

October 29, 2023 NTSi Delegates

All names with an * have been verified as USAS members in good standing

AAC

Not in Attendance

ATAC

Not in Attendance

BOSS

Not in Attendance

COPS

Greg Davis*
Emery Callan*
Ellen Dooley*
Wendy Jones*

COR

Maggie Shook*
Brandon Jones*
Riley Pewitt*
Jennifer Pewitt*
Emma Pewitt*

DM

Not in Attendance

FFE

Not in Attendance

FNW

Not in Attendance

IRON

Daiki Sato*
Sophie Phillips*
Cameron Gloier*

LAC

Tom Cyprus*
Chrissy Gentry*
Steve Mateer*
Ramika Arangalla*

LIFE

Heather Maher*
Jayden Atkins*
Elizabeth Hyatt*
Kaitlyn Cozma*

MAC

Nick Johnson*

MARS

Brian Dangelmaier*
Zachary McGonigle*
Lauren Black*

MTRO

Amber Jones*
Olivia Chen*
Nathan Jacobbe*
Lisa Stults*
Jane Maxville*
Eileen Prentice*

NTN

Michelle Garner*

O2

Not in Attendance

PAC

Jack Connor*

RACE

Brad Binns*

SSCT

Not in Attendance

STAR

Sean Sell*
Melia Sell*
Sarah Lewis*
Jun Choi*

TFA

John McGough*
Eden Addison*
Wagner DaSilva*
Michael Turmilov*
Owens Curt*

TRAC

Loyd Adams*
Joshua Meadows*
Brandy Meadows*

WEST

Not in Attendance

Board Members

GENERAL CHAIR	Suzanne Dangelmaier
ADMINISTRATIVE VICE CHAIR	Barbara Roselli
SENIOR VICE CHAIR	Matt Franks
JUNIOR ATHLETE REP	Haley Roberson
ATHLETE AT LARGE	Gianna Dangelmaier
ATHLETE AT LARGE	Jaylynn Lowman
AGE GROUP VICE CHAIR	Trent Trabona
SECRETARY	Wendy Gettings
TREASURER	Bryce Leach
FINANCE CHAIR	Nathan Gloier
OFFICIALS CHAIR	Lorraine Temple
DE&I CHAIR	Denise Stewart
TPC CHAIR	Cody Huckabay
OPERATIONAL RISK COORDINATOR	Dean Mijares

Month	Weekend	Holidays	2024 LSC Calendar	2024 Bids	Other
January	7-8		BB-B-C (Division Option)	LAC (B/C), LAC (A/BB)	
	13-14		BB-B-C (Division Option)	MAC (B/C), RACE (BB/B/C), TFA (BB/B/C)	TYR Pro Series
	20-21		Divisional A-BB (2)	COPS (A)	
	27-28		Closed Weekend		UIL District
February	3-4		BB-B-C (Division Option)	ATAC (BB/B/C) , COR (Unclassified) , LAC (Unclassified), MARS BB/B/C), TFA (Unclassified)	TAPPS Regional
	10-11		Closed Weekend		UIL Regional
	17-18		Age Group Champs / North Texas Senior Cup	RACE (Short Course Age-Group Champs)	UIL State (4A) / TAPPS State
	24-25		Open	COR (Sr Unclassified), RACE (Unclassified)	UIL State (5A, 6A)
March	2-3		BB-B-C (Division Option)	AAC (Unclassified)	TAGS (AAAA)
	9-10		BB-B-C (Division Option)	PAC (BB/B/C)	Sectionals (LAC)
	16-17		Open		
	23-24		Open		
	30-31	Easter	Closed Weekend		Holiday
April	6-7		Closed Weekend		HOD Meeting
	13-14		BB-B-C (Division Option)	IRON (Intrasquad) , TFA (Unclassified), TRAC (Unclassified), LAC (BB/B/C)	TYR Pro Series
	20-21		BB-B-C (Division Option)	ATAC (Unclassified), MARS (BB/B/C)	
	27-28		Divisional A-BB (2) / Senior Meet	MAC (A/BB), STAR A/BB)	
May	4-5		BB-B-C (Division Option)	COPS (BB/B/C), LAC B/C), MTRO B(BB/B/C)	
	11-12	Mother's	BB-B-C (Division Option)	AAC (B/C)	
	18-19		Divisional A-BB (2) / Senior Meet (P&F)	COR (A/BB), LAC (A/BB), MAC (Sr)	
	25-26	Memorial	Closed Weekend		
June	1-2		BB-B-C (Division Option)	COPS (BB/B/C), MAC (B/C), LAC (Unclassified), IRON (A/BB)	
	8-9		Divisional A-BB (2) / Senior Meet	MARS (A/BB), {TRAC (Unclassified), RACE (Unclassified)}	
	15-16	Father's	Open	LIFE (Unclassified), STAR (Unclassified), MAC (Closed Invite)	Olympic Trials
	22-23		BB-B-C (Division Option)	RACE (Unclassified), AAC (B/C)	Olympic Trials
	29-30		North Texas Age Group Champs	MAC (Long Course Age-Group Champs)	
July	6-7		Open	LAC (Unclassified)	
	13-14		North Texas Senior Cup (150 Unclassified)		Sectionals
	20-21		Open	MARS (BB/B/C), PAC (BB/B/C), TFA (Unclassified), Race (Unclassified), TRAC (Unclassified)	TAGS
	27-28		Open	MTRO (ALC), LAC (Southern Sr Showdown)	Summer Champs / Futures
August	3-4		Open	MAC (Unclassified)	
	10-11		Closed Weekend		
	17-18		Closed Weekend		
	24-25		Closed Weekend		

September	31-1	Labor	Closed Weekend		
	7-8		Open		
	14-15		Open	IRON (Intrasquad), MTRO-FW (B/C)	
	21-22		Open	COPS (Unclassified), TRAC (Unclassified)	
	28-29		Open	MTRO (Unclassified), RACE (Unclassified)	USAS Convention
October	5-6		Divisional A-BB (2) / Senior Meet	COR (Sr), COR (A/BB), TRAC (Unclassified)	
	12-13		BB-B-C (Division Option)	MAC (B/C), LAC (BB/B/C)	
	19-20		Closed Weekend		HOD Meeting
	26-27		BB-B-C (Division Option)	IRON (BB/B/C), TRAC (B/C)	
November	2-3		Divisional A-BB (2) / Senior Meet	ATAC (Unclassified) , LAC (Sr), MAC (A/BB)	
	9-10		BB-B-C (Division Option)	MARS (BB/B/C), RACE (Unclassified), STAR (BB/B/C), LAC (BB/B/C)	
	16-17		BB-B-C (Division Option)		
	23-24		BB-B-C (Division Option)	LAC (Unclassified)	High School TISCA Meets
December	30-1	Thanksgiving (28th)	Closed Weekend		Holiday
	7-8		Divisional A Meet (2)	COR (A), MAC (A)	US Open
	14-15		BB-B-C (Division Option)	COPS (BB/B/C), LAC (Unclassified), MTRO (Unclassified), TFA (BB/B/C), AAC (BB/B/C)	Winter Juniors
	21-22		Open		
	28-29	Christmas	Closed Weekend		Holiday

Red: Meets with competing bids

Blue: Meets bids in need of exceptions (format, time standard, specified weekend)

* (A) (A/BB) (Senior) meet must be held on the dates specified on the calendar.

** (BB & Below) meets may be scheduled at the discretion of each division on any optional or open date.

*** For (BB & Below) meets, divisions may combine to conduct their meets.

**** For all divisional meets, no team within the division can be excluded from attending.

***** Meet bids are not required, but are encouraged for divisional BB & Below meets.



Director of LSC Services Job Packet



Job Posting

North Texas Swimming, Inc. is searching for its first ever Director of LSC Services to oversee the day to day operations and to support the growth of the sport of youth swimming in North Texas. We are looking for someone passionate about competitive swimming to serve in this newly created full time, paid position.

We would expect the new Director to support us as we reach new levels of success and serve the athletes, coaches, volunteers and parents of the LSC. This position will focus on magnifying the impact of our volunteers as we serve our athletes and grow our sport. They should be organized, attentive to details, with the ability to handle multiple priorities at one time, self-motivated, self-directed, and able to work with a broad range of people. This position will be full time with attendance required at some evening and weekend events and meetings. There may be occasional travel to out of town events and meetings as well.

The ideal candidate would have all or most of the following:

- 5 or more years' experience directly related to competitive swimming
- Bachelor's Degree (Additional years of experience can be substituted for the education requirement on a year-for-year basis)
- Skilled in the use of MS Office products, SWIMS 3.0, Team Unify, Team Manager, Meet Manager, or the capacity to learn new software quickly
- Experience with a non-profit or financial management experience is a plus
- Strong analytical skills with the ability to transform data into insights for internal and external use, as well as strong verbal and written communication skills
- Preference will be given to candidates living in the North Texas area



Job Posting

Responsible to the Board of Directors, The Director of LSC Services will be responsible for the following as well as other organizational and institutional responsibilities, events and activities:

- Registration: be entirely familiar with the process, stay informed about changes to the process, and serve as the back-up Registrar especially during peak seasonal times
- Meet Sanctions: assist the Sanction Coordinator in reviewing meet announcements for compliance with the Policies and Procedures, Calendar stipulations, USA Swimming Rules, and correctness
- Manage Pre and Post Meet Times Validation: Responsible for all swim meet pre and post database validation with SWIMS Awards, Recognitions, and Data Management: Maintain LSC records and top swimmer lists, track member credentials, oversee awards and recognitions
- Committees: ensure the Chairpersons of the various committees schedule meetings and post minutes. Assist committees in their day to day organizational activities.
- Camps and LSC Events and Clinics: schedule and assist the appropriate committee chair in the planning and execution of the LSC's sponsored camps, clinics and events.
- LSC Athlete Travel Trips: assist in the planning of LSC trips such as Zones and Camps.
- Financial: assist the bookkeeper in keeping the records and filings of the organization current and assist in the financial reviews of the LSC as requested by the Finance Vice-Chair and Treasurer.
- Website and Information: Update and keep current documents, links, calendar, news, etc. Ensure the website is visually pleasing and up to date.
- Attend Meetings: Attend required and recommended meetings provided by USA Swimming, Southern Zones, as well as those assigned by the board.

We offer a competitive total rewards package including base salary determined by the role, experience, skill set, and location.

Job Description



The North Texas Swimming Director of LSC Services will be competent in prioritizing and working with little supervision. They will be self-motivated and trustworthy. The Director ensures smooth running of the North Texas Swimming Office. This position reports to the General Chair and the NTSI Board of Directors.

The Director of LSC Services, in accordance with the provisions of the policies and procedures of North Texas Swimming, shall: 1) perform duties as outlined in the approved job description 2) perform duties in conformance with North Texas Swimming and USA Swimming regulations and procedures; and 4) perform duties in support of the North Texas Swimming's mission, vision and core values.

Qualifications

- Competent in prioritizing and working with little supervision
- Bachelor's Degree
- Self-motivated and trustworthy
- Business/management or nonprofit background preferable
- Involved with competitive swimming for 5 years or more
- Expert knowledge of MS Excel and Word
- Knowledge of the Team Unify Program or HY-TEK Sports Software experience is a plus
- Must have the capacity to learn new software quickly especially web design software
- Experience with marketing, communications and social media influencing
- Clear background check
- Priority will be given to applicants who reside in the North Texas area
- Cannot be affiliated with, registered with, nor work for a USA Swimming club.

Job Description



Skills:

- Demonstrates ability to compose written materials clearly and concisely, communicate to audiences, and communicate verbally one-to-one and in group settings.
- Cooperates and coordinates with others; anticipates affect his/her decisions will have on other areas; is willing to offer and accept assistance; is approachable when help is needed and offers it easily; is comfortable, productive, and effective when working in group situations; projects a positive image.
- Takes responsibility for his/her own actions and decisions; fosters innovation, development, and implementation of new approaches; promotes an atmosphere conducive to others growth and learning.
- Is able to conceive, design, schedule, and implement short and long range plans, schedule work within these plans, and anticipate and compensate for deviations from these plans; Is able to identify and analyze problems, and take appropriate steps to resolve problems.
- Is efficient in handling administrative functions using available resources. Functions within Accounting Protocol parameters.

Responsibilities & Duties include but are not limited to:

- Daily office responsibilities:
- Check all voice mails daily and return calls
- Check all emails daily and respond
- Distribute email for processing, general office business, or forward to specific board or committee members
- Send email-blasts of pertinent information to affected members (coaches, clubs, etc.) for notification of time-sensitive or other matters when needed
- Work with and communicate with other LSCs on pertinent issues
- Work with and communicate with USA Swimming on pertinent issues

Job Description



Board Support

- Provide support of board initiatives through analyzation of current and historical data
- Prepare reports and summaries of activities for board meetings including summary of committee reports
- Review SWIMS data and report trends and issues at board meetings and make recommendations for improvement
- Assist the board in serving the membership in pursuit of the mission, vision and core values of the organization

Registration/SWIMS

- Instruct on SWIMS 3.0 process and manage registrations as necessary including members and clubs out of compliance
- Ensure that all Club and LSC Boards of Directors and LSC committee members are current in their USA Swimming memberships
- Process athlete transfers and provide bookkeeper monthly billing information
- Collect and always maintain a current listing of Club Delegates to HOD, Club Safe Sport Representatives, and Club Athlete Representatives and their contact information

New Club Development

- Provide information on new club membership to interested parties and check all new club applications before forwarding to USA Swimming
- Provide support and mentoring to new clubs and ensure compliance with all requirements over the first years of formation
- Solicit feedback from new clubs on needed support and ideas

Sanctioning, Meets and Times

- Process and handle meet sanctioning functions
- Process pre-meet reconciliations including registrations and times (when appropriate)
- Upload meet results into SWIMS and correct all errors
- Submit required billing information to bookkeeper
- Post top times reports every two weeks. Maintain NTSI records

Job Description



Website

- Review and update of current website
- Update top times, organize and update website with most efficient layout needed to identify important information and eliminate redundancy
- Provide ongoing maintenance

Social Media Management

- Manage Facebook, X, etc. and oversee athlete engagement

Attend committee meetings

- Attend committee meeting to be available as a resource and create and implement initiatives to support athletes, coaches, officials, board and members
- Attend all meetings of the NTSI Board of Directors
- Coordinate annual House of Delegates meeting – place, refreshments, audio-visual equipment, agenda, handouts, and set-up, etc.
- Serve as a point of contact and resolution for issues related to member clubs

Zone/All-Star/Travel Coordinator

- Arrange hotels/meals, transportation & apparel, coordinate team, coaches, & chaperone selection
- Coordinate all hotel, travel and registration issues for members attending USAS Annual Business Meeting, Workshops and other USA Swimming events, etc.

Job Description



Fiscal Management

- Prepare invoices for outstanding registration fees, meet fees, fines or money due to North Texas Swimming
- Process PayPal payments for transfers/club registrations, special events, Zones, apparel
- Transfer balance to bank account at end of each month
- Maintain electronic and Hard Copy filing systems
- Maintain and Oversee Office specific LSC Credit Card use i. Communicate with LSC Treasurer for payment of electronic invoices
- Supply Treasurer with all Hard Copy receipts or stubs
- Assist Treasurer in preparation of Treasurer's report for HOD I BOD meetings
- Support budgeting and bookkeeping procedures including invoicing and budget tracking as requested by Treasurer
- Oversee and monitor the Annual Officials Reimbursement Program
- Oversee and monitor LEAP program for completion and assurance of timely certification.
- Prepares documents to submit to USA Swimming for LEAP
- Attends North Texas Swimming board meetings as a non-voting member
- Serves as the LSC point of contact and the conduit between coaches, officials, volunteers and the Board and USA Swimming
- Make sure that all web forms are current and directed to the proper person.
- Be on duty for any board requests, i.e. House of Delegate preparation, Retreat preparation, Special USA Swimming issues, and requested reports

Job Knowledge: Displays accuracy and in-depth knowledge in administrative field, consistently attempts to improve job knowledge and competence in field.

Complies with North Texas Swimming By-Laws and Policies in carrying out the business of North Texas Swimming

Attends workshops and conferences pertinent to North Texas Swimming

North Texas Swimming - Draft Budget Fiscal Year 2024

	2023 Actuals thru 09/26/2023	2023 Est 9/27 thru 12/31/2023	2023 Expected Over/(Under) Budget	Proposed 2024 Budget	Difference 2023 to 2024 Budget	% 2023 to 2024 Budget	
Income							
Donations Received	\$1,390.00	\$896.00	\$2,000.00	\$286.00	\$2,000.00	\$0.00	0.00%
Meet Surcharges	\$64,080.00	\$28,527.00	\$90,000.00	\$2,607.00	\$95,000.00	\$5,000.00	5.56%
Miscellaneous Income	\$205.00	\$0.00	\$0.00	\$255.00	\$0.00	\$0.00	0.00%
Rents - Equipment	\$1,650.00	\$150.00	\$1,500.00	\$600.00	\$0.00	\$1,500.00	0.00%
Sanction Fees	\$1,750.00	\$625.00	\$2,400.00	(\$25.00)	\$2,400.00	\$0.00	0.00%
TNT - All Star Meet	\$0.00	\$0.00	\$15,000.00	(\$15,000.00)	\$15,000.00	\$0.00	0.00%
TNT - Zones team	\$0.00	\$0.00	\$26,000.00	(\$26,000.00)	\$26,000.00	\$0.00	0.00%
USA Registration Fees	\$36,360.96	\$704,339.72	\$150,000.00	(\$9,299.32)	\$215,000.00	\$65,000.00	43.33%
Total Income	\$105,735.96	\$134,587.72	\$286,900.00	(\$46,576.32)	\$356,900.00	\$70,000.00	24.40%
Expenses							
Accounting & Tax Services	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00	0.00%
Bank Charges	\$31.00	\$0.00	\$0.00	\$31.00	\$0.00	\$0.00	0.00%
Coaches' Rep	\$0.00	\$0.00	\$500.00	(\$500.00)	\$500.00	\$0.00	0.00%
Contract Labor	\$1,425.00	\$605.00	\$2,500.00	(\$470.00)	\$2,500.00	\$0.00	0.00%
Convention - USAS	\$0.00	\$1,500.00	\$3,000.00	(\$1,500.00)	\$3,000.00	\$0.00	0.00%
Diversity and Inclusion	\$0.00	\$0.00	\$4,500.00	(\$4,500.00)	\$4,500.00	\$0.00	0.00%
Dues & Subscriptions	\$0.00	\$759.10	\$600.00	\$159.10	\$800.00	\$200.00	33.33%
Evaluator Fees	\$478.53	\$1,745.01	\$3,200.00	(\$976.46)	\$3,200.00	\$0.00	0.00%
Insurance	\$414.00	\$0.00	\$500.00	(\$86.00)	\$500.00	\$0.00	0.00%
Meetings Exp	\$1,310.72	\$0.00	\$1,500.00	(\$189.28)	\$1,500.00	\$0.00	0.00%
Office Expenses: Employee / Volunteer	\$707.15	\$990.22	\$2,000.00	(\$302.63)	\$2,000.00	\$0.00	0.00%
Office Expenses: Employee Recruiting	\$0.00	\$77.13	\$300.00	(\$222.87)	\$300.00	\$0.00	0.00%
Office Expenses: Services	\$85.00	\$189.03	\$300.00	(\$25.97)	\$300.00	\$0.00	0.00%
Office Expenses: Supplies	\$179.55	\$10.80	\$200.00	(\$9.45)	\$200.00	\$0.00	0.00%
Office Expenses: Postage	\$105.01	\$22.50	\$300.00	(\$172.49)	\$200.00	(\$100.00)	-33.33%
Office Expenses: Software & Subscr.	\$2,303.60	\$594.84	\$3,600.00	(\$701.56)	\$3,600.00	\$0.00	0.00%
Payment Fees: PayPal Fees	\$0.00	\$0.00	\$550.00	(\$550.00)	\$250.00	(\$300.00)	-54.55%
Payment Fees: QB Payments Fees	\$925.88	\$537.10	\$1,200.00	\$262.98	\$1,500.00	\$300.00	25.00%
Payroll (Employees + Taxes)	\$19,945.21	\$7,463.38	\$34,000.00	(\$6,591.41)	\$103,400.00	\$69,400.00	204.12%
Repair & Maintenance	\$0.00	\$435.26	\$1,000.00	(\$564.74)	\$1,000.00	\$0.00	0.00%
Safe Sport	\$0.00	\$132.09	\$500.00	(\$367.91)	\$500.00	\$0.00	0.00%
Scholarships Awarded	\$2,000.00	\$1,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00	0.00%
Swim Camps Exp	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Taxes & Licenses	\$245.00	\$0.00	\$300.00	(\$55.00)	\$300.00	\$0.00	0.00%
Telephone & Internet	\$129.51	\$45.00	\$200.00	(\$25.49)	\$200.00	\$0.00	0.00%
TNT Albtars Meet exp	\$0.00	\$0.00	\$14,000.00	(\$14,000.00)	\$14,000.00	\$0.00	0.00%
TNT Zones Team Exp	\$0.00	\$0.00	\$42,750.00	(\$42,750.00)	\$42,750.00	\$0.00	0.00%
Training & Supplies - Coaches	\$0.00	\$0.00	\$2,000.00	(\$2,000.00)	\$2,000.00	\$0.00	0.00%
Training & Supplies - Officials	\$242.09	\$680.77	\$3,300.00	(\$2,377.14)	\$3,300.00	\$0.00	0.00%
Travel: Athlete Reimbursement	\$90,089.60	\$10,374.05	\$125,000.00	(\$24,336.35)	\$125,000.00	\$0.00	0.00%
Travel: Coach Reimbursement	\$10,555.86	\$1,322.04	\$14,000.00	(\$2,122.10)	\$14,000.00	\$0.00	0.00%
Travel: Meet Official Reimbursement	\$5,398.08	\$903.44	\$14,000.00	(\$7,698.48)	\$14,000.00	\$0.00	0.00%
Travel: LSC Officers	\$6,952.27	\$0.00	\$5,000.00	\$952.27	\$7,000.00	\$1,000.00	16.67%
Total Expenses	\$143,523.06	\$31,386.76	\$286,900.00	(\$111,890.18)	\$357,300.00	\$70,500.00	24.58%
Net Operating Income	(\$37,787.10)	\$103,200.96	\$100.00	\$65,513.86	(\$400.00)	(\$500.00)	
Other Income							
Interest Income	\$411.47	\$200.00	\$50.00	\$561.47	\$500.00	\$450.00	
Total Other Income	\$411.47	\$200.00	\$50.00	\$561.47	\$500.00	\$450.00	
Other Expenses							
Interest Expense	\$0.00	\$0.00	\$50.00	(\$50.00)	\$0.00	(\$50.00)	
Miscellaneous Expense	\$460.00	\$42.49	\$100.00	\$402.49	\$100.00	\$0.00	late filing for 2022 IRS 990
Total Other Expenses	\$460.00	\$42.49	\$150.00	\$352.49	\$100.00	\$0.00	
Net Other Income	(\$48.53)	\$157.51	(\$100.00)	\$208.98	\$400.00	\$450.00	
Net Income	(\$37,835.63)	\$103,358.47	\$0.00	\$65,522.84	\$0.00	\$0.00	



Finances

Draft Budget Fiscal Year 2024



Income

Draft Budget Fiscal Year 2024

	2023 Actuals thru 09/26/2023	2023 Fcst 9/27 thru 12/31/2023	2023 Budget	2023 Expected Over/(Under) Budget	Proposed 2024 Budget	Difference 2023 to 2024 Budget	% 2023 to 2024 Budget	
Income								
Donations Received	\$1,390.00	\$896.00	\$2,000.00	\$286.00	\$2,000.00	\$0.00	0.00%	
Meet Surcharges	\$64,080.00	\$28,527.00	\$90,000.00	\$2,607.00	\$95,000.00	\$5,000.00	5.56%	
Miscellaneous Income	\$205.00	\$50.00	\$0.00	\$255.00	\$0.00	\$0.00	0.00%	
Rents - Equipment	\$1,950.00	\$150.00	\$1,500.00	\$600.00	\$1,500.00	\$0.00	0.00%	
Sanction Fees	\$1,750.00	\$625.00	\$2,400.00	(\$25.00)	\$2,400.00	\$0.00	0.00%	
TNT - All Star Meet	\$0.00	\$0.00	\$15,000.00	(\$15,000.00)	\$15,000.00	\$0.00	0.00%	
TNT - Zones team	\$0.00	\$0.00	\$26,000.00	(\$26,000.00)	\$26,000.00	\$0.00	0.00%	
USA Registration Fees	\$36,360.96	\$104,339.72	\$150,000.00	(\$9,299.32)	\$215,000.00	\$65,000.00	43.33%	2024 reflects new fee structure
Total Income	\$105,735.96	\$134,587.72	\$286,900.00	(\$46,576.32)	\$356,900.00	\$70,000.00	24.40%	

	2023 Actuals thru 09/26/2023	2023 Fcst 9/27 thru 12/31/2023	2023 Budget	2023 Fcst Expected Over/(Under) Budget	Proposed 2024 Budget	Difference 2023 to 2024 Budget	% 2023 to 2024 Budget
Expenses							
Accounting & Tax Services	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00	0.00%
Bank Charges	\$31.00	\$0.00	\$0.00	\$31.00	\$0.00	\$0.00	0.00%
Coaches' Rep	\$0.00	\$0.00	\$500.00	(\$500.00)	\$500.00	\$0.00	0.00%
Contract Labor	\$1,425.00	\$605.00	\$2,500.00	(\$470.00)	\$2,500.00	\$0.00	0.00%
Convention - USAS	\$0.00	\$1,500.00	\$3,000.00	(\$1,500.00)	\$3,000.00	\$0.00	0.00%
Diversity and Inclusion	\$0.00	\$0.00	\$4,500.00	(\$4,500.00)	\$4,500.00	\$0.00	0.00%
Dues & Subscriptions	\$0.00	\$759.10	\$600.00	\$159.10	\$800.00	\$200.00	33.33%
Evaluator Fees	\$478.53	\$1,745.01	\$3,200.00	(\$976.46)	\$3,200.00	\$0.00	0.00%
Insurance	\$414.00	\$0.00	\$500.00	(\$86.00)	\$500.00	\$0.00	0.00%
Meetings Exp	\$1,310.72	\$0.00	\$1,500.00	(\$189.28)	\$1,500.00	\$0.00	0.00%
Office Expenses: Employee / Volunteer	\$707.15	\$990.22	\$2,000.00	(\$302.63)	\$2,000.00	\$0.00	0.00%
Office Expenses: Employee Recruiting	\$0.00	\$77.13	\$300.00	(\$222.87)	\$300.00	\$0.00	0.00%
Office Expenses: Services	\$85.00	\$189.03	\$300.00	(\$25.97)	\$300.00	\$0.00	0.00%
Office Expenses: Supplies	\$179.55	\$10.80	\$200.00	(\$9.65)	\$200.00	\$0.00	0.00%
Office Expenses: Postage	\$105.01	\$22.50	\$300.00	(\$172.49)	\$200.00	(\$100.00)	-33.33%
Office Expenses: Software & Subscr.	\$2,303.60	\$594.84	\$3,600.00	(\$701.56)	\$3,600.00	\$0.00	0.00%
Payment Fees: PayPal Fees	\$0.00	\$0.00	\$550.00	(\$550.00)	\$250.00	(\$300.00)	-54.55%
Payment Fees: QB Payments Fees	\$925.88	\$537.10	\$1,200.00	\$262.98	\$1,500.00	\$300.00	25.00%
Payroll (Employees + Taxes)	\$19,945.21	\$7,463.38	\$34,000.00	(\$6,591.41)	\$103,400.00	\$69,400.00	204.12%
Repair & Maintenance	\$0.00	\$435.26	\$1,000.00	(\$564.74)	\$1,000.00	\$0.00	0.00%
Safe Sport	\$0.00	\$132.09	\$500.00	(\$367.91)	\$500.00	\$0.00	0.00%
Scholarships Awarded	\$2,000.00	\$1,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00	0.00%
Swim Camps Exp	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Taxes & Licenses	\$245.00	\$0.00	\$300.00	(\$55.00)	\$300.00	\$0.00	0.00%
Telephone & Internet	\$129.51	\$45.00	\$200.00	(\$25.49)	\$200.00	\$0.00	0.00%
TNT Allstars Meet exp	\$0.00	\$0.00	\$14,000.00	(\$14,000.00)	\$14,000.00	\$0.00	0.00%
TNT Zones Team Exp	\$0.00	\$0.00	\$42,750.00	(\$42,750.00)	\$42,750.00	\$0.00	0.00%
Training & Supplies - Coaches	\$0.00	\$0.00	\$2,000.00	(\$2,000.00)	\$2,000.00	\$0.00	0.00%
Training & Supplies - Officials	\$242.09	\$680.77	\$3,300.00	(\$2,377.14)	\$3,300.00	\$0.00	0.00%
Travel: Athlete Reimbursement	\$90,089.60	\$10,374.05	\$125,000.00	(\$24,536.35)	\$125,000.00	\$0.00	0.00%
Travel: Coach Reimbursement	\$10,555.86	\$1,322.04	\$14,000.00	(\$2,122.10)	\$14,000.00	\$0.00	0.00%
Travel: Meet Official Reimbursement	\$5,398.08	\$903.44	\$14,000.00	(\$7,698.48)	\$14,000.00	\$0.00	0.00%
Travel: LSC Officers	\$6,952.27	\$0.00	\$6,000.00	\$952.27	\$7,000.00	\$1,000.00	16.67%
Total Expenses	\$143,523.06	\$31,386.76	\$286,800.00	(\$111,890.18)	\$357,300.00	\$70,500.00	24.58%



Expenses

Draft Budget

Fiscal Year 2024

Intuit now \$198/month



Net Income + Other Expenses

Draft Budget Fiscal Year 2024

	2023 Actuals thru 09/26/2023	2023 Fcst 9/27 thru 12/31/2023	2023 Budget	2023 Expected Over/(Under) Budget	Proposed 2024 Budget	Difference 2023 to 2024 Budget	% 2023 to 2024 Budget
Net Operating Income	(\$37,787.10)	\$103,200.96	\$100.00	\$65,313.86	(\$400.00)	(\$500.00)	
Other Income							
Interest Income	\$411.47	\$200.00	\$50.00	\$561.47	\$500.00	\$450.00	
Total Other Income	\$411.47	\$200.00	\$50.00	\$561.47	\$500.00	\$450.00	
Other Expenses							
Interest Expense	\$0.00	\$0.00	\$50.00	(\$50.00)	\$0.00	(\$50.00)	
Miscellaneous Expense	\$460.00	\$42.49	\$100.00	\$402.49	\$100.00	\$0.00	
Total Other Expenses	\$460.00	\$42.49	\$150.00	\$352.49	\$100.00	\$0.00	
Net Other Income	(\$48.53)	\$157.51	(\$100.00)	\$208.98	\$400.00	\$450.00	
Net Income	(\$37,835.63)	\$103,358.47	\$0.00	\$65,522.84	\$0.00	\$0.00	

late filing for 2022 IRS 990

Director of LSC Services Personnel Committee

Personnel Committee's Responsibility:

- Vet Director of LSC Services job candidates
- Present their recommendations to the NTSI Board of Directors

Personnel Committee will consist of the following members:

- 2 Members of the NTSI Board of Directors
- 2 NTSI Members At Large
- 1 NTSI Athlete





North Texas Swimming, Inc.

Profit and Loss

January 1 - October 28, 2023

	TOTAL
Income	
Donations Received	1,390.00
Meet Surcharges	71,499.00
Miscellaneous Income	205.00
Rents - Equipment	1,950.00
Sanction Fees	1,975.00
USA Registration Fees	84,153.60
Total Income	\$161,172.60
GROSS PROFIT	\$161,172.60
Expenses	
Bank Charges	31.00
Contract Labor	2,505.00
Evaluator Fees	478.53
Insurance	414.00
Meeting Expenses	1,310.72
Office Expenses	
Employee & Volunteer Expenses	707.15
Office Services	270.16
Office Supplies	179.55
Postage	109.54
Software & Subscriptions	2,303.60
Total Office Expenses	3,570.00
Payment Fees	
QuickBooks Payments Fees	1,205.53
Total Payment Fees	1,205.53
Payroll Expenses	
Taxes	1,585.97
Wages	20,731.60
Workers Comp	294.13
Total Payroll Expenses	22,611.70
Scholarships Awarded	2,000.00
Taxes & Licenses	245.00
Telephone & Internet	143.87
Training & Supplies - Officials	388.04
Travel	
Travel - Athlete Reimbursement	95,398.02
Travel - Coach Reimbursement	11,909.10
Travel - LSC Officers	6,952.27



North Texas Swimming, Inc.

Profit and Loss

January 1 - October 28, 2023

	TOTAL
Travel - Meet Official Reimbursement	5,398.08
Total Travel	119,657.47
Total Expenses	\$154,560.86
NET OPERATING INCOME	\$6,611.74
Other Income	
Interest Income	462.29
Total Other Income	\$462.29
Other Expenses	
Miscellaneous Exp	460.00
Total Other Expenses	\$460.00
NET OTHER INCOME	\$2.29
NET INCOME	\$6,614.03

North Texas Swimming - Draft Budget Fiscal Year 2024

	2023 Actuals thru 09/26/2023	2023 Fcst 9/27 thru 12/31/2023	2023 Budget	2023 Expected Over/(Under) Budget	Proposed 2024 Budget	Difference 2023 to 2024 Budget	% 2023 to 2024 Budget	
Income								
Donations Received	\$1,390.00	\$896.00	\$2,000.00	\$286.00	\$2,000.00	\$0.00	0.00%	
Meet Surcharges	\$71,499.00	\$23,427.00	\$90,000.00	\$4,926.00	\$95,000.00	\$5,000.00	5.56%	
Miscellaneous Income	\$205.00	\$0.00	\$0.00	\$205.00	\$0.00	\$0.00	0.00%	
Rents - Equipment	\$1,950.00	\$150.00	\$1,500.00	\$600.00	\$1,500.00	\$0.00	0.00%	
Sanction Fees	\$1,975.00	\$500.00	\$2,400.00	\$75.00	\$2,400.00	\$0.00	0.00%	
TNT - All Star Meet	\$0.00	\$0.00	\$15,000.00	(\$15,000.00)	\$15,000.00	\$0.00	0.00%	
TNT - Zones team	\$0.00	\$0.00	\$26,000.00	(\$26,000.00)	\$26,000.00	\$0.00	0.00%	
USA Registration Fees	\$84,153.60	\$104,339.72	\$150,000.00	\$38,493.32	\$215,000.00	\$65,000.00	43.33%	2024 reflects new fee structure
Total Income	\$161,172.60	\$129,312.72	\$286,900.00	\$3,585.32	\$356,900.00	\$70,000.00	24.40%	
Expenses								
Accounting & Tax Services	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00	0.00%	
Bank Charges	\$31.00	\$0.00	\$0.00	\$31.00	\$0.00	\$0.00	0.00%	
Coaches' Rep	\$0.00	\$0.00	\$500.00	(\$500.00)	\$500.00	\$0.00	0.00%	
Contract Labor	\$2,505.00	\$805.00	\$2,500.00	\$810.00	\$3,400.00	\$900.00	36.00%	
Convention - USAS	\$0.00	\$1,500.00	\$3,000.00	(\$1,500.00)	\$3,000.00	\$0.00	0.00%	
Diversity and Inclusion	\$0.00	\$0.00	\$4,500.00	(\$4,500.00)	\$4,500.00	\$0.00	0.00%	
Dues & Subscriptions	\$0.00	\$759.10	\$600.00	\$159.10	\$800.00	\$200.00	33.33%	
Evaluator Fees	\$478.53	\$1,745.01	\$3,200.00	(\$976.46)	\$3,200.00	\$0.00	0.00%	
Insurance	\$414.00	\$0.00	\$500.00	(\$86.00)	\$500.00	\$0.00	0.00%	
Meetings Exp	\$1,310.72	\$0.00	\$1,500.00	(\$189.28)	\$1,500.00	\$0.00	0.00%	
Office Expenses: Employee / Volunteer	\$707.15	\$913.22	\$2,000.00	(\$379.63)	\$2,000.00	\$0.00	0.00%	
Office Expenses: Employee Recruiting	\$0.00	\$77.13	\$300.00	(\$222.87)	\$300.00	\$0.00	0.00%	
Office Expenses: Services	\$270.16	\$1.26	\$300.00	(\$28.58)	\$300.00	\$0.00	0.00%	
Office Expenses: Supplies	\$179.55	\$10.80	\$200.00	(\$9.65)	\$200.00	\$0.00	0.00%	
Office Expenses: Postage	\$109.54	\$21.24	\$300.00	(\$169.22)	\$200.00	(\$100.00)	-33.33%	
Office Expenses: Software & Subscr.	\$2,303.60	\$594.84	\$3,600.00	(\$701.56)	\$3,200.00	(\$400.00)	-11.11%	Intuit now \$198/month
Payment Fees: PayPal Fees	\$0.00	\$0.00	\$550.00	(\$550.00)	\$250.00	(\$300.00)	-54.55%	
Payment Fees: QB Payments Fees	\$1,205.53	\$492.30	\$1,200.00	\$497.83	\$1,800.00	\$600.00	50.00%	
Payroll (Employees + Taxes)	\$22,611.70	\$4,334.52	\$34,000.00	(\$7,053.78)	\$103,400.00	\$69,400.00	204.12%	
Repair & Maintenance	\$0.00	\$435.26	\$1,000.00	(\$564.74)	\$1,000.00	\$0.00	0.00%	
Safe Sport	\$0.00	\$132.09	\$500.00	(\$367.91)	\$500.00	\$0.00	0.00%	
Scholarships Awarded	\$2,000.00	\$1,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00	0.00%	
Swim Camps Exp	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	
Taxes & Licenses	\$245.00	\$0.00	\$300.00	(\$55.00)	\$300.00	\$0.00	0.00%	
Telephone & Internet	\$143.87	\$30.00	\$200.00	(\$26.13)	\$200.00	\$0.00	0.00%	
TNT Allstars Meet exp	\$0.00	\$0.00	\$14,000.00	(\$14,000.00)	\$14,000.00	\$0.00	0.00%	
TNT Zones Team Exp	\$0.00	\$0.00	\$42,750.00	(\$42,750.00)	\$42,750.00	\$0.00	0.00%	
Training & Supplies - Coaches	\$0.00	\$0.00	\$2,000.00	(\$2,000.00)	\$2,000.00	\$0.00	0.00%	
Training & Supplies - Officials	\$388.04	\$673.82	\$3,300.00	(\$2,238.14)	\$3,300.00	\$0.00	0.00%	
Travel: Athlete Reimbursement	\$95,398.02	\$10,374.05	\$125,000.00	(\$19,227.93)	\$124,000.00	(\$1,000.00)	-0.80%	
Travel: Coach Reimbursement	\$11,909.10	\$1,322.04	\$14,000.00	(\$768.86)	\$14,000.00	\$0.00	0.00%	
Travel: Meet Official Reimbursement	\$5,398.08	\$903.44	\$14,000.00	(\$7,698.48)	\$14,000.00	\$0.00	0.00%	
Travel: LSC Officers	\$6,952.27	\$0.00	\$6,000.00	\$952.27	\$7,000.00	\$1,000.00	16.67%	
Total Expenses	\$154,560.86	\$28,125.12	\$286,800.00	(\$104,114.02)	\$357,100.00	\$70,300.00	24.51%	
Net Operating Income	\$6,611.74	\$101,187.60	\$100.00	\$107,699.34	(\$200.00)	(\$300.00)		
Other Income								
Interest Income	\$462.29	\$200.00	\$50.00	\$612.29	\$500.00	\$450.00		
Total Other Income	\$462.29	\$200.00	\$50.00	\$612.29	\$500.00	\$450.00		
Other Expenses								
Interest Expense	\$0.00	\$0.00	\$50.00	(\$50.00)	\$0.00	(\$50.00)		
Miscellaneous Expense	\$460.00	\$42.49	\$100.00	\$402.49	\$100.00	\$0.00		late filing for 2022 IRS 990
Total Other Expenses	\$460.00	\$42.49	\$150.00	\$352.49	\$100.00	\$0.00		
Net Other Income	\$2.29	\$157.51	(\$100.00)	\$259.80	\$400.00	\$450.00		
Net Income	\$6,614.03	\$101,345.11	\$0.00	\$107,959.14	\$200.00	\$200.00		



NORTH TEXAS SWIMMING OFFICIALS UPDATE

Oct 29, 2023

North Texas Officials Committee



Mission

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

OBJECTIVES:

The objectives and primary purpose of NTSI shall be the education, instruction and training of individuals to develop and improve their capabilities in the sport of swimming.

NTSI shall promote swimming for the benefit of swimmers of all ages and abilities, in accordance with the standards, rules, regulations, policies and procedures of World Aquatics, USA Swimming, and NTSI and its Articles of Incorporation.



CORE VALUES & MISSION

What do we value:

- Integrity
- Collaboration
- Knowledge
- Diligence

Core Mission

- Provide fair/consistent/impartial/honest observations while using common sense
- Know the rules and their interpretations
- Be advocates for coaches, athletes and the sport of swimming.
- Promote professionalism - look it, act it

**Officials strive to provide and support opportunities
for swimmers to learn and grow**



NORTH TEXAS SWIMMING OFFICIAL COMMITTEE – WHAT WE HAVE ACCOMPLISHED SINCE APR 2023

- Helped and supported our clubs to recruit swim parents to become officials by providing clinics, mentoring and support
- Continued our North Texas Officials Development and Succession planning program
 - Maintain a pipeline of officials interested in advancement
 - Review the pipeline at monthly Officials committee meeting
- Planning and conducting training clinics
- Acting as a conduit of information

Total number of officials, around 203.

OFFICIALS COMMITTEE MEMBERS

<u>Sub-committees & assignments</u>		<u>Term expires /</u> <u>Eligible for re-election</u>
•Lorraine Temple (<u>Officials Chair</u>)		Oct 2025/ Yes
•Tami Stangl		Oct 2025 / Yes
• <u>Nathan Gloier</u>		Oct 2024/Yes
• <u>Bryce Leach</u>	Web Steering Sub Committee Chair	Oct 2024 / No
• Mac Lower		Oct 2025 / Yes
• Adriane Sparks	Education and Training Sub Committee Chair, Certification application coordinator	Oct 2025/ Yes
•Amanda Wygant	Secretary	Oct 2024 / Yes



TRAINING & EDUCATION

Clinic	# held in 2021	# held in 2022	# held in 2023 YTD
Stroke & Turn	10	7	5
Admin	3	3	3
Chief Judge	5	4	1
Starter	2	3	2
Deck referee	3	3	2
Total	22	19	12

Position	Certified in 2021	Certified in 2022	Certified in 2023 YTD	Pending confirmation	Pipeline
Stroke & Turn	20	21	19		203 (est.) attended clinic
Admin	6	5	2		
Chief Judge	5	7	2		
Starter	12	4	0	2	
Deck referee	6	1	0	2	
Meet Referee	1	1	0		
Total	50	39	12	4	

SCHEDULED CLINIC FOR REMAINING OF 2023

A New officials clinic was held Oct 23 with 25 people in attendance.

The committee is working on a new clinic schedule for 2024.

Training clinics are sometimes held at the request of coaches/teams or individuals that may not be on the new schedule.

Additional learning opportunities for Officials have been held for those interested such as Safe Sport clinic with Liz Hahn from USA Swimming which were held in Sept. Several officials attended these webinars.



LOOKING FORWARD

- Continue mentoring activities. Be a mentor and recruiter, multiply the talents and skills.
- Increase our number of officials while maintaining the high quality of officiating.
- The new R9 initiative will impact entry level officials. The implementation date is Jan 1st, but no word yet from the NOC on what to expect. **
- Continue to build a strong pipeline to support our coaches and athletes.
- Continue to support our officials to support our athletes



NATIONAL INITIATIVE: LSC OFFICIALS STANDARDIZATION PROGRAM FOR CERTIFICATION

- Standardized across 59 LSCs
- Easy access to clinic/training with integrated test online – first step to become an official.
- In discovery phase and development of online Stroke & Turn clinic starting in May 2024
- Delineate complexity of meets to determine the necessary on deck training and time frame

QUESTIONS?