: none"> <li>• Form an athlete committee with representation of at least two athletes from each of the following areas, Omaha Lincoln, Sioux City, Kearney/Grand Island areas.</li> <li>• Committee will be led by elected Senior, Junior, At-Large Athlete Reps</li> </ul>	Form an athlete committee planning task force of non-athlete members to recruit members and begin framework	<b>What needs to be done</b> <ul style="list-style-type: none"> <li>• Identify sub-committee of non-athlete members</li> <li>• Establish committee purpose, direction and what the committee can do to impact the LSC &amp; other athletes</li> </ul>	<b>Responsible Party</b> General Chair, Senior Chair, Age Group Chair, Coach Representative, Safe Sport, DEI, Coach, & Athlete Reps	Beginning of short course 2022-2023



**MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC WORKSHEET**



<b>FOCUS AREA: EDUCATION</b>					
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK</b> <b>What needs to be done?</b>	<b>WHO?</b> <b>Responsible Party</b>	<b>WHEN?</b> <b>Deadlines/Milestones</b>
<b>75% of all teams Safe Sport Recognized</b>	Have at least 75% of MW teams complete and be approved for Safe Sport Recognition Program, demonstrating both the team and LSC commitment to Safe Sport	<ul style="list-style-type: none"> <li>Schedule in-person or Zoom meetings with each team's safe sport club coordinator, head coach, and a board member to inform them of SSRP</li> <li>Creation of another LSC SSRP campaign, including additional incentives</li> <li>Review feasibility of requiring meet hosts to be SSRP teams, prior to meet application</li> </ul>	<ul style="list-style-type: none"> <li>Re-form Safe Sport Committee with priority focused on SSRP efforts</li> <li>Host events &amp; meet tabling to connect and engage with parents, swimmers, coaches, &amp; team leaders on Safe Sport and SSRP efforts</li> </ul>	Safe Sport Coordinator, Safe Sport Committee	Start of long course 2024
<b>Athlete Education Programming</b>	Create athlete track at Swimposium including in-water technique instruction; college recruiting 101; leadership; athletes in the digital age (social media), nutrition, etc	Review other LSC Swimposiums and athlete leadership events to form foundation of MW athlete track	<ul style="list-style-type: none"> <li>Determine presenters, speakers, guests, and desired content for athletes</li> </ul>	Athlete committee, sub-committee, non-athlete members, athlete reps	Swimposium 2023



**MIDWESTERN SWIMMING BOARD OF DIRECTORS  
2022-2024 STRATEGIC WORKSHEET**



<b>FOCUS AREA: EDUCATION-CONTINUED</b>					
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK What needs to be done?</b>	<b>WHO? Responsible Party</b>	<b>WHEN? Deadlines/Milestones</b>
<b>Parent Education Programming</b>	Create parent track at Swimposium. Possible courses-roles of parents in sport, how to help your swimmer without overstepping coaches, college recruiting 101 etc	Review other LSC Swimposiums and form foundation of MW parent track	Determine presenters, speakers, guests, desired content for athletes	Coach Rep, Parents/former parent BOD members	Swimposium 2023
<b>STRATEGIC GOAL</b>	<b>MEASURABLE OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>TASK What needs to be done</b>	<b>WHO? Responsible Party</b>	<b>WHEN? Deadlines/Milestones</b>
<b>Board &amp; Team Leader Education Programming</b>	<ul style="list-style-type: none"> <li>Education on board leadership</li> <li>Education on MWS/USAS policies and procedures</li> </ul> Social Media & Marketing Workshops, presentations with team leaders, coaches & athlete reps Encourage participation in Club Recognition Program through 25% of all teams recognized	<ul style="list-style-type: none"> <li>Form BOD &amp; LSD education task force</li> <li>Board best practices, leadership &amp; structure workshop-similar to 'BoardSource'</li> </ul> Schedule and plan social media & marketing workshop at 2023 Swimposium	Identify what areas in which MW team leaders & BOD need more guidance  Research, identify, and create tools, resources, tips that teams can use to expand their own marketing & PR  Gather and compile necessary information	Education Task Force  Safe Sport, Coach Rep  General Chair, Admin Vice Chair, Governance Chair	TBD  2023 Swimposium  TBD



## USA Swimming Workshop Report • April 21-24, 2022

by Betty Kooy

### Registration Meetings:

- The WHY –
  - Safe Sport Compliance
    - Certifications on Dashboard
    - Auto reminder
  - Member Value
    - Feel part of something
    - 3-party hand-off
    - Quick and easy renewal
    - Robust data – ethnicity, competition category, disability categories
  - Member Service – efficiency
  - Future adaptability
- Data partitioned
  - NCAA/FINA
    - Non-member times
    - Preserve value for USA Members
    - Will be able to enter own Time Standards (Championship etc)
- Sanctioning
  - May be entered by club as a sanction request (all LSC required documents still required by LSC)
  - Availability of out-of-LSC meets; gives people a chance to know where other opportunities are
- OME
  - Available to ALL meets
    - Search, Filter, Important to interface with others
- FUTURE connection to OTS
  - NOT yet
  - Will have an interim solution for LSC Officials
- Club Data Entry
  - Club application suite
    - Club will enter CLUB info online – LSC must approve
    - New club portal
      - Club facilities, Find a Team info, Practice group info etc
      - Swim School Info
  - Club staff management
  - Single sign-on
  - Sunset DeckPass
  - Single account for Registration, SWIMS, Applications
- Monitor Data Quality Standards
  - Data STEWARD
  - Immediate touch point at registration
  - Search for various categories – organization, SAA, Disability
  - Unlimited roles for users
- Communication and Customer Service
  - Target LSCs, Coaches, Athlete parents
  - Resources will be available – articles, Webinars, FAQs
  - Will be a customer service rep
- Timeline
  - August for LSC, Club, Admin
  - September for OMR (online member registration)
- Online
  - Club has own link
  - Add new members – validate with verification code sent via email
  - Members over 15 can edit own
  - New – Member contact, emergency contact, gender IDENTITY option for over 16 (not the competition category)
- LSCs will collect the money
- Data will migrate BUT each member will need to create new account as of September 1  
Will tie to current person – by name and birthdate – rest of information needs to be added
- More reg reports available
- Registration must meet LSC requirements – payment before registering; birth certificates, etc

- Outreach – a separate link
- Transfers can be rejected
- Money flow
- Can track money on LSC side
- Club can manage through USA Swimming
  - Supposedly no need for 3<sup>rd</sup> party vendor – vendors will have information for their programs
  - Still need to track CPR and Safety certs for those required certifications

#### Times

- Meet added before loading results
- Club can add – LSC approval still needed
- Allows for tracking type of meet, additional facilities, better control of data quality
- OME
- Records – LSC must still approve

#### SWIMS 3.0

- 120 day rule
  - Athlete committee –
    - want legislation that works with less than 120 day waiting for transfer – will be brought to Annual Business meeting in Fall
    - recommending 20 days (later meeting – 30 days)
      - waivers for military transfer, unchartered club, Safe Sport filing – will not be part of the legislation presented in Fall
    - question regarding beginning date – Reg will determine
  - General Info
    - Athlete registers/joins club; THEN registers with USA Swimming
    - Once parent pushes the submit, charges will begin (club and LSC)
    - Will be training – 1 in-person and 2 Webinars
    - Information for clubs – July or August
      - may depend on information from vendors
    - Access – who ultimately gets access should be in LSC Policies and Procedures
    - Wild card going away

Can contact at [swims3.0@usaswimming.org](mailto:swims3.0@usaswimming.org)

#### Legislative Review and Governance

- Reviewed proposed legislation for 2022 USA Swimming Business meeting
  - Allowed for discussion and rework of the recommended/already filed legislation
  - Some will be taken back to proposers with recommended changes/additions before filing deadline of May 15
- Governance
  - Explained the nomination process for Board of Directors
  - Rationale for wanting people with certain skill sets

#### Zone Directors Council

- Committee Meeting
  - Discussed the 'Sectional Manual'
    - Each Zone and section conducts their own Sectional meets
    - Zone and Section were to have autonomy
    - Manual seems like a blueprint – designed to be a 'guideline'
    - Wording in manual may change to reflect guidance rather than requirements

#### Central Zone Meeting

- Committee Reports – only Athletes
  - Gave highlight of what CZ Athlete Reps have done
  - Outlined the Athlete Workshop for June – hopefully 4 athletes from every LSC
- Meet Bids for 2024 (Jimmy's report)
  - Site selection for 2023 – MW will go to Lenexa, KS
- Election for Non-Coach Director and Secretary will take place in the fall
- Discussion of proposed changes to CZ Policies and Procedures
  - Outgoing officers will stay for one year as ExOfficio

**USA Swimming Workshop Report • April 21-24, 2022**  
**by Jimmy Parmenter**

Thank you very much to Midwestern Swimming for allowing me to attend these informational meetings.

**NOTES FROM MEETINGS**

**Live Streaming Solutions for Youth & Amateur Sports**

1. Zero cost, completely automated broadcast solution
2. 30% revenue share paid on all facility-generated subscriptions
3. Hardware, installation, maintenance, monthly cloud storage, venue support, customer service and unlimited live streaming all provided at no cost
4. Hassle-free AI-driven on/off camera intelligence (no need to set schedules)
5. Complete broadcast control via password-protected viewing
6. 4K panoramic feeds (meets and practices)
7. Digital scoreboard overlay for swim meets
8. Cloud management and storage (VOD available for 30 days)
9. End-to-end digital and physical marking provided free of charge.
10. And does much more

For more information or to request a demon, contact [venues@livebarn.com](mailto:venues@livebarn.com)

**Age Group Meetings**

**Age Group Issues** Between 2016-2022 • 20% loss of maintaining 12 & under athletes, and it isn't due to COVID.

- A. Major cause of loss of 12 & UN is that swim meets are lasting to long compared to other sports. *This was taken from surveys from across the country.*
- B. Suggestions to maintain 12 & UN
  1. Focus on keeping 12 & UN meets between 2 – 2 ½ hours
  2. Try hosting 12 & UN meets on different days other than Saturday & Sundays
  3. Shorter one session meets for 12 & Unders
  4. Seeing that 12 & UN meets will be smaller. They are asking LSC's to take a smaller percentage of meet fees. They are hoping the LSC's will see this as an investment to help grow the LSC and keep our younger athletes in the sport.
  5. **NOTE:** There is a proposal on the USA Swimming legislation coming up for a vote in September to mandate 3 x 10-week seasons for 12 & UN.
    - a. January 1 – April 15<sup>th</sup>
    - b. April 16<sup>th</sup> – August 15<sup>th</sup>
    - c. August 16<sup>th</sup> – December 31<sup>st</sup>The Age Group Committee is going to ask that this legislation to be used as guideline And not be mandated. The census of the group was to allow each LSC's to come up With their own seasons that will fit each LSC's needs.

***This would allow each LSC to choose a 10-week, 12-week, 14-week, 16-week season instead of being mandatory.***

The reason to promote “seasons” is to help try and help keep kids and parents committed to swimming for an entire season instead of dropping out in the middle of the season. USA Swimming is known as a year-round sport even though we have season. (LSC’s) need to do a better job of creating a season with a beginning end point for 12 & Under athletes and families.

6. They are also encouraging LSC’s to try and create a season for 12 & UN families and hold separate championship meets for Age Group Swimmers, so families see the path these Athletes are on.

Sample meet ideas are shared from the age group meeting.

- a. C Championship
- b. B Championship
- c. BB Championship
- d. 8 & UN Championship
- e. 10 & Under Championship
- f. 12 & Under Championship
- g. 14 & Under Championship
- h. Senior Championship

### **Central Zone Meeting**

#### **2023 Sectionals**

Lenexa, KS

#### **2023**

Open Water Championship – Lake Andrea WI

Camp June 15

Race June 16

14 & UN Championship – Lenexa, KS

August 3-6

#### **2024 Bids**

Diversity TBA (Indianapolis)

Open Water - Pleasant Prairie, WI

Fri, June 14, 2024

14 & UN Championship – Des Moines, IA

August 9-11, 2024

### **USA Registrations for 2023**

Get ready for a bumpy road we will have while USA Swimming rolls out the new way of registration for 2023.

## USA Swimming Workshop Report

April 21 -24, 2022

Betsy Purcell

LSC Leaders: Leading the BOD - Identifying, Prioritizing and Solving your most important issues.

- Communicate BOD and Committees to the LSC

- Training / Orientation for the BOD

- Time Commitment – Meetings, Task Force, Zoom, In-Person, Monthly, Bi-Monthly

- What we do in each position

- Partner with other LSCs on strategies

- Engage with Athletes

Understanding Swims 3.0

- Brief presentation on what it will look like

- Training videos will be available online before we go live

- Should be available to some in August to learn

- Live September 1

Athlete / Non Athlete: Collaborative Goal Setting

- Set Goals with an emphasis on Communication

DEI / LSC Leadership

- We all have Privilege

- Need to identify what privileges we have as individuals and use them

- Having privilege is not a bad thing if you use it for the right reason

Central Zone

- Taking nominations for Non-Coach Director

- 2023 zones – 2 sites - We will be going to Lenexa KS

- 2024 Diversity Camp –Joined a Task Force – Indianapolis & Minneapolis were both wanting to bid. Decided to work together. Hoping to come up with something Right before Olympic Trials so the athletes could then stay and attend a couple of sessions of Trials.

## Midwestern Swimming DEI Chair Report

Overview of 2022 USA Swimming Workshop held Thursday, April 21-Sunday 24, 2022

Denver, Colorado

Carol Olson

### Workshop Focus –

- Connect with diversified populations by developing relationships.
- Accept diversified populations by including them in programming.
- encourage LSCs to determine what are the needs of the community in general
- encourage swimming clubs to determine needs of their specific club community
- ask community what are the barriers to participation, i.e. transportation, finances, interpersonal connections
- ask community how can our LSC make connections and make those connections stronger
- determine where community is at and address, i.e. water safety education, learn to swim programming
- judge doing not judge being
- online questionnaire directed to everyone asking what do they need, and are we doing it
- inclusion is the opposite of bigotry
- equity is giving differently
- Connect, Accept, Provide (Diversity, Inclusion and Equity)

Diversity equals connection. Ask what do you want out of this experience.

# Midwestern Swimming, Inc.

## Balance Sheet As of April 30, 2022

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
102 Wells Fargo	110,181.46
122 Savings Wells Fargo	65,102.04
124 CD FNBO	102,834.84
129 PayPal Account	0.00
Bill.com Money Out Clearing	1,910.11
<b>Total Bank Accounts</b>	<b>\$280,028.45</b>
Accounts Receivable	
1200 Accounts Receivable	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>
Other Current Assets	
119 close out of investments	0.00
410 Kirkpatrick Pettis	0.00
412 American Express	0.00
414 Dain Rauscher	0.00
Payroll Refunds	0.00
<b>Total Other Current Assets</b>	<b>\$0.00</b>
<b>Total Current Assets</b>	<b>\$280,028.45</b>
Fixed Assets	
181 Depreciation	0.00
<b>Total Fixed Assets</b>	<b>\$0.00</b>
<b>TOTAL ASSETS</b>	<b>\$280,028.45</b>

# Midwestern Swimming, Inc.

## Balance Sheet As of April 30, 2022

	TOTAL
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	0.00
<b>Total Accounts Payable</b>	<b>\$0.00</b>
Credit Cards	
204 Credit Card - Kooy, Betty	0.00
209 Credit Card - Scot Sorensen	0.00
<b>Total Credit Cards</b>	<b>\$0.00</b>
Other Current Liabilities	
2001 Acct Pay	0.00
201 Prepaid USS Registrations	19,756.00
2100 Payroll Liabilities	0.00
211 Accrued PR Taxes	844.12
301 Payroll Tax	0.00
Direct Deposit Payable	0.00
<b>Total Other Current Liabilities</b>	<b>\$20,600.12</b>
<b>Total Current Liabilities</b>	<b>\$20,600.12</b>
<b>Total Liabilities</b>	<b>\$20,600.12</b>
Equity	
3000 Opening Bal Equity	0.00
3900 Retained Earnings	257,754.23
Net Income	1,674.10
<b>Total Equity</b>	<b>\$259,428.33</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$280,028.45</b>



# Midwestern Swimming, Inc.

## Profit and Loss

January - April, 2022

	TOTAL
Income	
420 Interest Income	3.03
421 All Star Meet	5,549.03
425 Officials Income	224.60
432 MWS LSC Short Course	31,878.50
441 MWS Sanction Fee	850.00
442 MWS Splash Fee	25,655.50
443 MWS Fines	75.00
451 USS Athlete Membership	
451.1 Athlete-Premium	64,380.00
451.3 Athlete-Upgrade	918.00
451.31 Athlete-Flex	240.00
451.4 Athlete-Outreach	30.00
451.5 Athlete-Txfr	290.00
<b>Total 451 USS Athlete Membership</b>	<b>65,858.00</b>
452 USS Nonathlete Members	10,730.00
453 USS Club Memberships	2,000.00
<b>Total Income</b>	<b>\$142,823.66</b>
GROSS PROFIT	<b>\$142,823.66</b>
Expenses	
521 All Star Meet Exp	13,350.08
526 Diversity Support	
526.1 Outreach Meet Support	740.13
<b>Total 526 Diversity Support</b>	<b>740.13</b>
527 Safe Sport	493.00
532 MWS LSC ShortCourse	28,658.72
541 Athlete Reimbursement	
541.1 Sectional & Sr. Zone Reimburse	4,175.00
541.2 Grand Prix Reimb	400.00
541.3 Nationals & Jr. Nationals	625.00
<b>Total 541 Athlete Reimbursement</b>	<b>5,200.00</b>
551 USS Athlete Registration	
551.1 Athlete-Premium	58,608.00
551.3 Athlete-Flex	-45.00
551.4 Athlete-Outreach	25.00
<b>Total 551 USS Athlete Registration</b>	<b>58,588.00</b>
552 USS NonAthlete Reg	9,702.00
553 USS Club Registrations	700.00
566 Insurance	356.00
568 Service Charge	22.50
569 Returned Checks	2,314.00

# Midwestern Swimming, Inc.

Profit and Loss  
January - April, 2022

	TOTAL
571 Administration	1,072.50
571.1 Admin - Professional Fees	6,682.89
<b>Total 571 Administration</b>	<b>7,755.39</b>
572 Office Supplies	64.77
575 Admin Postage	20.30
578 Officials Expense	
578.1 Evaluator & Certification	447.28
578.2 Meet Costs	1,369.63
578.3 Officials Reimbursement	1,100.00
<b>Total 578 Officials Expense</b>	<b>2,916.91</b>
581 Exec Secretary - Wage	8,540.44
582 Payroll Taxes	653.35
589 LSC Awards Banquet	
589.2 Awards	300.00
<b>Total 589 LSC Awards Banquet</b>	<b>300.00</b>
595 Miscellaneous Expense	764.00
596 BOD Meeting Expenses	9.97
Unapplied Cash Bill Payment Expense	0.00
<b>Total Expenses</b>	<b>\$141,149.56</b>
NET OPERATING INCOME	<b>\$1,674.10</b>
NET INCOME	<b>\$1,674.10</b>

# Midwestern Swimming, Inc.

Budget vs. Actuals: 2022 Final Budget Forecast - FY22 P&L

January - December 2022

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Income</b>				
420 Interest Income	3.03	25.00	-21.97	12.12 %
421 All Star Meet	5,549.03	9,250.00	-3,700.97	59.99 %
423 Zone Meet		7,500.00	-7,500.00	
425 Officials Income	224.60		224.60	
431 MWS LSC Long Course		28,500.00	-28,500.00	
432 MWS LSC Short Course	31,878.50	25,116.48	6,762.02	126.92 %
441 MWS Sanction Fee	850.00	3,800.00	-2,950.00	22.37 %
442 MWS Splash Fee	25,655.50	87,750.00	-62,094.50	29.24 %
443 MWS Fines	75.00		75.00	
451 USS Athlete Membership		185,000.00	-185,000.00	
451.1 Athlete-Premium	64,380.00		64,380.00	
451.3 Athlete-Upgrade	918.00		918.00	
451.31 Athlete-Flex	240.00		240.00	
451.4 Athlete-Outreach	30.00		30.00	
451.5 Athlete-Txfr	290.00		290.00	
<b>Total 451 USS Athlete Membership</b>	<b>65,858.00</b>	<b>185,000.00</b>	<b>-119,142.00</b>	<b>35.60 %</b>
452 USS Nonathlete Members	10,730.00	29,600.00	-18,870.00	36.25 %
453 USS Club Memberships	2,000.00	7,200.00	-5,200.00	27.78 %
489 LSC Awards Banquet Income		2,250.00	-2,250.00	
490 Coaches Clinic Income		2,500.00	-2,500.00	
<b>Total Income</b>	<b>\$142,823.66</b>	<b>\$388,491.48</b>	<b>\$ -245,667.82</b>	<b>36.76 %</b>
<b>GROSS PROFIT</b>	<b>\$142,823.66</b>	<b>\$388,491.48</b>	<b>\$ -245,667.82</b>	<b>36.76 %</b>
<b>Expenses</b>				
521 All Star Meet Exp	13,350.08	17,000.00	-3,649.92	78.53 %
523 Zone Meet Exp		17,000.00	-17,000.00	
524 Other Age Group Expense		8,500.00	-8,500.00	
526 Diversity Support		10,000.00	-10,000.00	
526.1 Outreach Meet Support	740.13		740.13	
<b>Total 526 Diversity Support</b>	<b>740.13</b>	<b>10,000.00</b>	<b>-9,259.87</b>	<b>7.40 %</b>
527 Safe Sport	493.00	2,500.00	-2,007.00	19.72 %
528 Athlete Leadership Committee		500.00	-500.00	
531 MWS LSC LongCourse		30,018.60	-30,018.60	
532 MWS LSC ShortCourse	28,658.72	32,000.00	-3,341.28	89.56 %
541 Athlete Reimbursement		23,000.00	-23,000.00	
541.1 Sectional & Sr. Zone Reimburse	4,175.00		4,175.00	
541.2 Grand Prix Reimb	400.00		400.00	
541.3 Nationals & Jr. Nationals	625.00		625.00	
<b>Total 541 Athlete Reimbursement</b>	<b>5,200.00</b>	<b>23,000.00</b>	<b>-17,800.00</b>	<b>22.61 %</b>
551 USS Athlete Registration		165,000.00	-165,000.00	
551.1 Athlete-Premium	58,608.00		58,608.00	
551.3 Athlete-Flex	-45.00		-45.00	

# Midwestern Swimming, Inc.

Budget vs. Actuals: 2022 Final Budget Forecast - FY22 P&L

January - December 2022

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
551.4 Athlete-Outreach	25.00		25.00	
<b>Total 551 USS Athlete Registration</b>	<b>58,588.00</b>	<b>165,000.00</b>	<b>-106,412.00</b>	<b>35.51 %</b>
552 USS NonAthlete Reg	9,702.00	26,400.00	-16,698.00	36.75 %
553 USS Club Registrations	700.00	2,100.00	-1,400.00	33.33 %
554 Club Rebates		1,500.00	-1,500.00	
566 Insurance	356.00	320.00	36.00	111.25 %
568 Service Charge	22.50	100.00	-77.50	22.50 %
569 Returned Checks	2,314.00		2,314.00	
571 Administration	1,072.50	2,500.00	-1,427.50	42.90 %
571.1 Admin - Professional Fees	6,682.89	13,000.00	-6,317.11	51.41 %
<b>Total 571 Administration</b>	<b>7,755.39</b>	<b>15,500.00</b>	<b>-7,744.61</b>	<b>50.03 %</b>
572 Office Supplies	64.77	750.00	-685.23	8.64 %
573 Admin Internet		780.00	-780.00	
574 Admin Phone		250.00	-250.00	
575 Admin Postage	20.30	150.00	-129.70	13.53 %
576 Admin Travel/Training				
576.1 Admin Travel-Mileage Reimburse		500.00	-500.00	
<b>Total 576 Admin Travel/Training</b>		<b>500.00</b>	<b>-500.00</b>	
577 National Convention		12,000.00	-12,000.00	
578 Officials Expense		6,744.00	-6,744.00	
578.1 Evaluator & Certification	447.28		447.28	
578.2 Meet Costs	1,369.63		1,369.63	
578.3 Officials Reimbursement	1,100.00		1,100.00	
<b>Total 578 Officials Expense</b>	<b>2,916.91</b>	<b>6,744.00</b>	<b>-3,827.09</b>	<b>43.25 %</b>
579 USA Swim Conference Expenses		500.00	-500.00	
581 Exec Secretary - Wage	8,540.44	25,621.26	-17,080.82	33.33 %
582 Payroll Taxes	653.35		653.35	
589 LSC Awards Banquet		5,500.00	-5,500.00	
589.2 Awards	300.00		300.00	
<b>Total 589 LSC Awards Banquet</b>	<b>300.00</b>	<b>5,500.00</b>	<b>-5,200.00</b>	<b>5.45 %</b>
590 Coaches Clinic		10,000.00	-10,000.00	
592 Social Media/Advertising		1,200.00	-1,200.00	
595 Miscellaneous Expense	764.00	250.00	514.00	305.60 %
596 BOD Meeting Expenses	9.97	250.00	-240.03	3.99 %
Unapplied Cash Bill Payment Expense	0.00		0.00	
<b>Total Expenses</b>	<b>\$141,149.56</b>	<b>\$415,933.86</b>	<b>\$ -274,784.30</b>	<b>33.94 %</b>
NET OPERATING INCOME	<b>\$1,674.10</b>	<b>\$ -27,442.38</b>	<b>\$29,116.48</b>	<b>-6.10 %</b>
NET INCOME	<b>\$1,674.10</b>	<b>\$ -27,442.38</b>	<b>\$29,116.48</b>	<b>-6.10 %</b>

**MW HOD Meeting – 05/01/2022**

**Proposal:** To set membership fees for 2023 for budgeting purposes

Athlete	\$76.00	(\$68 + \$8 for MW)
Non-athlete	\$76.00	(\$68 + \$8 for MW)
Administrative	\$35.00	(\$30 + \$5 for MW)
Outreach	\$ 5.00	(none for MW)
Seasonal	\$37.00	(\$30 + \$7 for MW)
Flex	\$20.00	\$10 + \$10 for MW – may change)

**Proposal:** To set athlete participant charge for 2022 14 & Under Zone Trip to Minneapolis

Athlete charge           \$110.00           (last year was \$100.00)

Family travel meet – travel etc family/athlete expense

Midwestern Costs:

- Rationale:     Rising costs  
                  Includes shirts, caps, jacket (backpack & suits optional – purchased by athlete)  
                  Coach costs (stipend,travel, hotel, etc)  
                  Entry fees  
                  Use of PayPal for payment – additional percentage  
                  4-day meet rather than the 3 of last year