

NTSI Board of Directors Meeting
January 16th, 2024
7:30PM (CDT)
ZOOM Call

We invite all members of North Texas Swimming to attend the Board Meeting, but we ask all non-board members to save questions for the end of the meeting.

Mission: *Strive to be leaders within USA Swimming by inspiring excellence in swimming and in life.*

Vision: *To develop athletes, coaches, and officials who exemplify the highest levels of competency, sportsmanship, honesty, and dedication in the pursuit of excellence by adhering in all we do to the following principles: Outreach, Achieve Competitive Success, Encourage Volunteerism & Service, and Continuous Learning*

Core Values:

1. *Successful Meets*
2. *Safety*
3. *Athlete Development*
4. *Education & Training*
5. *Recognition of Excellence*

- 1.
2. Roll Call
 - a. Board Members: Suzanne Dangelmair, Barbara Roselli, Bryce Leach, Nathan Gloier, Cody Huckabay, Lorraine Temple, Denise Stewart, Trent Trabona, Matt Franks, Lydia Chase, Dean Mijares.
 - b. Athlete Board Members: Gianna D. , Jaylynn L.
 - c. Guests: Jason Walter, Sarah Lewis, Tom Cypress
3. Previous Minutes - October Minutes
 - a. Motion to Approve as Written and Posted: Barbara Roselli
 - b. Second: Nathan Gloier
 - c. Approved as Posted
4. General Chair - Suzanne Dangelmaier
 - a. LSC Services Director job posted (ASCA & SwimSwam)
 - i. Applications are still being collected for the LSC Services Director position which has been posted on ASCA and SwimSwam. The Governance Committee is going to start reviewing the applications narrowing down for the board.

- ii. Barbara - The job posting was scheduled for 60 days on both sites. After two weeks will start narrowing down applications. There will be no recommendations to the board until the posting is out for at least a month.
 - 1. The committee reviewing the applications is:
 - 2. Daiki Sato, Eddie Adams, Laura Ring, Josh Meadows, Cameron Gloier, Barbara Roselli
- 5. Admin Vice Chair: Barbara Roselli
- 6. Finance Vice Chair-Nathan Gloier
 - a. Proposed Travel Reimbursement Revisions
(Check Reports for Proposed Eligible Meet Stipend Reimbursement)
 - i. Proposing shifting from a reimbursement model to a stipend model. Which may have implications for casting the model as a source of income for the recipient. But it does give a lot of simplification in the process for both the applicant and the LSC. Also, rather than doing massive calculations for days attended, mode of transportation, and events to determine how much the applicants are paid the model will give a flat amount per eligible meet.
 - ii. Highlights of the Proposed Meet Reimbursement
 - 1. Open Water Nats and Open Water Junior Nats Added
 - iii. Eligibility Requirements Shifts
 - 1. Rather than looking at which day which events are on and calculating the reimbursement. The amounts for reimbursements would be based on achieving the attendance of the meet.
 - 2. Program would also narrow to athlete's being 18 yrs of age or younger; which are the mass majority of the participation of the program. The difference would be for those over 18 are athletes who have spent very little to no time in the LSC.
 - 3. As far as coach requirements it would remain the same as prior policy. Only one coach would be paid a stipend per team per event.
 - 4. Officials would be paid at the same amount and would have an eligibility limit.
 - 5. For athletes along with the age limit eligibility there would be a LSC participation requirement. This would be 10 North Texas sanctioned competitions in the past 24 rolling months.
 - 6. Officials would have a requirement of 10 North Texas sanctioned competitions in the past 24 rolling months

7. Rather than having each potential stipend recipient send an application; the club would apply for the funds for everyone in a single application. The LSC would then send the payment to the club. Then the club would distribute as it sees fit.

iv. Questions:

1. Tom Cypress - Will there be a check of receipts in terms of expenses? So the kids are not making money
 - a. Nathan - No, that is a big adjustment we are making. We are switching to a stipend model rather than a reimbursement model.
 - b. Bryce - Having seen 200 or more of the applications come through the applicants have not made money. The 80% threshold almost entirely looking at it, while we were calling it a reimbursement it was not a reimbursement. You were not making money off of it.
 - c. Nathan - It was an offset of expenses. We are not taking a position on tax eligibility.
2. Jason Walter - Has any thought been taken into consideration, since we have an 18 yr old cap, for those swimmers that have grown up in the LSC, and swum in the LSC, and attend Nationals after their senior year that have turned 19 that summer? Would those swimmers be eligible to apply for an exception?
Could this stipend cause any of our swimmers to be ineligible with UIL?
 - a. Nathan - The primary goal with the age threshold was to ensure the people applying for this have participated in the LSC. Not necessarily about a certain age threshold. So it could have easily been 19 as well or to your point had an exception process. So that is a good suggestion and is keeping within the spirit of the changes we would be looking to make.
3. Jason Walter - I would suggest having an exception policy because having a gap year and or being a Pro athlete in North Texas is something that brings notoriety to both North Texas as well as supports swimmers who maybe late bloomers. The Pro athlete's as long as they follow the 10 meets in a 24 month span they bring value, they support our meets and follow what the board is trying to do with this. As

long as we have an exception process that is not taxing to the people of the board of directors.

- a. Nathan - on the second question on UIL eligibility. I don't think the LSC is necessarily trying to take on how one's eligibility is impacted. The onus of the eligibility is on the athlete and the clubs to have taken into account before they applied. Yes, potentially this could be viewed as income and could be viewed as expense reimbursement. It really comes down to the individual's situation and what the individual can substantiate. Without giving advice if an athlete can substantiate the situation of the expenses and feel like it would not affect eligibility, great. If they were worried about it affecting eligibility then that would be a reason not to participate for that particular person at that time.
 - b. Cody - Travel does not affect amateur status. High School football players that go to an UnderArmour All American Game their travel is paid for. This is not an issue with with UIL or NCAA.
- b. Motion to approve the eligibility stipend as presented in email and in front of us: Matt Franks
 - c. Second: Barbra Roselli
 - d. Discussion:
 - i. Barbra - The fewer checks we write the more secure we are. Our bank along with many others are suggesting that paper checks are your most vulnerable areas. Issuing a check to a club is much more secure to us than issuing a check to many people within the LSC.
 - ii. Cody - As stated last month I am in favor of all of this but the payment going to the club. We have 6 institutional owned clubs within the LSC. That is almost 25% of the clubs and it is very problematic to those clubs to receive money and to send money. I like all of it but would like to see an exception for clubs that are in that predicament.
 - iii. Matt - Everything with a school district take an infinite amount of time. There are a lot of rules and regulations prohibiting that just to keep the accounting for the state.
 - iv. Matt - Having an exemption for those athletes who have turned 19 or that have been with our LSC for years that's something to look

at. We need to celebrate those athletes that have come through our ranks.

- v. Suzanne - How difficult would it be to set up a Quickbooks where it's like a one way and the onus is on the family. Once they got cleared they would be given a unique link for an electronic transfer of funds from the LSC to families?
 - 1. Nathan - The finance committee has looked into that prior to this proposed set of changes. What it comes down to is that there is a pretty significant expense to being able to initiate electronic funding outwards. The ask of a parent is pretty steep. We actually polled the parents about it and there were zero people in favor of that. As an alternate there are programs funded in a different way as in a gift card. The issue is you are going to pay 4 to 4.5%.
- vi. Suzanne - What about sticking with the checks but they are mailed to the club and it is certified mailed. The checks would be sent on a certain date each month so it's still checks written but it's more secure with certified mail and it goes on the onus of the clubs to distribute.
 - 1. Nathan - About the only implication there is the club at time of application or shortly after would have to supply us W-9's or each person that would apply. Because of the way we are paying it's reportable. Doesn't mean it's taxable income for people but that's all based upon individual tax circumstances.

e. Call the Question

f. Motion does not pass

7. Treasurer-Bryce Leach

a. Unfinalized Financials from 2023

- i. The income came in right at \$300,846
- ii. From an expense standpoint everything was tracking to budget
 - 1. Quickbook fees were a little higher
- iii. Payroll for the year was right at \$26,000
- iv. Reimbursement of what we paid out was right at \$148,396
- v. Ended the year adding to the reserves and are financially in good shape.

8. Athlete Representatives: Lucas, Gianna, Haley, Jaylynn

- a. Applications are still being taken until the 23rd and then a date for the committee will be set.

9. Officials Chair: Lorraine Temple

- a. We have certified 1 new Meet Referee since our last meeting. Which is Adrian Sparks with LifeTime. We have another that we are working on getting certified.
- b. Had a new Officials clinic with 26 attendees for the clinic. From those 26 we have 5-7 register as a non athlete and started taking their next steps to become officials.

10. Senior Chair: Matt Franks

11. Safe Sport update: Lydia Chase

- a. Have been looking at bringing a speaker to talk about what's beyond being certified.
- b. There is a new North Texas meet template which has added the North Texas statement about SafeSport.

12. DEI update: Denise Stewart

- a. Trying to get a DEI clinic and DEI camp on the books

13. Governance Chair: Daiki Sato via Barbra

- a. The latest count is 9 applicants for the job. Will come back to the board with the top 3 or so candidates.
- b. Conflict of interest form update. All board members will sign an updated form. The board is supposed to keep things confidential that are covered in executive session. We are supposed to disclose any conflicts we have that directly affect our ability to be fair. When we are representing the board here in these meetings, we are supposed to represent every athlete in the LSC and not represent our clubs that we are affiliated with.

14. Age Group Chair: Trent

- a. Age group committee will be meeting on Sunday the 28th of Age group Champs.
 - i. First point of business will be to standardize our champs meets.
 - ii. We have Age Group Zones and 2025 Open Water Zones on the agenda

15. TPC Chair: Cody

- a. Finished a rough draft of the 2025 Calendar. Will be calling a TPC meeting in the next couple of weeks. Will have a draft to present the board at the next meeting.

16. Committee & Staff Reports

17. New business

- a. Received an email from Tom Cypress with LAC on guidance when a meet host decides not to host a meet and they find out inadvertently. How should that be handled?

- i. Cody - We need to obviously do what is best for the athlete's in our LSC. There should be some things such as deadlines waived to get a meet going. Let's put our thinking caps on so we can come up with a solution.
- ii. Barbra - A 60 day sanction period is great for the clubs. Maybe at the 90 day mark you have a confirmation. But we are regularly checking in with the host to ensure they are going to sanction the meet.

b. Next BOD meetings February 27, 2024 at 7:30 pm

c. HOD Meeting April 7, 2024

18. Questions

19. Adjourn at 8:40 pm