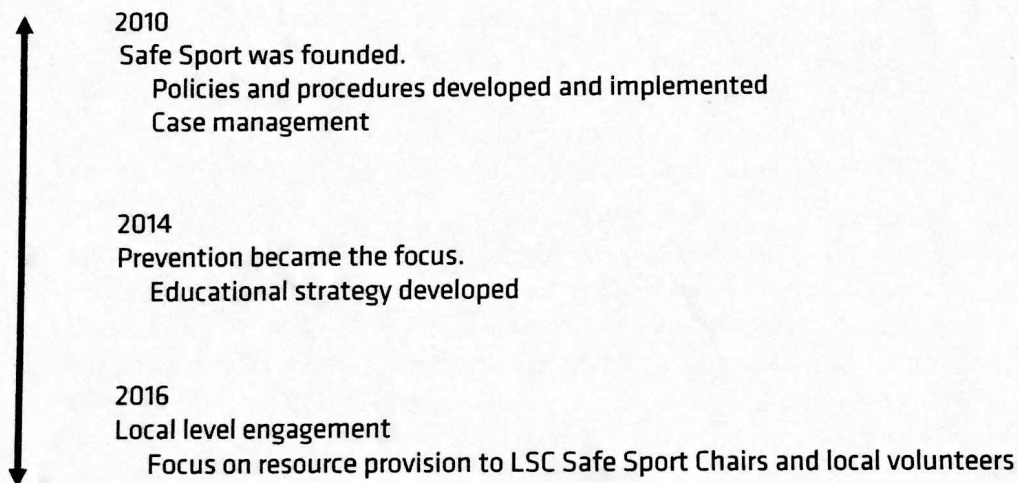




USA Swimming is committed to safeguarding all of our members, with the welfare of our athlete members as top priority.

"Increasing awareness to reduce the risks of abuse"



2016 Safe Sport Vision

1. To increase in number and empower the existing Safe Sport Champions
2. To encourage and support club leadership
3. To activate swim meets as parent engagement opportunities

Examples of LSC Initiatives

Maryland: Incentivizing parent training to win a team pizza party

Indiana Safe Sport Week: All clubs participating in athlete trainings during a designated week

Lake Erie Project: Establishing Safe Sport club coordinators

Safe Sport Toolkit

www.usaswimming.org/toolkit

Meet Resources

Venue evaluation form and pre-meet risk assessment

Heat sheet ads

Meet announcements

Team Resources

Team assessment

Safe Sport Mondays curriculum

Swim Staff Select

Events

Aqua Zone at Olympic Team Trials

Convention

Joint Merger Resolution and Memorandum of Understanding

Whereas we, the Houses of Delegates of Central California Swimming and Sierra Nevada Swimming recognize that our primary duties are to govern the sport of swimming for USA Swimming within our respective territories in the best interest of our athletes, to provide a competitive environment for all levels of athlete competencies, and to develop programs and services to assist our athletes, coaches and clubs in their individual and organizational growths; and

Whereas upon our separate reviews of our respective achievements with regards to our duties, we have concluded that there are limits to what our separate organizations can achieve as we are currently constituted; and

Whereas upon our separate reflections on our respective achievements, we separately wish to provide a stronger governance environment, to provide a broader and more vibrant competitive environment for our athletes, and to provide more and varied developmental services for our constituents; and

Whereas we jointly believe that a larger base of athletes, coaches and volunteers will allow us to build a stronger governance model from a larger and more varied volunteer base, to achieve athlete densities to create new and varied competitions that will enhance athletic competitive achievement, and to establish audiences large enough to support more and varied programs and services for our athletes, coaches and clubs;

We do hereby jointly resolve

1. That the territories of Central California Swimming and Sierra Nevada Swimming, both being recognized as local swim committees of USA Swimming, be merged to form a new local swim committee (LSC) of USA Swimming to be called Sierra Valley Swimming;
2. That the corporations of Central California Swimming, Inc. and Sierra Nevada Swimming, Inc. and their respective assets be merged to form a corporation called Sierra Valley Swimming, Inc in accordance to the laws of the State of California;
 - a. That the House of Delegates of Sierra Nevada Swimming will vote to change the name of Sierra Nevada Swimming to Sierra Valley Swimming to be effective January 1, 2017;
 - b. That the House of Delegates of Central California Swimming will, by a two-thirds vote of all members of the House of Delegates of Central California Swimming, resolve to dissolve Central California Swimming at a future date to be determine in accordance to any requirements of the laws of the State of California, and that the assets of Central California Swimming be transferred to Sierra Nevada Swimming or Sierra Valley Swimming, depending on the name in effect as of the date of the transfer, at least twenty-four (24) hours prior to the dissolution date of Central California Swimming;
3. That under separate resolutions, the bylaws under which Sierra Valley Swimming will operate will be adopted by two-thirds vote of those voting delegates present at the 2016

Annual Meetings of each of the Houses of Delegates of Central California Swimming and Sierra Nevada Swimming;

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4. That the bylaws of Sierra Valley Swimming will create a regional structure whereby the territory of Sierra Valley Swimming will be divided into multiple regions each with its own regional governing board for the purposes of developing local age group competition schedules, recruiting and training officials, identifying and encouraging local volunteers, and electing regional representatives to the Sierra Valley Swimming Board of Directors;
5. That it is the intent of the Houses of Delegates of Central California Swimming and Sierra Nevada Swimming that Sierra Valley Swimming be considered a new local swim committee of USA Swimming with no prior governance history so that any term limitation provisions specified under the bylaws of Sierra Valley Swimming will only consider the time served as a Sierra Valley Swimming officer, committee chair or coordinator, as the basis of calculating any term limitation;
6. That a Steering Committee will be created ^{by SOS-4 CCS-4 @ HOD} the membership of which there will be eight (8) members consisting of the two General Chairs of Central California Swimming and Sierra Nevada Swimming plus three (3) other members, including at least one (1) athlete and one (1) coach from each LSC;
7. That the Steering Committee will guide task forces created to merge governance documentation, programs and services from Central California Swimming and Sierra Nevada Swimming for adoption by the House of Delegates of Sierra Valley Swimming;
8. That a series of task forces will be created under the guidance of the Steering Committee the purpose of each is to identify operational differences between Central California Swimming and Sierra Nevada Swimming within their areas of responsibility as identified and assigned by the Steering Committee, and to negotiate the resolutions of those differences to be presented to the inaugural House of Delegates of Sierra Valley Swimming for adoption;
9. That the series of task forces shall be Rules & Regulations/Policies & Procedures, Finance, Senior Schedule/Programs, Age Group Schedules/Programs, Regional Geography, Officials, History/Hall of Fame, and any other identified by the Steering Committee as necessary;
10. That the respective Houses of Delegates of Central California Swimming and Sierra Nevada Swimming will forgo elections at their 2016 Annual Meeting, except as needed to fill vacancies, and to continue the terms of office of their respective officers, committee chairs and coordinators through December 31, 2016;
11. That the existing Boards of Directors of Central California Swimming and Sierra Nevada Swimming will continue to govern their respective LSCs through December 31, 2016;
12. That the Steering Committee will act as the governing body for Sierra Valley Swimming from January 1, 2017 until the inaugural meeting of the House of Delegates of Sierra Valley Swimming at which the inaugural Board of Directors of Sierra Valley Swimming will be elected;
13. That from September 1, 2016 until the inaugural meeting of the House of Delegates of Sierra Valley Swimming, the respective Boards of Directors of Central California

- Swimming and Sierra Nevada Swimming and the Steering Committee within their governance duties will only administer the operations of Central California Swimming, Sierra Nevada Swimming and Sierra Valley Swimming respectively and will make no changes to rules, regulations, policies, procedures or programs;
14. That the Steering Committee will act as the Nominating Committee for Sierra Valley Swimming and will develop a slate of candidates for the various offices, committee chairs and coordinator positions for election at the inaugural meeting of the House of Delegates of Sierra Valley Swimming and will publish such slate of candidates pursuant to the notification provisions of the bylaws of Sierra Valley Swimming;
 15. That a Special Meeting of the Sierra Valley Swimming House of Delegates shall be called for January 28, 2017, at a location to be determined by the Steering Committee, unless the Steering Committee determines that it needs to be rescheduled;
 16. That the purpose of said Special Meeting of the Sierra Valley Swimming House of Delegates is
 - a. To elect the officers, committee chairs and coordinators of Sierra Valley Swimming, and to appoint, as needed, interim regional representatives in order to constitute the inaugural Board of Directors of Sierra Valley Swimming,
 - b. To adopt the Rules and Regulations of Sierra Valley Swimming and
 - c. To establish an initial set of Policies and Procedures on behalf of the inaugural Board of Directors of Sierra Valley Swimming;
 17. That whereas the fiscal years of both Central California Swimming and Sierra Nevada Swimming run from September 1 through August 31, the fiscal year of Sierra Valley Swimming will also be from September 1 through August 31;
 18. That the Houses of Delegates of Central California Swimming and Sierra Nevada Swimming, at their respective 2016 Annual Meetings, will adopt annual budgets for their respective LSCs for the entire 2016-2017 fiscal year;
 19. That while USA Swimming will recognize the merger of territories and consolidation of delegates to the USA Swimming House of Delegates and while the Western Zone will recognize the unification of the Western Zone Age Group All-Star Teams of Central California Swimming and Sierra Nevada Swimming into a single all-star team to represent Sierra Valley Swimming at the 2017 Western Zone Age Group Championships as of January 1, 2017, Sierra Valley Swimming will adopt the remaining portions of the respective budgets of Central California Swimming and Sierra Nevada Swimming for the period of January 1, 2017 through August 31, 2017 as its own, and will accept fees and fee distributions incorporated in those respective LSC budgets for the same time period, and will account the income and expenses of the two budgets as if Central California Swimming and Sierra Nevada Swimming continued as two independent LSCs so that the merger of the two not-for-profit corporations can be executed properly under the laws of the State of California and that required tax filings with the IRS can be made appropriately;
 20. That with respect to the funding of the 2017 Sierra Valley Western Zone All-Star Team, the separate budgets of Central California Swimming and Sierra Nevada Swimming will be combined so as to develop a single family cost for participating on the team regardless

of the geographical residence of the athlete, and it is recognized that as the expenses of the team are accounted for separately, such an approach might cause one of the former LSC's budget to be exceeded while the budget of the other LSC might be under-utilized;

21. That Central California Swimming, in order to create a two year transition to eliminate the eight dollar (\$8.00) difference between its LSC portion of the year-round athlete and non-athlete registration fee and those of Sierra Nevada Swimming, will increase the Central California from its current fifteen dollars (\$15.00) to nineteen dollars (\$19.00) for the USA Swimming 2016-2017 registration year with the recognition that the current athlete and non-athlete members of Central California Swimming will incur an additional increase of the LSC portion of the registration fee from nineteen dollars (\$19.00) to twenty-three dollars (\$23.00) for the USA Swimming 2017-2018 registration year when a unified Sierra Valley Swimming budget and fee structures are established;
22. That whatever meet fee distributions between meet hosts and Sierra Valley Swimming are established in the future, those distributions will not negatively affect meet hosts' revenue streams;
23. That Sierra Valley Swimming will honor the meets awarded by Central California Swimming and Sierra Nevada Swimming for the September 1, 2016 to August 31, 2017 short course and long course competition seasons, and if Sierra Valley Swimming creates additional competitive events provide enhanced competitive opportunities consistent with the purposes of this resolution, those additional competitive events will not be scheduled to conflict with previously scheduled competitions of Central California Swimming and Sierra Nevada Swimming, unless the perceived conflict is determined by the Steering Committee or the Board of Directors of Sierra Valley Swimming to be minimal and that said determination should be done in consultation with the meet host of any such competition in question;
24. That the current contracts and relationships with existing compensated staff of Central California Swimming and Sierra Nevada Swimming will be honored and continued by Sierra Valley Swimming;
25. That the histories of Central California Swimming and Sierra Nevada Swimming be preserved and archived;
26. That a Sierra Valley Swimming Hall of Fame be created to honor outstanding athletic, coaching and volunteer achievements and contributions with the initial inductees being identified from Central California Swimming and Sierra Nevada Swimming members, both past and present;
27. That the swimming records for Central California Swimming and Sierra Nevada Swimming will be recorded through December 31, 2016 after which date they will be archived for posterity, and starting January 1, 2017 the records of Sierra Valley Swimming will start anew;
28. That this resolution must be passed by two-thirds of the voting representatives present at both the respective 2016 Annual Meetings of the respective Houses of Delegates of Central California Swimming and Sierra Nevada Swimming, provided a quorum is present as defined respectively by the bylaws of Central California Swimming and Sierra Nevada Swimming except as additionally provided by any provision of this resolution, and the vote

How does this look for Mark?
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CCS HOD Template

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Member's membership rights as set forth below, then until the court judgment is satisfied, the Individual Member shall not (a) compete in any competition sanctioned by USA Swimming, (b) obtaining reportable time in events swum at any USA Swimming approved or observed meet, (c) participate in any capacity in the affairs of USA Swimming, CCSI or any other LSC or (d) practice, exercise or otherwise participate in the activities of any Group Member or any group member of any other LSC.

- .4 INDIVIDUAL/CLUB OBLIGATIONS - If an Individual Member has secured a final decision of (i) a court of law and/or (ii) the CCSI Board of Review or the National Board of Review against a Club Member for non-payment of financial obligations (such as a refund of training fees) to the Individual Member, then until the decision or judgment is satisfied, the delinquent or offending Club Member shall be precluded from (a) participating in events sanctioned or approved by USA Swimming and (b) participating in any capacity in the affairs of USA Swimming, CCSI or any other LSC, including being represented in the House of Delegates by its Group Member Representative.
- .5 CONTINUED FAILURE TO PAY; TERMINATION OF MEMBERSHIP - Continued failure to pay, within a reasonable period of time after a final decision of a court of law, the CCSI Board of Review or the National Board of Review, as determined by the CCSI Board of Review or the National Board of Review, shall be cause for termination of membership.

ARTICLE 604 HOUSE OF DELEGATES

604.1 MEMBERS - The House of Delegates of CCSI shall consist of the Group Member Representatives, the Athlete Representatives, the Coach Representatives, the Board Members designated in Section 605.1, and the At-Large House Members.

- .1 GROUP MEMBER REPRESENTATIVES - Each Group Member in good standing shall appoint from its membership a Group Delegation of one or more Group Member Representatives and may appoint one or more alternates for each representative. The appointment shall be in writing, addressed to the Secretary of CCSI and duly certified by the chief executive officer or secretary of the appointing Group Member. The appointing Group Member may withdraw one or more of its Group Member Representatives or one or more of its alternates and substitute a new Group Member Representatives or new alternates by written notice, addressed to the Secretary of CCSI and signed by the chief executive officer or secretary of the appointing Group Member.

The maximum number of representatives allowed in the Delegation for each Group Member shall correspond to the number of year-round registered swimmers (including Outreach swimmers) on the Group Member's roster in the SWIMS database as of August 31, and that maximum number of representatives shall remain in effect until August 31 of the following year. A Group Member may appoint a Delegation of fewer Group Member Representatives than the maximum number of representatives allowed, provided that the Group Delegation includes the Minimum Required Representatives. The maximum number of representatives allowed in the Group Delegation of each Group Member shall be as follows:

Registered Swimmers	Maximum Number of Representatives	Minimum Required Representatives
0-24 22	1	none
25-99 13	2	At least 1 athlete
100-174 8	3	At least 1 coach and 1 athlete
175-249 5	4	At least 1 coach and 1 athlete
250-324	5	At least 1 coach and 1 athlete
325-399	6	At least 1 coach and 2 athletes
400+ 1	7	At least 1 coach and 2 athletes

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- A Group Member Athlete Representative shall be an athlete member who has the same qualifications as the Athlete Representative identified in Section 604.1.2.
 - B Group Member Coach Representative shall be a coach member who has satisfied all the membership requirements of a coach member at the time of any House of Delegates meeting at which he or she is to be a Group Member Coach Representative.
- .2 AT-LARGE HOUSE MEMBERS - Up to ten (10) at-large members of the House of Delegates may be appointed by the General Chair with the advice and consent of the Board of Directors. Additionally, a sufficient number of athlete members shall be appointed by the General Chair, with advice and consent of the Board of Directors, as At-Large House Members to constitute at least 20% of the voting membership of the House of Delegates (taking into account the Athlete Representatives). Each at-large athlete Representative must (a) be an Athlete Member or a Seasonal Athlete Member in good standing; (b) be at least thirteen (13) years of age; (c) be currently competing, or have competed during the three (3) immediately preceding years, in the program of swimming conducted by CCSI or another LSC; and (d) have his or her place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education). The At-Large House Members shall hold office from the date of appointment through the conclusion of the annual meeting of the House of Delegates following such appointment or until their successors are appointed to the House of Delegates.
- .3 COACH REPRESENTATIVE - One Coach Representative shall be elected, in even numbered years for a two-year term, or until a successor is elected. The election of the Coach Representative shall be conducted during CCSI's long course age group swimming championship, at a meeting timely called by the Coach Representative or the Board of Directors, and determined by a majority of the Coach Members in good standing present and voting or, failing that, at a time and place and in a manner designated by the Board of Directors.
- 604.2 ELIGIBILITY - Only Individual Members in good standing shall be eligible to be elected or appointed members of, to be heard at or to vote at the House of Delegates in any capacity. Members of the House of Delegates must maintain their status as Individual Members in good standing throughout their terms of office.
- 604.3 VOICE AND VOTING RIGHTS OF MEMBERS - The voice and voting rights of members of the House of Delegates and of Individual Members shall be as follows:
- .1 GROUP MEMBER REPRESENTATIVES - Provided that a Group Delegation has among its Group Member Representatives the Minimum Required Representatives (as defined in 604.1.1) present at any given meeting of the House of Delegates, then the Group Member Representatives of the said Group Delegation shall have both voice and one vote each in said meeting of the House of Delegates. If a Group Delegation does not have among its Group Member Representatives all of the Minimum Required Representatives (as defined in 604.1.1) at any given meeting of the House of Delegates, then the Group Member Representatives of the said Group Delegation shall have voice, but the number of Group Member Representatives in the delegation will be reduced to the largest number of representatives for which the Group Member Delegation has the specified Minimum Required Representatives for voting purposes.
 - .2 BOARD MEMBERS, THE COACH REPRESENTATIVE AND AT-LARGE HOUSE MEMBERS - Each of the Board Members, the Coach Representative and the At-Large House Members shall have both voice and one vote each in meetings of the House of Delegates.
 - .3 AFFILIATED GROUP MEMBER REPRESENTATIVES - Group Member Representatives of Affiliated Group Members, unless entitled to vote under another provision of these Bylaws, shall have voice but no vote in meetings of the House of Delegates and its committees.
 - .4 INDIVIDUAL MEMBERS - Individual Members who are not members of the House of Delegates may

CCS – SNS Merger/Redistricting Talking Points

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Main Reason: To enhance the competitive opportunities for our athletes.
Secondary Reason: To combine resources beyond the shared services model to better support our members.

- **Governed by elected BOD according to new By-laws:**
 - If the merger/redistricting proposals are ratified at both HODS' this summer, a special Sierra Valley Swimming (SVS) HOD will be called early in 2017 for elections.
 - At the first SVS HOD a new BOD will be elected, each LSC will continue to operate as they currently do with regards to daily operations until the first SVS HOD
 - An interim governing body will be appointed if the merger/redistricting is ratified.
 - The interim governing body will be a steering committee consisting of eight people, four people from SNS and four from CCS. This steering committee will receive recommendations from six task forces regarding the formation of the new LSC.
 - The six task forces will be: By-laws, Rules/Regulations & Policy/Procedures, Finance, Sr Schedule/Issues, AG Schedule/Issues, and Regional Boundaries.
 - Each task force will be made up of current BOD members from both LSC's as well as any interested volunteers from within both LSC's.
 - Regional interests will be met by having a position created on the SVS BOD specifically for each region. LSC may be broken into three or four regions depending upon need.
 - Athlete representation on the SVS BOD will be increased to incorporate each region.
 - Nomination committee will include reps from each region.

- **Finances controlled at the LSC Level:**
 - LSC Treasurer will maintain and oversee finances
 - LSC Finance Committee will create budget for whole LSC
 - Budget items will be created for each region for local matters

- **Meet Schedule:**
 - The Scheduling Committee will be comprised of representatives from all four regions.
 - Within the Scheduling Committee two task forces will be set up to create a Sr meet schedule and an Age-Group Elite schedule.

- **Volunteers:**
 - The Officials Chair will appoint one official from each region to be responsible with identifying, recruiting and helping with training in their region.
 - Each of these regional "leads" will be on the Officials Committee

- **Age Group:**
 - Create regional, bi-regional, whole approach to meet schedule = more opportunities
 - Create a season ending meet as an alternative to Far Westerns (this would take time to grow)
 - Build upon success of the inaugural SWAGR meet held jointly by CCS and SNS as a step prior to season ending meet for highest level AG swimmers
 - Regional concept for the meet schedule will allow swimmers to compete locally and only travel to higher level meets when they are qualified just as they do now
 - Increased pool of athletes for AG Zones, All Star meets and future LSC sponsored travel meets
 - Continue and expand all camps that are currently being offered, incorporating multiple sites when needed

▪ **Senior Swimming:**

- Create two senior (T/F) meets in the fall, one in the old CC area and one in the old SN area (LC, SC)
- Create new time standards for Sr/Jr+ meets that align with the goals of the coaches committee
- Retain the Juanita Allington meet in Feb/March, Summer Sanders in June
- Allows the regional committees to schedule ABC meets for Sr swimmers
- Increased pool of athletes for OTC training trip
- Create additional Open Water opportunities for athletes
- Increases the number of long course pools available for meets, training and camps for Senior level athletes to enhance our national level presence

▪ **Concerns:**

- Break the "Us vs. Them" barriers and move forward towards a "We" viewpoint. {Continue to work collaboratively on meets and begin to work on task forces, schedules and camps together}
- Governance Model {Have representations from all the regions (Valleys) on the BOD, must look at SNS vs CCS allocation of delegate to HOD}
- How will elections work {By-laws task force will work with Rules and Regulations task force to determine}
- Decide how SVS BOD positions will be determined {By-laws task force will work with Rules and Regulations task force to determine}
- Consider starting with an enlarged BOD {Trim as needed}
- Transition period {One year, two years?}
- Bylaws {Adopt USA Swimming template to start transition period}
- Policies & Procedures – Rules & Regulations {Task force recommends changes to steering committee}
- Would need to create a Task Force to have in place by deadline date {Six task forces created to work on components of the merger/redistricting}
- Review other LSC's this size {This has never happened before in USA Swimming history, we are setting precedence}
- Budget {Develop a budget for a combined LSC beginning with the first SVS HOD, prior to that meeting both LSC's continue to operate and fund on their current budgets}
- Legal aspects of merger, tax returns, merging financials (banking) {SNS accountant will be tasked with making sure the financials are in order and we will hire a lawyer to make sure that the necessary legal documents are submitted to the state of California}